



International  
Labour  
Organization



Ministry of Labour  
and Social Affairs  
Federal Republic of Somalia



# ► Decent Work Country Programme for Somalia

2023 - 2025



## List of Abbreviations

DWCP	Decent Work Country Programme
FESTU	Federation of Somali Trade Unions
FGS	Federal Government of Somalia
FMS	Federal Member States
HIPC	Heavily Indebted Poor Countries
IDPs	Internally Displaced Persons
ILO	International Labour Organization
MoLSA	Ministry of Labour and Social Affairs
NDP	National Development Plan
SCCI	Somali Chamber of Commerce and Industry
SNTCC	Somali National Tripartite Consultative Committee
TWG	Technical Working Group
MoWHRD	Ministry of Women and Human Rights Development





# Memorandum of Understanding

## The Decent Work Country Programme for the Federal Republic of Somalia

Whereas the Government of the Federal Republic of Somalia (Government), the undersigned workers' and employers' organisations, and the International Labour Organization (ILO), represented by the International Labour Office (referred collectively as the Parties), wish to collaborate to promote and advance decent work in Somalia.

Now, therefore, the Parties hereby agree as follows:

1. The Parties affirm their commitment to collaborate in implementing the Decent Work Country Programme (DWCP).

The following are agreed as priorities of the DWCP:

Priority 1: Promoting fair opportunities for decent jobs and skills development

Priority 2: Promoting social protection for all and social care to families

Priority 3: Strengthening institutions of work for effective labour administration

Priority 4: Promoting social dialogue for protection of labour rights

2. The ILO agrees to assist in mobilising resources and providing technical cooperation in the implementation of the DWCP, subject to its rules, regulations, directives and procedures, the availability of funds and conditions to be agreed upon in writing.
3. This Memorandum of Understanding (MOU) may be modified by agreement between the Parties.

Nothing in or relating to this MOU shall be construed as constituting a waiver of privileges and immunities enjoyed by the ILO.

4. The DWCP is attached to this MOU. In the event that the terms contained in the DWCP document are incompatible with the terms of this MOU, including the provisions referenced in article 3, then the latter shall govern and prevail.
5. The original of the MOU has been written and signed in English. If this MOU is translated into another language, the English version shall govern and prevail.
6. This MOU, superseding all communications on this matter between the Parties, shall enter into force with effect from its signature by the authorised representatives of the Parties.

IN WITNESS WHEREOF the undersigned, being duly authorised thereto by their respective institutions, have signed and sealed this MoU in quadruplicate.

H.E. Hon Bihi Iman Egeh  
Minister of Labour and Social Affairs of  
the Federal Republic of Somalia

*Bihi*  
Date.....*09/06/2023*.....

Mr. Cynthia Samuel-Olonjuwon  
ILO Assistant Director-General  
Regional Director for Africa

*Cynthia Samuel-Olonjuwon*  
Date.....*09/06/2023*.....

Mr Abdi Abshir Dorre  
Managing Director  
Somali Chamber of Commerce & Industry  
For and on behalf of Somali Chamber &  
Industry

*For* *(Signature)*  
*Abdinasir Jama Mohamed*  
*Deputy Managing Director*  
Date: .....*09/06/2023*.....

Mr. Omar Faruk Osman  
General Secretary  
Federation of Somali Trade Unions (FESTU)  
For and on behalf of the Federation of  
Somali Trade Unions

*(Signature)*  
Date.....*09/06/2023*.....



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# Introduction

The International Labour Organisation (ILO) is one of the twenty-five United Nations (UN) entities operating in Somalia. The UN entities work together to achieve peace, stability, and prosperity for all Somalis, supporting the 2030 Agenda and Sustainable Development Goals. The United Nations' commitments to advancing Somalia's peace and development priorities over 2021-2025 are presented in the United Nations Sustainable Development Cooperation Framework (UNSDCF) 2021-2025. Aligned to the ninth Somalia National Development Plan (NDP-9), the UNSDCF 2021-2025 guides UN entities' comparative advantage-based contributions to attaining shared objectives. The International Labour Organisation (ILO) contribution, informed by its mandate and comparative advantage, is detailed in a country-specific results-based framework referred to as the Decent Work Country Programme (DWCP). The DWCP serves two main objectives: to promote decent work and to organise ILO knowledge, instruments, advocacy and cooperation at the service of tripartite constituents (Government, employers' organisations, and labour organisations) to advance the Decent Work Agenda.

The Somalia Decent Work Country Programme 2023-2025 is the product of an extensive consultative and participatory process with the ILO tripartite constituents, i.e., the Government, employers and workers. The DWCP 2023-2025 outlines the policy direction, strategies, and anticipated results through prioritised work areas during this period that will contribute to the country's attainment of Decent Work. In recent years, with significant international community support, Somalia has made good progress in its institutional and economic reconstruction efforts. The DWCP aims to build upon the substantial gains made by the Federal Government and the Federal Member States to promote growth and development of the economy at national and state levels.

The development of DWCP 2023-2025 was initiated with the technical support of ILO in September 2019 with the preparation of a country diagnostic assessment. The country diagnostic provided an evidence-based analysis of the country's situation covering the social, political and economic context and across each of the four ILO strategic objectives (employment; social protection; social dialogue and tripartism; and fundamental principles and rights at work). The country diagnostic analysis based on secondary sources and consultative interviews with the relevant tripartite stakeholders helped highlight significant work deficits and opportunities to create full and productive employment in Somalia.

Based on the Somali context's identified decent work challenges, a prioritisation exercise was carried out in November 2019 to narrow down to four main priority areas for the DWCP. The partners and stakeholders' feedback was consolidated, presented, and discussed in a three-day DWCP Consultative Workshop held in Mogadishu from 9th to 11th December 2019. During the Workshop, the tripartite partners, which included representation at federal and state levels inclusive of gender and youth mix, discussed and ranked the four country priorities and Country Programme Outcomes (CPOs) and outputs that form part of the DWCP 2023-2025. A revised list of country priorities and CPOs was developed and adopted based on the consultations and dialogue.

The country priorities and the Country Programme Outcomes (CPOs) in the DWCP 2023-2025 align with the NDP 2021-2025, precisely, Pillars 3 of the NDP 2021-2025. Therefore, the country priorities and CPOs reflect the employment-related agenda the Federal Government of Somalia, its social partners, private sector, and other stakeholders believe necessary to attain peacebuilding, recovery, growth, and development. The DWCP priorities and outcome align with the National Employment Policy 2019 and the Social Protection Policy 2019.

Owing to the DWCP 2023-2025 preceding the UNSDCF 2021-2025, a three-step alignment process was undertaken. The steps consisted of a) inclusion of the analysis from the country diagnostic in the common country analysis of the UN; b) inclusion of priorities identified by stakeholders in the UNSDCF 2021-2025; and c) revision of the DWCP document to reflect the ILO's contribution to UNSDCF 2021-2025. The UNSDCF 2021-2025 mirrors the NDP-9 overarching priorities: Inclusive Politics and Reconciliation, Security and Rule of Law, Economic Development, and Social Development. The work under the DWCP priorities forms part of the UN's contribution towards the Economic Development and Social Development pillars.

The alignment between the DWCP 2023-2025 and the UNSDCF 2021-2025 will see the ILO contribute to achieving multiple SDGs as outlined in the UNSDCF Results Framework. Direct contributions will be to the achievement of SDG 1: No Poverty; SDG 4: Quality Education; SDG5: Gender Equality; SDG 8: Decent Work and Economic Growth; SDG 10: Reduced Inequality; and SDG 16: Peace, Justice and Strong Institutions.

# Country progress towards decent work and sustainable development

## Development Context

Somalia, according to the World Bank's classification, is categorised as a low-income country with an estimated per capita income of US\$ 513 in 2016<sup>1</sup>. It is also classified among the Heavily Indebted Countries<sup>2</sup>. Somalia has an estimated population of 15 million persons, which is growing at a fast rate<sup>3</sup>. Around 42 per cent of the country's population lives in urban areas, 23 per cent resides in rural areas, while 26 per cent is nomadic. The population includes approximately 2.65 million internally displaced persons (IDPs) who live in IDP settlements, many of which are in urban and peri-urban areas<sup>4</sup>. The country is urbanising rapidly at about 4 per cent nationally<sup>5</sup>. Somalia has a predominantly young population, with 46 per cent of the population being below the age of 15 years and 81 per cent below 35<sup>6</sup>. On the other hand, the population aged 65 years and above accounts for 6.5 per cent of the total population.

Somalia's economy has grown modestly in recent years; the real annual GDP growth during 2013 – 17 averaged 2.5 per cent, with growth touching a peak of 4.4 per cent in 2016 but contracted to 2.3 per cent in 2017 due to a severe drought<sup>7</sup>. Growth was expected to recover gradually in 2018-2020 to reach 3.1 per cent by 2020. However, a triple crisis of COVID-19, locust infestation and floods in 2020 caused the economy to contract by 1.5%<sup>8</sup>. In recent years, economic growth has been driven by a combination of private consumption, financed mainly by remittances from the diaspora, and on the supply side, by growth in services and agriculture.

The Somali economy is predominantly agricultural. Agriculture is an important source of livelihoods and employment in Somalia, representing 72 per cent of employment in 2019 (a proportion that has barely changed over nearly 30 years), and plays a key role in meeting the food needs of the Somali people; an estimated 60 per cent of the Somali population depend on agriculture, either directly or indirectly, and agriculture accounts for 80 per cent of rural employment. The livestock sub-sector remains inordinately important in agriculture:

<sup>1</sup> The World Bank classifies all countries with a per capita national income of up to US\$ 1,025 as low-income countries.

<sup>2</sup> <https://www.imf.org/en/About/Factsheets/Sheets/2016/08/01/16/11/Debt-Relief-Under-the-Heavily-Indebted-Poor-Countries-Initiative>

<sup>3</sup> Federal Government of Somalia 2019c

<sup>4</sup> Ibid

<sup>5</sup> Federal Government of Somalia 2019d

<sup>6</sup> Ibid

<sup>7</sup> Federal Government of Somalia 2019a

<sup>8</sup> Somalia Overview (worldbank.org)

its share of agricultural output increased from 37 per cent in the late 1980s to 57 per cent during the period 2013-16. The Drought in 2017 induced a fall in agricultural output, with the contraction driven by reductions in crop production, fishing, forestry, and hunting activities. The services sector in Somalia is vibrant, though a much smaller contributor to growth and employment than the agriculture sector and has sustained modest growth in recent years. The important and expanding sub-sectors in services sector include telecom, mobile-money, money transfer and construction sub-sectors. Manufacturing remains sluggish, constrained by continuing insecurity, competition and conflict over land, and the high price of inputs, including electricity.

With the agriculture sector employing 31 per cent of the population, and the further development of agribusiness value chains representing a significant opportunity for future growth, environmental and climate risks are substantial concerns for Somalia<sup>9</sup>. Threats to Somalia's natural capital arise from recurrent droughts, inappropriate land-use systems, and coping behaviors that impede environmental stewardship and resource governance. Consequently, Somalia has a rate of deforestation much higher than her neighbors and the average for Africa.

## **National policies and priorities for sustained, inclusive and sustainable economic growth, full and productive decent work for all**

The National Development Plan 9 (NDP-9), covering 2021-2025, outlines Somalia's overall national development priorities. It serves as a roadmap for the Federal Government of Somalia for interventions and investments, as a source of strategy and alignment for the Federal Member States' plans and as a guide for development partners in their planning. The NDP-9 is aligned with the Sustainable Development Goals and serves as an Interim Poverty Reduction Strategy Paper (I-PRSP), enabling the country to seek debt relief under the Heavily Indebted Poor Countries (HIPC) Initiative<sup>10</sup>. The poverty reduction strategy of the NDP-9, developed through broad-based consultations with all stakeholders, has four Pillars; i) Inclusive and Accountable Politics; ii) Improved Security and the Rule of Law; iii) Inclusive Economic Growth (including increased employment) and iv) Improved Social Development<sup>11</sup>. Employment-related concerns fall under Pillar 3 (Inclusive Economic Growth). Pillar 3 seeks to transform the economy by improving traditional livestock and crop production industries' resilience to meet the growing challenges from climate change and inducing growth elsewhere in the private sector to broaden and sustain the growth base and provide more employment opportunities.

<sup>9</sup> Somalia – Country Environmental Diagnostic (World Bank, 2020)

<sup>10</sup> Somalia reached the Decision Point of the HIPC initiative on March 25, 2020, restoring the country's access to regular concessional financing and launching the process toward debt relief. To receive irrevocable debt relief, Somalia must maintain sound macroeconomic policies, implement its poverty reduction strategy—the NDP9—for at least one year, and complete a set of policy measures known as Completion Point triggers that are aimed at promoting inclusive growth and poverty reduction.

<sup>11</sup> Federal Government of Somalia 2019a



The country adopted a National Employment Policy (NEP) in 2020 whose vision is to achieve decent and productive employment for all in conditions of freedom, equity, security and human dignity<sup>12</sup>. The NEP consists of three complementary pillars. The first pillar emphasises establishing an employment governance system in the country through improved government capacities, coordination and constructive dialogue with the private sector and the social partners. The second pillar focuses upon private sector development initiatives by providing a business enabling environment to micro, small and medium enterprises. The third pillar focuses on promoting key vertical sectors that can drive Somalia's economy and labour market.

The Federal Government of Somalia has developed a Social Protection Policy, in line with the commitment enshrined in the Somalia Constitution towards the right of all persons to access their economic and social rights, including social protection and the protection of, particularly vulnerable groups. The Policy presents an ambitious and long-term vision that by 2040, Somalia will have progressively established a functional social protection system that delivers predictable assistance through the lifecycle, according to a consensus across Somali society identifying the most vulnerable. The Policy lays down five main objectives to be achieved over the period 2019-40. These are:

- i. Establish and strengthen systems and capacities of the Government and other stakeholders to design, implement, and monitor coordinated and effective social protection programmes, including social assistance, social care, labour market policies, and social insurance.
- ii. Progressively expand access to social assistance, especially social transfers, which support the poorest and most vulnerable to improve their standard of living in line with a minimum social protection floor, contribute to human capital development, improve food and nutrition security, access productive livelihoods and basic needs, and build resilience to shocks.
- iii. Build the foundations for social insurance within the formal sector, with a view to developing mechanisms for increasing participation of the informal and private sector.
- iv. Combine income support with broader labour-related policy measures that assist those populations with labour capacity to access employment and productive livelihoods.
- v. Extend access to and coverage of quality social care services for poor and vulnerable households and individuals.

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<sup>12</sup> Federal Government of Somalia 2019b

## The Dynamics of Employment and the Labour Market

The working-age population aged 15-64 years in Somalia is half of the country's population, at around 7 million) and it has doubled over the past 25 years<sup>13</sup>. The working-age population of Somalia is young. Young men in the age group 15-24 made up 17.9 per cent of the total male working-age population, while the young female rate was 17.2 per cent. When the age range is extended to 15-29, young men represent 26.1 per cent of the working-age population and women 25.2 per cent. Due to the rapid population growth, an estimated 400,000 persons are entering the labour market every year in Somalia, at which rate the size of the labour market will double over the next 25 years<sup>14</sup>

Somalia had a labour force participation rate (LFPR) of 66 per cent in 2014, which is on par with the LFPR of Sub-Saharan African countries at around 69 per cent. However, there are significant disparities in the labour force participation rates by population segments and by gender. The urban population's participation rates at 40.1 per cent are much lower than the 56.7 per cent for the rural areas. There are significant gender gaps between males and females' participation rates, with the female labour force participation rate being approximately half the equivalent rate for men. The gender gaps can be attributed to religious and cultural practices as well as women's greater share of unpaid family care and household work, limiting women from actively engaging in the labour market. The country's labour force participation is also constrained by high levels of inactivity, as estimates from a study indicate that 12 per cent of men reported being inactive due to retirement, disability or illness, against 4 per cent of women<sup>15</sup>. The high level of inactivity suggests the existence of a potential labour force that, with adequate interventions such as health services, in this case, could be mobilised to increase the economic participation of men and women.

Among youth, male youth aged 30-34 years had the highest labour force participation rate of 83.3 per cent compared to females (44 per cent). Among the adults, male adults aged 45-49 years and 35-39 years had the highest labour force participation rates at 86.6 per cent and 86.4 per cent, respectively<sup>16</sup>. The male LFPR was about twice the labour force participation rates for females in the same age cohorts. The labour force participation rate among the nomadic community was estimated at 68.7 per cent compared to 44.9 per cent for the IDPs. The relatively high labour force participation rate among the nomadic community is because the community members are mainly self-employed; their working life starts relatively early and often does not stop at old age. Those in the IDP camps experience restricted movements and limited labour market opportunities, hence the low labour force participation rates<sup>17</sup>.

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<sup>13</sup> Ibid

<sup>14</sup> Federal Government of Somalia 2019b

<sup>15</sup> Pape 2017

<sup>16</sup> Federal Government of Somalia 2017

<sup>17</sup> Ibid

The analysis of labour force participation by education indicates that almost two-thirds of the labour force (73.2 per cent) have attained a secondary education level. A relatively high 24.8 per cent have obtained a university degree<sup>18</sup>.

The highest share of Somalia's workforce is employed in primary activities; 62 per cent of the employed work in agriculture, livestock and fisheries, while professionals, associate professionals and technicians accounted for only 6.9 per cent of the employed<sup>19</sup>. Estimates show that about 46 per cent of employed people work in agriculture, 25 per cent in crop cultivation, 9 per cent in herding, 4 per cent in fishing, and 7 per cent in related activities (such as forestry and agro-processing)<sup>20</sup>. Women remain primarily engaged in the livestock and agricultural sectors but at the value chain's lower ends<sup>21</sup>. The agriculture sector continues to be plagued by low productivity due to old-fashioned methods, such as inappropriate crop spacing, furrow planting and crop rotation. In addition, low productivity can also be attributed to inadequate access to finance, overdependence on rain-fed agriculture despite recurring droughts, dilapidated irrigation infrastructure; poor or non-existent transport infrastructure; insecurity; and disputed property rights<sup>22</sup>. Moreover, agricultural livelihoods in Somalia are also vulnerable to the effects of climate change; the Drought Impact and Needs Assessment<sup>23</sup> exercise showed that the agriculture and livestock sector accounted for the largest share (56 per cent) of the losses suffered from the 2017 Drought.

Analysis of employment by occupational groupings indicates that the highest proportion of the employed in Somalia was in elementary occupations at 41 per cent. This was followed by professionals (15 per cent), skilled agricultural, forestry and fishery workers (9.8 per cent), and craft and related trades workers (9.2 per cent). Among those in employment, gender disparities in occupational employment are lower in Somalia than the average prevailing in East Africa or the Arab world<sup>24</sup>. According to the Somalia Social Protection Policy (2019) of the Ministry of Labour and Social Affairs, the proportion of men and women in managerial and professional positions are broadly comparable and very low (3 per cent vs 1 per cent and 7.6 per cent vs 5.6 per cent, respectively). The gender gap in agriculture is narrow, with a labour force participation rate of 67.8 per cent for women and 60.1 per cent for men. However, the number of women in elementary occupations is higher than the equivalent number of men, at 62.2 per cent, followed by service and sales workers (9.3 per cent) and skilled agricultural, forestry and fishery workers (9.2 per cent)<sup>25</sup>.

The prevalence of informal employment is high in Somalia, and most workers are in precarious jobs. Only about 1 in 5 workers (19 per cent) are entitled to receive medical benefits; just 5

<sup>18</sup> Federal Government of Somalia 2019b

<sup>19</sup> Ibid

<sup>20</sup> World Bank and FAO. 2018.

<sup>21</sup> Ritchie and Koshin 2019

<sup>22</sup> Federal Government of Somalia 2019c

<sup>23</sup> Federal Government of Somalia 2018

<sup>24</sup> Federal Government of Somalia 2019c

<sup>25</sup> Ibid

per cent of the employed reported that their employers contribute to a pension fund (21 per cent were unsure)<sup>26</sup>. In the case of workers not covered by any employment contract, the situation is even worse: only 3.4 per cent of such workers benefit from a medical insurance scheme, while a mere 0.3 per cent contribute to a pension fund<sup>27</sup>. The level of vulnerable employment, defined as the sum of own-account workers (OAW) and contributing family workers (CFW) in total employment, is high with own account workers and contributing family workers accounting for 40 per cent of total employment (35.6 per cent among male, and 53.3 per cent among females).<sup>65</sup>

An analysis of Somalia's wage situation is presently impossible due to the non-availability of nationally representative data on workers' wages<sup>28</sup>. However, anecdotal evidence indicates that those in the predominant informal employment earn much lower than their formal sector counterparts. Moreover, there is no mechanism for setting a minimum wage, even for workers in formal employment. A recently drafted new Labour Code for Somalia<sup>29</sup> has provisions for setting up a minimum wage fixation system.

Unemployment measurements in Somalia are not very reliable and cannot be used for a definitive analysis. The overall unemployment rate is estimated at 12 per cent (9 per cent for men and 17 per cent for women), while it was much higher for youth aged 15-24 years at 22 per cent<sup>30</sup>. Surprisingly, female youth unemployment rates tend to be lower than those of young males. However, there is considerable variation in unemployment rates across different country regions, with unemployment ranging from 0.5 per cent in Lower Shabelle (for both men and women) to 56.5 per cent in Middle Shabelle (50.9 per cent for men and 61.5 per cent for women).. Unemployment rates ranged from 12 per cent for those with no formal education, 16 per cent for those with primary education, 18 per cent for those with secondary education, and 19 per cent for those with tertiary education. The differences suggest that higher education imparted in private universities is not relevant to the country's labour market needs or is deficient<sup>31</sup>.

An important aspect of analysing the unemployment problem in Somalia is examining the prevalent trends in under-employment. The underemployment rate was 19 per cent in 2014, with the highest rates in Middle Shabelle (48.3 per cent) and lowest in Banadir (13.3 per cent)<sup>32</sup>. The main reasons cited by the employed concerning their willingness to change jobs are inadequate income (73.7 per cent of responses), insufficient use of skills (15.9 per cent), and decreased working hours (10.4 per cent)<sup>33</sup>.

<sup>26</sup> Federal Government of Somalia 2019b

<sup>27</sup> Federal Government of Somalia 2019c

<sup>28</sup> While the 2019 Labour Force Survey (LFS) collected information on wages and working hours, the LFS is still to be validated owing to non-visitation of some segments of the population.

<sup>29</sup> For details, see the section on Fundamental Rights at Work and International Labour Standards.

<sup>30</sup> Federal Government of Somalia 2019b

<sup>31</sup> UNFPA 2016

<sup>32</sup> Federal Government of Somalia 2019c

<sup>33</sup> Federal Government of Somalia 2019b

A significant prevalence of child labour also marks the Somali labour market. In 2014, 10.3 per cent of Somali children (aged 5-14 years) reported working for at least one hour in the last week. However, there was considerable variation region-wise in the incidence of child labour at 40 per cent in the Bay region, 33.3 per cent in Hiran, and 26.3 per cent in Middle Shabelle<sup>34</sup>. Given the conflict situation that the country has been going through, many children skip schools and support their families. Some have lost one or both of their parents and are the primary breadwinners of their families. Also, the recruitment of child soldiers by armed militias continues to be an issue due to the protracted civil war. Child soldiers are not restricted to young boys but also extends to young girls who are utilised for domestic chores or may face sexual abuse or gender-based violence. Between January and July of 2019, armed militias across Somalia recruited 869 children for fighting, including eight girls. Al Shabaab accounted for 81 per cent of the recruited child soldiers. On the other hand, the United Nations Children's Fund (UNICEF) and its partners have delivered protection services to 513 children, including 47 girls, who had escaped from Al-Shabaab or had been released by armed forces in various areas of Somalia<sup>35</sup>.

In addition to the low educational attainment of the working population, there is a significant skill level issue, which traps the labour force in a vicious circle of low productivity. Formal vocational training is minimal, confined to urban areas, and is accessible to very few. Estimates show that only 3 per cent of males and 2 per cent of females in urban areas have received vocational skills training. In contrast, nomadic populations have not received any vocational or skills training.

## International labour migration

Somalia has a large diaspora living outside the country, with Europe being the primary destination for migrating youth in recent years<sup>36</sup>. The diaspora has played a significant role by investing funds from abroad and returning to Somalia with critical skills and human capacity. Remittances were estimated to make up 24 per cent of GDP in 2015, and they were an important source of income for 40 per cent of Somali households. Recipients, on average, received US\$233 per capita yearly in remittances, which represents around 37 per cent of household expenditures<sup>37</sup>. The Federal Government of Somalia projected that COVID-19 would lead to inward transfers and remittances falling by 40 per cent<sup>38</sup>.

<sup>34</sup> Federal Government of Somalia 2019c

<sup>35</sup> <https://www.mustaqbalradio.net/hundreds-of-child-soldiers-involved-in-somali-war/>

<sup>36</sup> Ali 2016

<sup>37</sup> Federal Government of Somalia 2019c.

<sup>38</sup> <https://medium.com/@UNmigration/covid-19-cuts-remittances-for-vulnerable-somalis-d3b6fdb04a3>

The primary driver of migration out of the country is the quest for better job opportunities. According to a study, most migrants are secondary school leavers, university graduates and school dropouts who migrate because they feel they will not get jobs<sup>39</sup>

## **Fundamental Principles and Rights at Work and Implementation of International Labour Standards**

Somalia has ratified 26 international labour conventions, of which 16 are in force<sup>40</sup>. These include six out of the eight ILO fundamental Conventions. After two decades of conflict, in March 2014, the Federal Government of Somalia ratified three fundamental conventions, including the conventions on Freedom of Association Nos. 87 and 98 as well as the Worst Forms of Child Labour No. 182. The other three fundamental conventions ratified earlier by Somalia are the Forced Labour Conventions Nos. 29 and 105 and the Discrimination Convention No. 111.

In May 2019, the Federal Government of Somalia conveyed its willingness to ratify the remaining two fundamental conventions – the Equal Remuneration Convention No. 100 of 1951; and the Minimum Age Convention No. 138 of 1973. The Government has also communicated its commitment to ratify the governance Convention on employment policy No. 122. The ratification of these conventions is still pending.

On the other hand, in March 2021, Somalia ratified one governance convention on tripartite consultation (ILS) No. 144. In addition, it ratified the two migration conventions Nos. 97 and 143, two conventions related to occupational safety and health, Nos. 155 and 187, and the Private Employment Agencies Convention No. 181. Somalia became the second African country to ratify the Violence and Harassment Convention No. 190. These seven new ratifications were formally signed in a ceremony with the ILO Director-General.

Of the total of 19 technical conventions, the Labour Clauses (Public Contracts) Convention No. 94 of 1949 and the Protection of Wages Convention No. 95 of 1949 are most relevant, while several older conventions need to be replaced by their more up-to-date conventions on labour inspection, mining, employment injuries and the Maritime Labour Convention of 2006.

The ILO and the Ministry will intensify their collaboration to make ILO standards as relevant as possible for Somalia, considering national conditions. The Ministry and the ILO will also collaborate to reduce the reporting backlog on ratified conventions (Article 22 reports). After many years of absence, in 2019, Somalia produced its first report on C. 182 and regular reports on Convention Nos. 87 and 98. In 2021, ILO technical assistance was ongoing to

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<sup>39</sup> IOM 2016

<sup>40</sup> [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11200:0::NO::P11200\\_COUNTRY\\_ID:103244](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11200:0::NO::P11200_COUNTRY_ID:103244)

produce regular reports on Conventions Nos. 29, 105 and 111, which should also allow the Ministry to submit all other Article 22 reports due in the coming years. In addition to activities raising awareness and increase technical capacities among tripartite constituents regarding the ILO normative system.

Although ratified, most of the conventions have not yet been given effect in the country's labour law and labour-related regulations. Implementation and enforcement also remain challenging in Somalia's political context. A draft Labour Code for Somalia has recently been developed in February 2019 to effect Somalia's commitments under the ratified ILO conventions. The Code encompassing provisions related to various aspects of employment and industrial relations<sup>41</sup> will replace the old Labour Code of 1972, which has become outdated and irrelevant regarding the country's current situation. After approval by the Federal Parliament, the new Labour Code will become the primary labour law. The labour law is with the Somalia Parliament for approval. The document was translated into the local language, with the translations subject to several reviews.

## Social Protection

From mid-2015, severe drought conditions, conflict, increased displacement, lack of access to basic services and the absence of a formal social protection system caused an acute food and nutrition crisis that brought Somalia to the brink of famine in 2017. While government has made clear its intention to shift from short-term humanitarian response to a longer-term focus on social protection, this transition will happen only when government has the capacity to identify the most vulnerable and to design appropriate social protection schemes to address the root causes of their vulnerabilities.

Somalia is at a critical juncture, where a strong social protection system is particularly important, since (i) it constitutes a key aspect of the social contract in Somali society and in developing the trust between people and the state; (ii) it will serve as a way to bridge the humanitarian and development divide and create longer-term gains that reduce overall vulnerability; and (iii) it will shift the focus to the root causes of poverty and vulnerability, moving away from cyclical reactive short-term support.

Vulnerable families struggle to access basic services, many of which are privately provided at prohibitive cost to the very poor. Young people, often excluded from education, are increasingly drawn to urban life but lack the skills or cannot find the jobs they need. Donor funded programs implemented by NGOs and the UN struggle to provide the coverage, continuity or range of services required to meet these needs due to security constraints or dependence on short-term, humanitarian funding.

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<sup>41</sup> Federal Government of Somalia 2019e

## Social Dialogue and Tripartism

Before the draft Labour Code was finalized in February 2019, the social dialogue framework had been non-existent in Somalia. The situation undermined the roles of employers and workers in the country's socio-economic and political processes. The Federation of Somali Trade Unions (FESTU), founded in March 2010, is the voice of the Somali workers and trade unions. It envisions a society where the Somali workers enjoy their rights, have access to social justice and equality, and their conditions of work help eradicate poverty and vulnerability<sup>42</sup>. FESTU is a member of the International Trade Union Confederation (ITUC) and the International Trade Union Confederation (ITUC-Africa). FESTU represents the Somali Workers and Trade unions in regional, continental and international meetings and promotes friendship, cooperation, solidarity and fraternal understanding with other union movements, progressive and mass organisations whose aims and principles coincide with those of the federation<sup>43</sup>. However, the FESTU has no branches in Puntland and other FMS, due to which trade union coverage is negligible in the FMS.

The Somalia Chamber of Commerce and Industry (SCCI), founded earlier in 1962 as a bridge between the private sector and the Government, was reactivated in March 2012 as a voluntary, non-governmental business association for Somali private businesses. The SCCI, representing employers in the country, draws its membership from Somalia's private companies across twelve sectors: Agriculture, Livestock, Industry, Fishery, Energy, Real Estate, General Trade, Telecom, Import and Export, Banks and Remittances, Tourism and Handcraft, Aviation and Logistics) and 7 state level Chambers of Commerce (Puntland, Galmudug, Hirshabeelle, South-West, Jubba Land, North Somalia, and Banaadir.

SCCI aims to enhance business opportunities and ensure that its members take advantage of business opportunities locally, regionally and internationally.<sup>44</sup>

The social dialogue framework in Somalia has been strengthened by establishing the Somali National Tripartite Consultative Committee (SNTCC). Constituted in July 2019, the SNTCC serves as a permanent social dialogue platform on all employment and labour-related issues. The SNTCC comprises the Federal Government (mainly represented by the Ministry of Labour and Social Affairs-MoLSA), Federal Member States labour ministers, employers (mainly represented by SCCI) and trade unions (represented by FESTU). It is chaired by the Federal Minister of Labor and Social Affairs.

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<sup>42</sup> Federal Government of Somalia 2019f

<sup>43</sup> <http://www.festu.org/about-us/>

<sup>44</sup> [https://somalichamber.so/?page\\_id=25](https://somalichamber.so/?page_id=25)



SNTCC composition	Roles
1. Federal Minister of Labour and Social Affairs	Chairperson
2. Minister of Labour and Social Affairs	
3. The DG (Labour) Ministry of Labour and Social Affairs	Secretary
4. The Representative from Ministry of Labour, Youth & Sports Puntland	Member
5. The Representative from Ministry of Labour and Employment Hirshabelle	Member
6. The Representative from Ministry of Labour and Employment Jubaland	Member
7. The Representative from Ministry of Labour and Employment Galmadug	Member
8. The Representative from Benadir Regional Administration	Member
9. Three Representatives from Federation of Somali Trade Unions	Member
10. Three Representatives from Somali Chamber of Commerce and Industries	Member
11 South West State of Somalia's Ministry of Labor	Member

The new Labour Code, developed through tripartite consultation and consensus, clearly defines the legal and regulatory framework for promoting effective social dialogue and tripartism in Somalia. It also lays down the procedures for registering trade unions and all unions' rights and responsibilities. It is expected that once the new Labour Code becomes law and the provisions related to industrial relations are adequately enforced, the social dialogue regime in Somalia will be improved.

# Somalia Decent Work Country Priorities and Country Programme Outcomes

## The ILO's Comparative Advantage

The ILO's comparative advantage lies in the ratification of its fundamental conventions by the Government of Somalia and its mandate to assist member states in fulfilling their commitments on work, employment, social security and social policy. The ILO's approach of tripartite engagement and social dialogue in planning and implementing an integrated programme of assistance to constituents ensures ownership of the work, continuous capacity strengthening, and responsiveness to changes impacting the realisation of ILO constituents' aspirations.

The ILO approach builds on the comparative advantages of the UN in Somalia. The UN has been engaged in Somalia since its independence in 1960, undertaking activities to alleviate poverty and suffering, encourage development, support peacebuilding and security, and mitigate the effects of the conflict and humanitarian crises. This longstanding relationship between the UN and the Somali Government and its people provides the UN with a fairly reasonable institutional knowledge of Somalia's multiple and complex challenges.

As the world's pre-eminent multilateral organisation, the UN system brings extensive knowledge and expertise on the many development challenges facing Somalia. In addition to in-country capacities, the UN presence in Somalia can leverage regional and global expertise and best practices in economic and social development, human rights, peacebuilding, and humanitarian interventions.

The UN retains technical expertise in advancing key state-building processes and the political mandate bestowed on UNSOM by the United Nations Security Council to mediate challenges and conflicts between parties as they arise, in accordance with the Status of Mission Agreement.

Through its normative foundations and underpinnings as a human rights-based system, the UN is uniquely positioned to support the Somali Government in fulfilling its international legal obligations under various treaties and conventions, particularly those contributing to the advancement of human rights and social protection.

The UN will also use its normative role to change negative attitudes and behaviours that infringe on the rights of the most vulnerable and marginalised Somalis and impede inclusive, sustainable development. With its broad range of mandates, as reflected in the Cooperation

Framework, the UN has a central role in operationalising the humanitarian-development-peace nexus across the whole of Somalia in the spirit of leaving no one behind. The multi-hatted role of the Deputy Special Representative of the Secretary-General, Resident and Humanitarian Coordinator further positions the UN as a leader in cross-sectoral and multidisciplinary approaches to address structural constraints to achieving the SDGs. In its role as a convenor and facilitator across multiple stakeholders, the UN helps to foster collaborative partnerships and supports coordinated and integrated responses to Somalia's multidimensional challenges.

The UN's presence in the capital, Mogadishu, and throughout the country further enables engagement with national and local partners and implementation from federal to local levels, including in hard-to-reach and disputed areas, allowing the UN to integrate top-down and bottom-up solutions in its work. The UN's operational footprint also means that it stands ready to rapidly respond to emerging humanitarian crises as they unfold. Aircraft assets facilitate UN personnel, donor partners, and Somali government officials to and from Somalia and within the country, where safe and reliable commercial options are unavailable.

The UN's various analytical capacities provide the organisation and its partners the information and analysis to design well-informed programmatic responses. The UN's robust dedicated risk management capacity enables the UN and its partners to navigate a complex and high-risk operational environment in implementing their respective programmes. The UN also provides skilled security personnel and appropriate security assets, which gives UN entities and partners the ability to make physical and operational adjustments based on Somalia's volatile security environment.

The UN's various mandates are currently implemented through 25 agencies, funds, and programmes, one special political mission (UNSOM), and one logistical support mission (United Nations Support Office in Somalia). Twenty-five UN entities have a permanent operational presence in Somalia, while two support outside the country.

The Office of the Deputy Special Representative of the Secretary-General, Resident and Humanitarian Coordinator, facilitates the engagement of non-resident entities in their support to implementing the Cooperation Framework.

## **Relating the DWCP 2023-2025 to the UNSDCF 2021-2025**

The UNSDCF 2021-2025 has four priorities and thirteen outcomes. The four priorities of the UNSDCF 2021-2025 (1. Inclusive Politics and Reconciliation, 2. Security and Rule of Law, 3. Economic Development, and 4. Social Development) mirror those of the NDP-9. Outcomes support each priority. The DWCP 2023-2025 contributes to the UNSDCF 2021-2025

UNSDCF/NDP-9 Priority	Outcome	Description
3. Economic Development	3.1	Economic governance institutions are strengthened and an enabling environment established for inclusive, sustainable, and broad-based economic growth driven by the emerging small and medium-sized enterprise sector;
3. Economic Development	3.2	Natural resources are sustainably managed and binding constraints addressed in key productive sector value chains, leading to enduring productivity gains, increased value addition, and enhanced opportunities for decent
3. Economic Development	3.3	An integrated national programme for human capital development is established, increasing access to market-based skills for all – including the most marginalised and vulnerable groups – and safeguarding their rights;
4. Social Development	4.3	By 2025, the proportion of vulnerable Somalis with scaled-up and sustained resilience against environmental and conflict-related shocks is increased, based on better management of life cycle risk, food security, and better nutrition outcomes.

The DWCP 2023-2025 combines UNSDCF outcomes 3.1 and 3.2 into a single priority. UNSDCF Outcome 3.3 is broken into two DWCP 2023-2025 outcomes to ensure cross-cutting issues of tripartism and social dialogue receive adequate attention separate from skills development and work conditions.

Through contributions to UNSDCF 2021-2025 Outcomes 3.1, 3.2, 3.3 and 4.3, the DWCP 2023-2025 will contribute to the achievement of the Sustainable Development Goals targeted by these outcomes. The work planned under the DWCP 2023-2025 priorities will directly advance progress on SDG1: No Poverty; SDG4: Quality Education, SDG5: Gender Equality; SDG8: Decent Work and Economic Growth; SDG10: Reduced Inequality; and SDG 16: Peace and Justice.

DWCP Priority	UNSDCF Outcome	SDGs	SDG Targets
1. Economic governance institutions are strengthened and an enabling environment established for inclusive, sustainable, and broad-based economic growth driven by the emerging small and medium-sized enterprise sector	3.1: Economic governance institutions are strengthened and an enabling environment established for inclusive, sustainable, and broad-based economic growth driven by the emerging small and medium-sized enterprise sector	<p>4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p> <p>5: Achieve gender equality and empower all women and girls</p> <p>8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>4.3: By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university</p> <p>4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p> <p>4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations</p> <p>5.1: End all forms of discrimination against all women and girls everywhere</p> <p>5.c: Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels</p> <p>8.2: Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors</p> <p>8.3: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of micro-, small- and medium-sized enterprises, including through access to financial services</p> <p>8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p>8.6: By 2020, substantially reduce the proportion of youth not in employment, education or training</p>

2. An integrated national programme for human capital development is established, increasing access to market-based skills for all – including the most marginalised and vulnerable groups – and safeguarding their rights	3.3: An integrated national programme for human capital development is established, increasing access to market-based skills for all – including the most marginalised and vulnerable groups – and safeguarding their rights	5: Achieve gender equality and empower all women and girls 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 10: Reduce inequality within and among countries	5.2: Eliminate all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation 5.6a: Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular, women migrants, and those in precarious employment 10.7: Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies
3. The proportion of vulnerable Somalis with scaled-up and sustained resilience against environmental and conflict-related shocks is increased, based on better management of life cycle risk, food security, and better nutrition outcomes	4.3: By 2025, the proportion of vulnerable Somalis with scaled-up and sustained resilience against environmental and conflict-related shocks is increased, based on better management of life cycle risk, food security, and better nutrition outcomes	1: End poverty in all its forms everywhere 5: Achieve gender equality and empower all women and girls 10: Reduce inequality within and among countries	1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable 5.4: Recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status 10.4: Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality

<p>4. Promoting social dialogue for the protection of labour rights</p>		<p>5: Achieve gender equality and empower all women and girls</p> <p>8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> <p>16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>	<p>5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p> <p>8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</p> <p>16.6: Develop effective, accountable and transparent institutions at all levels</p> <p>16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels</p>
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## DWCP Theory of change

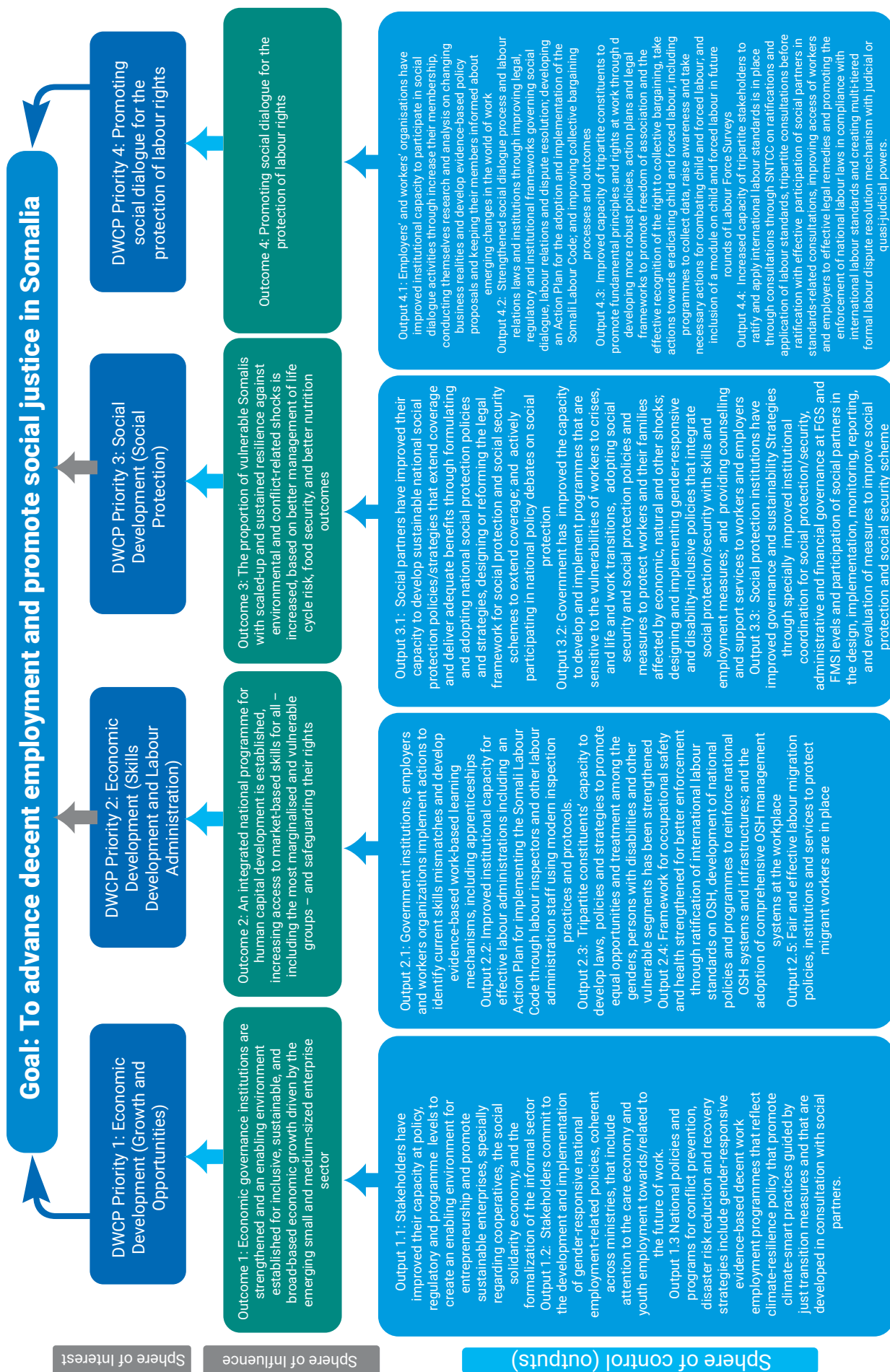
The Somalia DWCP will contribute to advance decent employment and promote social justice in Somalia, through strategic integrated interventions, combining both short-term and long-term measures, with a focus on four priority areas that are tuned to the national development plan and strategies of the social partners, and which are aligned to the UNSDCF. The Somalia DWCP's theory of change leverages the ILO's experience and combines the organization's collective expertise in the four pillars of the decent work agenda and the capacity and structures of the tripartite plus institutions involved in the design, implementation and monitoring and evaluation of the DWCP in Somalia.

The foreseen impact of the DWCP for Somalia thus, is to contribute to the advancement of decent employment and promote justice in Somalia. To reach the objective, the Somalia DWCP will focus on strengthening economic governance institutions and establishing an enabling environment for inclusive, sustainable, and broad-based economic growth driven by the emerging small and medium-sized enterprise sector; establishing an integrated national programme for human capital development that increases access to market-based skills for all as well as increasing the resilience of vulnerable Somalis by scaling up and sustaining resilience against environmental and conflict-related shocks, and promoting social dialogue for the protection of labour rights.

The interventions at the three levels, namely support for policy development and creating enabling environment, strengthening institutional capacity, and providing tools and guidelines for enterprise development are expected to yield the expected results. These results are expected to be achieved with the assumption that Somalia enjoys continued stability that allows for growth and the adoption of long-term perspectives to business and Key obstacles to business formalization (knowledge, benefits & costs) are addressed.



# Theory of Change (TOC) – DWCP SOMALIA 2022-2025



## The Specific DWCP 2023-2025 Contributions

DWCP Priority 1: Economic Development (Growth and Opportunities)	DWCP Priority 2: Economic Development (Skills Development and Labour Administration)	DWCP Priority 3: Social Development (Social Protection)	DWCP Priority 4: Social Dialogue for the protection of labour rights
<p>Output 1.1 Stakeholders have the capacity to create an enabling environment for entrepreneurship and promote sustainable enterprises</p> <p>Output 1.2 Stakeholders commit to the development and implementation of gender-responsive national employment-related policies that include attention to the care economy</p> <p>Output 1.3 National policies and programs for conflict prevention, disaster risk reduction and recovery include Decent Work as an area to address</p>	<p>Output 2.1 Government institutions, employers and workers organisations implement actions to identify current skills mismatches and develop work-based learning mechanisms, including apprenticeships</p> <p>Output 2.2 Improved institutional capacity for effective labour administrations</p> <p>Output 2.3 Tripartite constituents' capacity to develop policies/ strategies to promote equal opportunities and treatment among the genders, persons with disabilities and other vulnerable segments has been strengthened</p> <p>Output 2.4 Framework for occupational safety and health strengthened for better enforcement</p> <p>Output 2.5 Fair and effective labour migration policies, institutions and services to protect migrant workers are in place</p>	<p>Output 3.1 Social partners have the capacity to develop sustainable national social protection policies/strategies that extend coverage and deliver adequate benefits</p> <p>Output 3.2 Government has the capacity to develop and implement programmes that are sensitive to the vulnerabilities of workers to crises, and life and work transitions</p> <p>Output 3.3 Social protection institutions have improved governance and sustainability</p>	<p>Output 4.1 Employers' and workers' organisations have improved institutional capacity to participate in social dialogue activities</p> <p>Output 4.2 Strengthened social dialogue process and labour relations laws and institutions</p> <p>Output 4.3 Improved capacity of tripartite constituents to promote fundamental principles and rights at work</p> <p>Output 4.4 Increased capacity of tripartite stakeholders to ratify and apply international labour standards is in place</p>

### DWCP Priority 1: Economic Development (Growth and Opportunities)

DWCP Outcome 1: Economic governance institutions are strengthened and an enabling environment established for inclusive, sustainable, and broad-based economic growth driven by the emerging small and medium-sized enterprise sector

## UNSDCF 2021-2025 Strategic Priority 3: Economic Development

UNSDCF 2021-2025 Outcome 3.1: Economic governance institutions are strengthened and an enabling environment established for inclusive, sustainable, and broad-based economic growth driven by the emerging small and medium-sized enterprise sector

### Outcome 1 Strategies

The scarcity of productive employment opportunities in the Somali economy has led to a predominant share of the employed workforce engaging in low-productivity informal economic activities. Somalia's constraints to creating sufficient gainful and sustainable employment include slow and unsustained economic growth, and low productivity levels caused an unfavorable legal and regulatory environment. The regulatory framework undermines improved organizational productivity and business competitiveness. The labour market in Somalia continues to be characterized by unequal opportunities for women compared to men, with women having similar qualifications as their male counterparts finding it difficult to get similar jobs. Further, women are disproportionately represented in the largely unpaid care economy.

In support of the creation of an enabling environment for enterprises' growth and development, including micro and small enterprises (MSEs), as well as the formalization of the informal economy in line with ILO Recommendation 204, the DWCP will support a diagnostic assessment of policy; the development of institutional and regulatory frameworks for each of three emerging economic sectors identified in the NDP9; undertake a mapping of financial and non-financial services in Somalia; support the development of policies/ strategies/ programs for improving access to finance and business development services; and the development of legislation supportive of cooperatives, the social solidarity economy, and the formalization of the informal sector.

To redress the existing situation where women are disproportionately represented in the largely unpaid care economy, the DWCP will promote decent work creation in the care economy (including care for children, care for the elderly, care for the sick). In this respect, the ILO will provide technical input and support to the following strategies for achieving this outcome:

- Designing, implementing and monitoring a new generation of tripartite driven, gender-responsive and results-based national employment policies

- Fostering and facilitating knowledge development on policy coherence across ministries, to review macroeconomic, trade, sectoral and industrial policies
- Developing, implementing and monitoring youth employment strategies, with a focus on specific challenges concerning the future of work

Moreover, as the country remains vulnerable to natural disasters and climate change related shocks, severely constraining the economy's ability to generate decent work opportunities for the growing young population, efforts will be made to strengthen the attainment of decent work through the following strategies. Integrating employment and decent work in national policies for conflict prevention, disaster risk reduction and recovery strategies; supporting the design and implementation of gender-responsive evidence-based employment programmes; strengthening the role of the social partners and a tripartite approach in conflict prevention, disaster risk reduction and recovery strategies, and support the development and implementation of a climate-resilience policy that promote climate-smart practices guided by just transition measures focused on the commitment to create decent jobs and ensure worker protection based on a culture of respect for strong social dialogue and gender equality.

## Outputs and P&B links

**Output 1.1:** Stakeholders have improved their capacity at policy, regulatory and programme levels to create an enabling environment for entrepreneurship and promote sustainable enterprises, especially regarding cooperatives, the social solidarity economy, and the formalization of the informal sector

### ILO Programme & Budget 2022-23

Output 4.1. Increased capacity of Member States to create an enabling environment for entrepreneurship and sustainable enterprises

Output 4.2. Strengthened capacity of enterprises and their support systems to enhance productivity and sustainability

Output 4.3. Increased capacity of Member States to develop policies, legislation and other measures that are specifically aimed at facilitating the transition of enterprises to formality

**Output 1.2:** Stakeholders commit to the development and implementation of gender-responsive national employment-related policies, coherent across ministries, that include attention to the care economy and youth employment towards/related to the future of work.

#### ILO Programme & Budget 2022-23

Output 3.1. Increased capacity of Member States to formulate and implement national employment policies in response to the COVID-19 crisis

Output 6.1. Increased capacity of Member States to promote investments in the care economy and a more balanced sharing of family responsibilities

**Output 1.3:** National policies and programs for conflict prevention, disaster risk reduction and recovery strategies include gender-responsive evidence-based decent work employment programmes that reflect climate-resilience policy that promote climate-smart practices guided by just transition measures and that are developed in consultation with social partners.

#### ILO Programme & Budget 2022-23

Output 3.3. Increased capacity of Member States to formulate and implement policies for a just transition towards environmentally sustainable economies and societies

Output 3.4. Increased capacity of Member States to promote peaceful, stable and resilient societies through decent work

### ***DWCP Priority 2: Economic Development (Skills Development and Labour Administration)***

**DWCP Outcome 2:** An integrated national programme for human capital development is established, increasing access to market-based skills for all – including the most marginalised and vulnerable groups – and safeguarding their rights

#### UNSDCF 2021-2025 Strategic Priority 3: Economic Development

UNSDCF 2021-2025 Outcome 3.3: An integrated national programme for human capital development is established, increasing access to market-based skills for all – including the most marginalised and vulnerable groups – and safeguarding their rights

### **Outcome 2 Strategies**

A significant bottleneck towards higher productivity of Somali business enterprises is the non-availability of appropriate skill sets due to the weak linkage between education, training and labour market demands. In addition, due to a lack of job training and skills development through apprenticeships, the workers continue to be trapped in a vicious circle of low productivity and low earnings. Moreover, the Somali labour market is characterized by discrimination based on gender, disability and other attributes. To improve the situation, a draft Labour Code has been prepared with the support of the ILO that contains provisions for promoting equal opportunities and treatment in employment between men and women. To enable the FGS and FMS to move towards a modern and functional labour administration system, the following strategies will be supported under DWCP 2023-2025: Assessing,

strengthening and modernizing a gender sensitive labour administration and inspection systems ; improving legal, policy and institutional frameworks on labour administration and labour inspection, including developing a gender sensitive Action Plan for implementing the Somali Labour Code; and developing capacities of labour inspectors and other labour administration staff to tackle new challenges in the world of work using modern inspection practices, protocols and addressing specific needs for men and women. The draft labour Code contains provisions for the administration of labour matters, lays down various rules regarding workplace safety (through provisions on occupational health and safety), and creates a labour inspectorate to foster better working conditions. The strategies for ensuring safe and healthy working conditions for Somali workers encompass the provision of technical support towards:

- Ratification of international labour standards on OSH C187 on Promotional Framework for Occupational Safety and Health, C155 Occupational Safety and Health and C161 Occupational Health Services
- Developing gender sensitive national policies and programmes to reinforce national OSH systems and infrastructures, through prioritization of interventions and capacity building of OSH stakeholders on the systemic approach and
- Promoting the adoption of gender sensitive comprehensive OSH management systems at the workplace through a supportive organizational culture, occupational health and safety and employee wellness practices, allowing to create and maintain a wellness-supportive workplace.

The TOC depicts a strategy to support Somalia to reduce the skills mismatches in the labour market by increasing capacities to identify and anticipate skills needs, taking into account changing patterns in the world of work in three emerging economic sectors through technical support for diagnostic assessment of current skills mismatches; promoting the development of evidence-based, forward-looking skills programmes and strategies to address the skills needs of enterprises in three strategic economic sectors; and developing and promoting the implementation of a framework for quality apprenticeships and other forms of work-based learning.

Another important aspect of the Somalia's economy is labour migration, where the diaspora and diaspora remittances are key building blocks in the country's national development framework. A key challenge in administering migration services in Somalia is the absence of a comprehensive and coordinated labour migration policy/strategy. Thus, causing labour migration functions to be scattered in various government Ministries and Departments,

which inhibits effective coordination, sourcing for jobs and the protection of Somali workers locally and abroad. To facilitate safe and productive migration for employment purposes, technical input and support will be extended for:

- Formulating policies/ strategies for better migration management, including a labour migration strategy that addresses specific needs of men and women.
- Developing regulatory mechanisms for migration services.
- Enhancing the quality of overseas employment attachments to promote the export of workforce; and
- The development and implementation of a gender-sensitive action plan to enforce regulations to prevent illegal migration, human trafficking and forced labour.

### **Outputs and P&B links**

**Output 2.1:** Government institutions, employers and workers organizations implement actions to identify current skills mismatches and develop evidence-based work-based learning mechanisms, including apprenticeships

ILO Programme & Budget 2022-23

Output 5.1. Increased capacity of Member States to identify current skills mismatches and anticipate future skill needs

Output 5.3. Increased capacity of Member States to design and deliver innovative, flexible and inclusive learning options, encompassing work-based learning and quality apprenticeships

**Output 2.2:** Improved institutional capacity for effective labour administrations including an Action Plan for implementing the Somali Labour Code through labour inspectors and other labour administration staff using modern inspection practices and protocols.

ILO Programme & Budget 2022-23

Output 1.3. Increased institutional capacity and resilience of labour administrations

**Output 2.3:** Tripartite constituents' capacity to develop laws, policies, and strategies to promote equal opportunities and treatment among both women and men, persons with disabilities and other vulnerable segments has been strengthened



#### ILO Programme & Budget 2022-23

Output 6.2. Increased capacity of Member States to strengthen policies and strategies to promote and ensure equal opportunities, participation and treatment between women and men, including equal remuneration for work of equal value

Output 6.4. Increased capacity of Member States to strengthen legislation, policies and measures to ensure equal opportunities and treatment in the world of work for persons with disabilities and other persons in vulnerable situations

**Output 2.4:** Framework for occupational safety and health strengthened for better enforcement through ratification of international labour standards on OSH, development of national policies and programmes to reinforce national OSH systems and infrastructures; and the adoption of comprehensive OSH management systems at the workplace

#### ILO Programme & Budget 2022-23

Output 7.2. Increased capacity of Member States to ensure safe and healthy working Conditions

**Output 2.5:** Fair and effective labour migration policies, institutions, and services to protect migrant workers are in place

#### ILO Programme & Budget 2022-23

Output 7.5. Increased capacity of Member States to develop fair and effective labour migration frameworks, institutions and services to protect migrant workers

## DWCP Priority 3: Social Development (Social Protection)

**DWCP Outcome 3:** The proportion of vulnerable Somalis with scaled-up and sustained resilience against environmental and conflict-related shocks is increased, based on better management of life cycle risk, food security, and better nutrition outcomes

#### UNSDCF 2021-2025 Strategic Priority 4: Social Development

UNSDCF 2021-2025 OUTCOME 4.3: By 2025, the proportion of vulnerable Somalis with scaled-up and sustained resilience against environmental and conflict-related shocks is increased, based on better management of life cycle risk, food security, and better nutrition outcomes



### Outcome 3 Strategies

The social protection system of Somalia is comprised of several non-contributory and social assistance programs and interventions –with only a few of them anchored in some legislation– as the country has no social insurance or contributory schemes yet. The country has extremely high poverty and vulnerability levels, with a 69% of its population living under the international poverty line of USD 1.90 a day and almost 80% of the Somalia population with high vulnerability to external shocks, such as natural disasters, conflict, and economic disruption<sup>45</sup>. While the enhancement of the current social assistance and non-contributory programs can allow a quick alleviation response to the effects of the protracted emergency situation of the country (e.g. extending coverage, suppressing or eliminating eligibility conditions, improving benefits and increasing their duration, etc.) the FGS has acknowledged the need of a transition from current reliance on fragmented and short-term humanitarian aid to more regular, predictable, and long-term assistance to build a comprehensive and sustainable, government-lead and nationally owned, social protection system endowed with a long-term perspective, which ensures and promotes fair treatment, transparency and social solidarity<sup>46</sup>. This transition should entail a shift towards the articulation of the existent social protection benefits and the gradual extension of social protection benefits, well established and anchored in a legal and institutional framework. In this regard, during the DWCP 2023-2025 period, the ILO will extend support to the tripartite constituents in implementation of the Somalia Social Protection Policy and strengthening the capacities of national tripartite constituents to participate in national policy debates on social protection that are translated into concrete agreements. In addition, to ensure effective delivery of social protection services to the population, the following strategies will be undertaken:

- Improve the governance, institutional coordination, and administrative capacities of social protection systems.
- Develop a comprehensive mapping of the social protection system and develop recommendations for improving coordination and increasing coverage.
- Strengthen the capacity of specific areas within government institutions at FGS and FMS levels, such as finance, IT and planning.
- Promote and strengthen the participation of social partners in the design, implementation, monitoring, reporting, and evaluation of measures to improve social protection and social security schemes ; and
- Study the feasibility on the extension of existent social protection benefits or introduction of new ones.

<sup>45</sup> Somali National Development Plan 9-2020-2024

<sup>46</sup> Somalia Social Protection Policy – March 2019

## Outputs and P&B links

**Output 3.1:** Social partners have improved their capacity to develop sustainable national social protection policies/strategies that extend coverage and deliver adequate benefits through formulating and adopting national social protection policies and strategies, designing or reforming the legal framework for social protection and social security schemes to extend coverage; and actively participating in national policy debates on social protection

ILO Programme & Budget 2022-23

Output 8.1. Increased capacity of Member States to develop new or reformed sustainable national social protection strategies, policies or legal frameworks to extend coverage and enhance benefit adequacy

**Output 3.2:** Government has improved the capacity to develop and implement programmes that are sensitive to the vulnerabilities of workers to crises, and life and work transitions, adopting social security and social protection policies and measures to protect workers and their families affected by economic, natural and other shocks; designing and implementing gender-responsive and disability-inclusive policies that integrate social protection/security with skills and employment measures; and providing counselling and support services to workers and employers

ILO Programme & Budget 2022-23

Output 8.3. Increased capacity of Member States to integrate social protection in comprehensive policy responses to support and protect workers and employers during their life and work transitions

**Output 3.3:** Social protection institutions have improved governance and sustainability Strategies through specially improved institutional coordination for social protection/security, administrative and financial governance at FGS and FMS levels and participation of social partners in the design, implementation, monitoring, reporting, and evaluation of measures to improve social protection and social security schemes

ILO Programme & Budget 2022-23

Output 8.2. Increased capacity of Member States to improve governance and sustainability of social protection systems

## DWCP Priority 4: Promoting social dialogue for the protection of labour rights

*DWCP Outcome 4: All tripartite partners and their constituents have increased engagement in social dialogue for the protection of labour rights*

## Outcome 4 Strategies

Somalia has a history of weak social dialogue traced to weak independent tripartite structures. An important area of intervention in this regard is to build the institutional capacity of trade unions and employers' organizations to undertake effective membership organization, recruitment, and retention, addressing difficulties in organizing the marginalized and vulnerable groups of workers such as the informal sector employees and integrating and mainstreaming women and the youth in social dialogue.

The other key strategy is to strengthen the process of social dialogue and labour relations laws through improving the legal, regulatory, and institutional frameworks that govern social dialogue, labour relations and dispute resolution; as well as developing an action plan for the adoption and implementation of the Somali Labour Code; and improving collective bargaining processes and outcomes. Moreover, the promotion of fundamental principles and rights at work is critical by way of developing more robust policies, action plans and legal frameworks to promote freedom of association and take actions towards eradicating child and forced labour, including programmes to collect data, raise awareness and take necessary actions for combating child and forced labour; and inclusion of a module on child and forced labour in future rounds of Labor Force Surveys.

Furthermore, enhancing the capacity of tripartite stakeholders to ratify and apply international labour standards through consultations through SNTCC is very important to achieve the outcome.

## Outputs and P&B links

**Output 4.1:** Employers' and workers' organizations have improved institutional capacity to participate in social dialogue activities through increase their membership, conducting themselves research and analysis on changing business realities and develop evidence-based policy proposals and keeping their members informed about emerging changes in the world of work

ILO Programme & Budget 2022-23

Output 1.1. Increased institutional capacity of employer and business membership organizations (EBMOs)

Output 1.2. Increased institutional capacity of workers organizations

Output 1.4. Increased capacity of Member States to improve social dialogue and labour relations laws, processes and institutions

**Output 4.2:** Strengthened social dialogue process and labour relations laws and institutions through improving legal, regulatory, and institutional frameworks governing social dialogue, labour relations and dispute resolution; developing an Action Plan for the adoption and implementation of the Somali Labour Code; and improving collective bargaining processes and outcomes.

ILO Programme & Budget 2022-23

Output 1.4. Increased capacity of Member States to improve social dialogue and labour relations laws, processes and institutions

**Output 4.3:** Improved capacity of tripartite constituents to promote fundamental principles and rights at work through developing more robust policies, action plans and legal frameworks to promote freedom of association and the effective recognition of the right to collective bargaining, take actions towards eradicating child and forced labour, including programmes to collect data, raise awareness and take necessary actions for combating child and forced labour; and inclusion of a module on child and forced labour in future rounds of Labor Force Surveys.

#### ILO Programme & Budget 2022-23

Output 2.2. Increased capacity of Member States to apply international labour standards

Output 7.1. Increased capacity of Member States to ensure respect for, promote and realize fundamental principles and rights at work

Output A.1. Enhanced decent work statistics using innovative sources and statistical standards

**Output 4.4:** Increased capacity of tripartite stakeholders to ratify and apply international labour standards is in place through consultations through SNTCC on ratifications and application of labour standards, tripartite consultations before ratification with effectively participation of social partners in standards-related consultations, improving access of workers and employers to effective legal remedies and promoting the enforcement of national labour laws in compliance with international labour standards and creating multi-tiered formal labour dispute resolution mechanism with judicial or quasi-judicial powers.

#### ILO Programme & Budget 2022-23

Output 2.1. Increased capacity of Member States to ratify international labour standards

Output 2.2. Increased capacity of Member States to apply international labour standards

Output 2.3. Increased capacity of Member States to engage in a forward-looking international labour standards policy

# Management, implementation, planning, reporting and evaluation arrangement

## Implementation, performance monitoring and evaluation arrangements

The Somalia Decent Work Country Programme has been developed for a three years period (2023-2025), which coincides with the implementation period of the National Development Plan 2020-24. The Somali National Tripartite Consultative Committee (SNTCC), constituted in July 2019 to serve as a permanent platform of social dialogue on all employment and labour related issues in the country, will spearhead the implementation of the DWCP (2023-2025). The membership of the SNTCC comprises of the Federal Government (represented by the Ministry of Labour and Social Affairs-MoLSA), Federal Member States labour ministers, employers (represented by SCCI) and trade unions (represented by FESTU). The SNTCC, chaired by the Federal Minister of Labor and Social Affairs, will monitor progress, guide the programme, and address implementation challenges.

At the operational level, a Technical Working Group (TWG), consisting of Director-General level representation from the MoLSA and labour ministries at FMS level and representation from employers and workers, will assist the SNTCC. The TWG, meeting quarterly, will address operational issues related to DWCP implementation and monitoring and evaluation. The TWG will give periodic updates on DWCP implementation and provide recommendations to the SNTCC on course correction.

Responsibility for supporting the achievement of results will lie with the ILO Country Director, supported by a team of programme and project managers in the ILO Somalia Offices. The ILO team will work in close consultation and collaboration with the SNTCC. Technical backstopping to the DWCP (2023-2025) will be provided primarily by the Decent Work Country Teams (DWCT) in Cairo and specialised units at the ILO Headquarters in Geneva. The teams from Cairo and Geneva will draw from other ILO country experiences and expertise as required. International and national technical expertise will also be sourced as needed. The ILO's extensive knowledge base will be drawn upon to enhance and supplement international and national expertise. The technical ILO Somalia staff working with national experts will mitigate the challenges associated with using short-term international experts. This approach will enhance local capacities.

An effective monitoring and evaluation (M&E) mechanism will be established to ensure that outcome targets and expected outputs in the Results Matrix (Annex 1) are tracked in a timely

and cost-effective manner. The M&E arrangements will also make provision for updating the implementation plan as and when the need arises. The TWG will take the lead role in the periodical monitoring and reporting on the progress of the DWCP (2023-2025) to the SNTCC, including the analysis on how and why the results have or have not been achieved. The DWCP (2023-2025) will be reviewed annually with all the tripartite stakeholders' participation. Mid-term and final evaluation exercises will be conducted with technical support from ILO to examine the overall progress towards achieving the desired outcomes and record good practices and lessons learned to be taken into account in formulating the next DWCP.

## Risks and Mitigation

The UNSDCF 2021-2025 identifies three factors as the main drivers of Somalia's fragility and the most significant barriers to realising the SOMALIA Cooperation Framework outcomes and the SDGs. These are: 1) weak democratic governance, aggravating political dysfunction and perpetuating failure across entire sectors of society, including justice systems, social services, and social protection programmes; 2) entrenched insurgency, with resultant insecurity, displacement, human suffering, and destruction of infrastructure, hindering or reversing humanitarian, development, and peacebuilding efforts; and 3) a fragile, climate-ravaged, and resource-challenged economic and environmental landscape, responsible for hunger and famine and driving displacement.

The UN can draw on a range of risk management support services and solutions among UN senior leadership, the UN Country Team, and other platforms to respond to these threats. A dedicated Risk Management Unit supports the UN system. At the same time, Somalia Development and Reconstruction Facility multi-partner funds, including the UN Multi-Partner Trust Fund, are backed by a Joint Risk Management Strategy and Operations Manual to ensure that implementation across funds is risk-informed and transparent. Enterprise risk management compliance policies and internal controls, the Offices of Audit and Investigations, and ongoing monitoring and spot-checks will mitigate risks to Cooperation Framework implementation.

Additional planned enhancements include integrating a more collaborative, cross-functional (across all aid community stakeholder groups) risk management strategy; strengthened risk-related information sharing; increased joint accountability and quality assurance activities; increased threat and opportunity analyses at politico-strategic levels, and support to the Federal Government of Somalia on the establishment of internal enterprise risk management mechanisms. Additionally, there will be a continued broadening of partnerships with external regulatory agencies to strengthen data capture and research bodies and academia to explore emerging solutions such as new technology-enabled risk management tools.

These measures ensure agility of response to emerging threats and opportunities, allowing better risk monitoring and management and protection of objectives throughout programme and planning cycles, allowing for more flexibility in achieving the Cooperation Framework outcomes.

As a framework programme covering multiple interventions and activities, the ability of the DWCP (2023-2025) to manage risks effectively will depend not only on framework-wide planning but also on the strength of individual risk management strategies at the project and outcome levels. The assumptions under each outcome and output are presented in Annex 1- Results Framework. While the latter are more comprehensively contained in project documents, the former is based on two main identified risk areas – the political commitment of ILO constituents and the mobilization of adequate funds. The risk mitigation strategies for these two identified risks are outlined below:

### ***Political commitment from ILO constituents***

Effective implementation and realisation of the goals of the DWCP (2023-2025) will require strong support from ILO constituents. Once the DWCP (2023-2025) has been endorsed, the ILO constituents will work collaboratively to lead joint efforts for publicity and awareness-raising, capacity building, and lobbying government bodies and development partners to support the programme. More importantly, the constituents shall also assume full ownership of the programme and be held accountable for its deliverables alongside ILO. While ILO will provide technical and, where possible financial support toward achieving programme objectives, the programme's success will only be possible with the Government, workers, and employers' political commitment and practical actions.

### ***Resource mobilisation***

A critical risk or success factor will be the availability of resources and a well-planned resource mobilisation strategy. All ongoing and future ILO development cooperation projects including UN Joint Programmes in Somalia would be fully linked and support the priorities in the DWCP (2023-2025). Continuing the development cooperation projects or approval of new projects will strongly influence how well the priority outcomes and indicators are achieved. The ILO and its partners will work together to harness the resources, build synergy, and minimise duplication and overlaps in implementing interventions where resource gaps are identified.

## **Funding Plan**

The effective implementation, monitoring and evaluation of the DWCP will require adequate funding over the three-year implementation period, to cover the estimated resources required to the tune of 34 Million USD. The tripartite constituents' involvement in the implementation phase will also entail capacity building, while achieving the outcomes will



sources of funding over the three years will be necessary.

A funding plan will be developed to mobilize resources for implementing the various activities envisaged under the DWCP 2023-2025. The plan will outline strategies for mobilizing resources from multiple sources. The significant share of financial resources will come from the Government Budget. The Government would have adequate fiscal space available for financing DWCP over the coming years, as Somalia has recently obtained debt relief under the HIPC status. Another line of funding is expected to be from the ILO, which is directed at specific DWCP (2023-2025) outcomes and within the framework of implementation of In keeping with the commitments to general resource mobilization strategies for the DWCP Budget Proposals for 2024-2025. Additional ILO's funding stream towards the DWCP (2023-2025) is also expected as the ILO plays its role of promoting policy coherence on decent work priorities and subsequent financing of such policies. Funding is also envisaged from other UN organizations through implementation of the UNSDCF (2021-2025) priority areas and outcomes.

In addition, efforts will be made to obtain financing from other donors (both traditional and non-traditional) having shared common interests in promoting Somalia's socio-economic development. Public-private partnership modes for funding will also be explored to address funding gaps.

As a whole, the tripartite partners will explore predictable and legislation-based financing measures for some aspects of the DWCP. Such measures may include:

- Increasing tax revenues through progressive taxation and tackling tax evasion and illicit financial flows through strengthened financial transparency and enforcement measures;
- Ensuring adequate fiscal space to finance social protection through a combination of tax-based social protection floors and contributory social security.
- Expanding social security coverage and contributory revenues by:
  - ensuring that employers are responsible for paying contributions for all forms of contracts, and
  - providing informal economy workers with the possibility to take part in social schemes and simplifying procedures to register earnings and contributions which will ensure the greater financial viability of social protection systems;
- Tackling precarious work and support formalization of work to strengthen the financing base for social protection schemes and tax revenue in general, whilst increasing income security of workers and reducing demand on social assistance; and
- Re-allocating public expenditures to prioritize social spending, including social protection.

## Advocacy and Communication Plan

The communication and advocacy activities of DWCP (2023-2025) will focus on the themes of policy change, awareness-raising, partnership development and resource mobilisation. Therefore, effective advocacy and communication about the Decent Work Agenda and DWCP to constituent membership, media, parliamentarians, private sector, academia, broader civil society, and development partners will be crucial.

Various activities and communication mediums will be employed to communicate the decent work agenda among critical stakeholders and the general public. Activities will include celebrating a decent work day annually, preferably coinciding with the date of signing this DWCP. Special programs stressing the importance of decent work will be aired on television and radio. Similarly, articles and stories will be published in leading daily newspapers. Use will also be made of social media platforms like Facebook, Twitter and YouTube. The tripartite constituents will hold seminars and discussions to increase awareness among their membership about decent work in general and priorities under the DWCP.

The ILO will improve communication quality, frequency, and methodology, both internally and externally. Some of the strategies to be used in this regard will be developing and disseminating policy briefs, stories on lessons learned, and good practices quarterly e-newsletters and updated websites. More effective dissemination of knowledge amongst DWCP stakeholders will enhance transparency to donors and stakeholders, thereby boosting resource mobilisation efforts to implement the DWCP (2023-2025).

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## Annex 1: DWCP (2023-2025) Results Matrix

DCWP Priority 1: Economic Development (Growth and Opportunities)					
Results	UNSDCF Priority: Economic Development (Outcome 3.1)				
	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
<b>OUTCOME 1: Economic governance institutions are strengthened and an enabling environment established for inclusive, sustainable, and broad-based economic growth driven by the emerging small and medium-sized enterprise sector</b>	1.a: Proportion of the population living below the National Poverty Line (US\$1.90 per day)	69% (2019)	55%	World Bank – National Poverty Headcount Ratio / Somalia High-Frequency Surveys	The country enjoys continued stability that allows for growth and the adoption of long-term perspectives to business
	1.b: Cumulative number of SMEs registered (sex disaggregated)	0 (year zero)	35%	Ministry of Commerce and Industry annual reports	
	1.c: Cumulative number of additional jobs created and jobs retained (sex disaggregated)	0 (year zero)	TBD - 25% of total new jobs created should be for women and men affected by displacement, youth, persons with disabilities, and minority groups	MoLSA annual reports	
	1.d: Time required to start a business (days)	70 (2019)	17	Ministry of Commerce and Industry annual reports	
	1.e Cumulative number of SMEs registered owned by women and accessing to financial and non-financial services				

DCWP Priority 1: Economic Development (Growth and Opportunities)					
UNSDCF Priority: Economic Development (Outcome 3.1)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Output 1.1: Stakeholders have improved their capacity at policy, regulatory and programme levels to create an enabling environment for entrepreneurship and promote sustainable enterprises, specially regarding cooperatives, the social solidarity economy, and the formalisation of the informal sector	1.1.1: No. of legal and regulatory instruments /action plans that are developed, adopted and implemented to promote a more conducive and enabling business environment for MSMEs including women owned enterprises.	None	2 numbers of legal and regulatory instruments developed (disaggregated by sector)	Ministry of Finance; Ministry of Commerce and Industry annual reports	Increased trust in institutions of Government
	1.1.2: No. of new measures protecting Somali livelihoods by curbing natural resources degradation	0 (2020)	4 (new regulations and enforcement capacities for forestry and fisheries)		Key obstacles to business formalisation (knowledge, benefits & costs) are addressed

DCWP Priority 1: Economic Development (Growth and Opportunities)					
UNSDCF Priority: Economic Development (Outcome 3.1)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Output 1.2: Stakeholders commit to the development and implementation of gender-responsive national employment-related policies that include attention to the care economy	1.2.1: No. of gender-responsive legal and regulatory instruments adopted at federal and regional levels to improve gender equality in workplaces	NA	2	MoLSA, MoWHRD	The findings and recommendations of the 2020 'Somali Women Forging Alliances to Safeguard Equal Rights For All' report inform policy and programme decisions
	1.2.2: No. of national and sectoral policies and programs developed to address gender inequality in the world of work, including explicitly the care economy.	NA	3 national programmes?(1 formal sector, 1 informal sector, 1 women in leadership), and 2 policies and 4 programmes	MoWHRD	
Output 1.3: National policies and programs for conflict prevention, disaster risk reduction and recovery strategies include Decent Work as an area to address	1.3.1: No. of national and sectoral policies and action plans developed for a just transition and green jobs	NA	TBD by MoLSA, Mid-term review	MoLSA, MoCI & ILO	Intergovernmental Relation Bill is adopted and implemented
	1.3.2: Number and % of conflict prevention, disaster reduction and recovery strategy processes that include social partners	24 (8%)	225 (75%)	MoLSA	Somalia Country Environmental Diagnostic (2020) recommendations are adopted

DWCP Priority 2: Economic Development (Skills Development and Labour Administration)						
UNSDCF Priority: Economic Development (Outcome 3.3)						
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement	
OUTCOME 2: An integrated national programme for human capital development is established, increasing access to market-based skills for all – including the most marginalised and vulnerable groups – and safeguarding their rights	2.a: Unemployment rate	14% (2019)	8%	World Bank	Availability of quality data to inform planning	
	2.b: Proportion of economically active youth unemployed or underemployed	70% (2019)	50%	Labour Force Survey, MoLSA		
	2.c: Vulnerable employment among women	88% (2019)	50%	World Bank		
Output 2.1: Government institutions, employers and workers organisations implement actions to identify current skills mismatches and develop work-based learning mechanisms, including apprenticeships	2.1.1: No. of strategies/ policies adopted and regulatory instruments implemented to address skills mismatches	NA	1 each for 3 emerging economic sectors	MoLSA	Availability of training opportunities	Implementation of all components on the Human Capital Development Strategy for Somalia
	2.1.2: Number of youths assessed and certified for vocational skills by sex	150	600	MoLSA		



DWCP Priority 2: Economic Development (Skills Development and Labour Administration)						
UNSDCF Priority: Economic Development (Outcome 3.3)						
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement	
Output 2.2: Government with improved institutional capacity for effective labour administrations	2.2.1: No. of consultations undertaken to Assess and develop action plans on labour administration	0 (2019)	12 (3 per year)	MoLSA	All regions have labour inspectors	
	2.2.2: Number and Proportion of labour inspectors and other labour administration staff trained to tackle new challenges in the world of work using modern inspection practices and protocols.	24 and 12%	100 and 50%	MoLSA		
Output 2.3: Tripartite constituents' capacity to develop laws, policies and strategies to promote equal opportunities and treatment among both women and men, persons with disabilities and other vulnerable segments has been strengthened	2.3.1: No. of labour regulations, policies and programs to reduce gender gaps, disability and social exclusion developed and implemented with the effective participation of workers and employers' organisations	1	3 (1 regulation, 1 policy, 1 programme)	MoLSA	FSG and development partners initiate multi-sectoral dialogue on climate change adaptation	
	2.3.3: Number of policy recommendations and action plans to reduce gender gaps, disability and social exclusion	1	2 Policy recommendations and 3 sectoral action plans developed by 2023	MoLSA		



DWCP Priority 2: Economic Development (Skills Development and Labour Administration)						
UNSDCF Priority: Economic Development (Outcome 3.3)						
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement	
Output 2.4: Framework for occupational safety and health strengthened for better enforcement through ratification of international labour standards on OSH, development of national policies and programmes to reinforce national OSH systems and infrastructures; and the adoption of comprehensive OSH management systems at the workplace	2.4.1: OSH provisions of Somali Labour Code implemented	Somali Labour Code draft/ developed ?	Somali Labour Code enacted by 2022	MoLSA	Regular compilation of data	
	2.4.2: Data collection system on occupational accidents and diseases operating at national level	NA	System developed and operational by 2024	MoLSA		
	2.5.1: Labour migration strategy for managing migration developed and implemented	NA	1	MoLSA		
Output 2.5: Fair and effective labour migration policies, institutions and services to protect migrant workers are in place	2.5.2: No. of work permits issued using a new application system	120	480 number of permits by year			
	2.5.3: Labour migration database established and functional	0 (2020)	1	MoLSA, ILO		

DWCP Priority 3: Social Development (Social Protection)					
UNSDCF Priority: Social Development (Outcome 4.3)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
OUTCOME 3: The proportion of vulnerable Somalis with scaled-up and sustained resilience against environmental and conflict-related shocks is increased, based on better management of life cycle risk, food security, and better nutrition outcomes	3.a: Proportion of poor people covered by predictable government safety nets	10% (2021)	20%	Shock Responsive Safety Net for Human Capital Project implementation reports	Adequate and predictable funding for social protection and emergency programming
	3.b: Percentage of people affected by shocks who have access to adequate and nutritious food and specialised nutritious foods to meet their basic food and nutrition needs and build resilience	70% of affected populations in Integrated Food Security Phase Classification 3 and 4 reached	90% of affected populations in Integrated Food Security Phase Classification 3 and 4 reached	WFP	Stability and continuous accessibility of vulnerable populations
	3.c: Percentage of displaced households benefiting from improved community service delivery, access to community infrastructure, and basic services as a result of interventions supported by partners	0%	50%	UNHCR, IOM, CCCM Cluster, BRCIS, SOMREP, Concern, UN Joint Programme on Local Governance, World Bank, National Durable Solutions Secretariat	

DWCP Priority 3: Social Development (Social Protection)						
UNSDCF Priority: Social Development (Outcome 4.3)						
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement	
Output 3.1 Social partners have improved their capacity to develop sustainable national social protection policies/strategies that extend coverage and deliver adequate benefits through formulating and adopting national social protection policies and strategies, designing or reforming the legal framework for social protection and social security schemes to extend coverage; and actively participating in national policy debates on social protection	3.1.1: Legal frameworks on social protection, covering all economic sectors implemented	Social Protection Policy available	Legal framework developed and adopted by 2024	Ministry of Labour and Social Affairs		
	3.1.2: Proportion of workers covered by social protection programs, disaggregated by gender, sector and location	NA	5%	Ministry of Labour and Social Affairs		
	3.1.3: Proportion of total government spending on social protection	0.8% (2019)	1.6%	Ministry of Labour and Social Affairs, MoF		
	Output 3.2: Government has improved the capacity to develop and implement programmes that are sensitive to the vulnerabilities of workers to crises, and life and work transitions, adopting social security and social protection policies and measures to protect workers and their families affected by economic, natural and other shocks; designing and implementing gender-responsive and disability-inclusive policies that integrate social protection/ security with skills and employment measures; and providing counselling and support services to workers and employers	3.2.1: Social protection policies and programs to protect workers and their families from economic, natural and other shocks developed and implemented	NA	3 (1 each for economic, natural and climate-related shocks)	MoLSA	Measure to address key barriers (funding, lack of identity documents, and dominance of unregistered informal businesses) are implemented
	3.2.2: Proportion of workers suffering from economic, natural and other shocks covered by social protection programs, disaggregated by gender, sector and location	NA	35%	Shock Responsive Safety Net for Human Capital Project implementation reports		
	3.2.3: A functional social security system is operating	None	1	MoLSA		

DWCP Priority 3: Social Development (Social Protection)					
UNSDCF Priority: Social Development (Outcome 4.3)					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Output 3.3: Social protection institutions have improved governance and sustainability Strategies through specially improved institutional coordination for social protection/ security, administrative and financial governance at FGS and FMS levels and participation of social partners in the design, implementation, monitoring, reporting, and evaluation of measures to improve social protection and social security scheme	3.3.1: An inter-ministerial social protection coordination framework developed and operating	NA	1	MoLSA	
	3.3.2: The social protection technical coordination framework among FGS and FMS developed and operating	NA	1	MoLSA	

DWCP Priority 4: Social Dialogue for the Protection of Labour Rights					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
OUTCOME 4: All tripartite partners and their constituents have increased engagement in social dialogue for the protection of labour rights	4.a: Proportion of workers covered by collective bargaining	2% (2021)	20%	MoLSA, ILO	Continuous support for social dialogue and tripartism by all labour market actors
	4.b: Trade union density	4%	30%	MoLSA, ILO	

DWCP Priority 4: Social Dialogue for the Protection of Labour Rights					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Output 4.1 Employers' and workers' organisations have improved institutional capacity to participate in social dialogue activities through increase their membership, conducting themselves research and analysis on changing business realities and develop evidence-based policy proposals and keeping thier members informed about emerging changes in the world of work	4.1.1: No. of registered members of trade unions and employers organisations	2	10	MoLSA	
	4.1.2: No. of employers' and workers' organisations representatives/officers (disaggregated by sex) trained on emerging trends in the world of work by workers and employers organisations	2	50		
Output 4.2: Strengthened social dialogue process and labour relations laws and institutions through improving legal, regulatory and institutional frameworks governing social dialogue, labour relations and dispute resolution; developing an Action Plan for the adoption and implementation of the Somali Labour Code; and improving collective bargaining processes and outcomes.	4.2.1: Number of approved laws and implemented policies and programs for promoting social dialogue, labour relations and dispute resolution developed and implemented	NA	1	MoLSA	Informal sector traders are willing andle to form and operate representative bodies
	4.2.2: percentage of workers covered by collective bargaining agreements by occupation and location	2% (no breakdown by sector and location)	15%	MoLSA, ILO	
	4.2.3: Number of policies and/ or measures proposed by the SNTCC	NA	2 per year	MoLSA, SNTCC	

DWCP Priority 4: Social Dialogue for the Protection of Labour Rights					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Output 4.3: Improved capacity of tripartite constituents to promote fundamental principles and rights at work through developing more robust policies, action plans and legal frameworks to promote freedom of association and the effective recognition of the right to collective bargaining, take actions towards eradicating child and forced labour, including programmes to collect data, raise awareness and take necessary actions for combating child and forced labour; and inclusion of a module on child and forced labour in future rounds of Labor Force Surveys	4.3.1: No. of Policies, action plans, and programs for effective recognition of the rights to collective bargaining developed and implemented developed by government with inputs from social partners	NA	5	MoLSA, ILO	Coordination between different levels of government
	4.3.2: No. of employers' organisations and trade unions members trained on fundamental principles and rights at work	NA	10	ILO	



DWCP Priority 4: Social Dialogue for the Protection of Labour Rights					
Results	Performance Indicators (disaggregated)	Baseline (year)	Target (2025)	Source/ MoV	Assumption Statement
Output 4.4: Increased capacity of tripartite stakeholders to ratify and apply international labour standards in place through consultations through SNTCC on ratifications and application of labour standards, tripartite consultations before ratification with effectively participation of social partners in standards-related consultations, improving access of workers and employers to effective legal remedies and promoting the enforcement of national labour laws in compliance with international labour standards and creating multi-tiered formal labour dispute resolution mechanism with judicial or quasi-judicial powers	4.4.1: No. of consultations held through SNTCC on ratifications and application of labour standards	Constitution of SNTCC	4 consultations annually	MoLSA reports	
	4.4.2: No. of employers' and workers' organisations representatives/officers (disaggregated by sex) that participated in capacity building programs to prepare for ratification and application of labour standards designed and held	1	5 (employers' and workers' organisations)	ILO	





CP priority 2:Economic Development (Skills Development and Labour Administration)									
CP outcome 2.1: An integrated national programme for human capital development is established, increasing access to market-based skills for all – including the most marginalised and vulnerable groups – and safeguarding their rights									
2.a: Unemployment rate		World Bank	14% (2019)	13%	12%	11%	9%	8%	0.00
2.b: Proportion of economically active youth unemployed or underemployed	Labour Force Survey,	MoLSA	70% (2019)	68%	64%	60%	55%	50%	4000
2.c: Vulnerable employment among women		World Bank	88% (2019)	85%	80%	70%	60%	50%	2400
CP priority 3:: Social Development (Social Protection)									
CP outcome 3: The proportion of vulnerable Somalis with scaled-up and sustained resilience against environmental and conflict-related shocks is increased, based on better management of life cycle risk, food security, and better nutrition outcomes									
3.a: Proportion of poor people covered by predictable government safety nets	Shock Responsive Safety Net for Human Capital Project implementation reports		10% (2021)	10%	12%	15%	18%	20%	30000.00
3.b: Percentage of people affected by shocks who have access to adequate and nutritious food and specialised nutritious foods to meet their basic food and nutrition needs and build resilience	WFP Reports	WFP	70% of affected populations in Integrated Food Security Phase Classification 3 and 4 reached	72%	76%	80%	85%	90% of affected populations in Integrated Food Security Phase Classification 3 and 4 reached	4000

3.c: Percentage of displaced households benefiting from improved community service delivery, access to community infrastructure, and basic services as a result of interventions supported by partners	Annual reports	UNHCR, IOM, CCCM Cluster, BRCIS, SOMREP, Concern, UN Joint Programme on Local Governance, World Bank, National Durable Solutions Secretariat	0%	5%	10%	20%	30%	50%	4000	600
CP priority 4: Social Dialogue for the Protection of Labour Rights										
CP outcome 4: All tripartite partners and their constituents have increased engagement in social dialogue for the protection of labour rights risk, food security, and better nutrition outcomes										
4.a: Proportion of workers covered by collective bargaining	annual reports	MoLSA, ILO, FESTU	2% (2021)	8%	10%	12%	14%	20%	120000.00	16000.00
4.b: Trade union density	annual reports	MoLSA, ILO, FESTU	4% (2021)	15%	17%	20%	35%	30%	12000	3000
Total									\$671,000.00	\$187,000.00

DWCP implementation monitoring		Implementation - planned/actual																Responsible Unit/ Official	Resource framework (all sources of funds)			CP Outcome indicator/ annual milestones to which outputs contribute	Remark
		N.B. Expand the timeframe as per DWCP																	Resources Required (US\$)	Resources Available (US\$)	Gap (US\$)		
		Year 1 (2022)				Year 2 (2023)				Year 3 (2024)				Year 4 (2025)									
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4						
DWCP Somalia (2022-2025)																							
Country Priority 1: Economic Development (Growth and Opportunities)																		Example: US\$	Example: Staff time: US\$	Example: \$ 1 m (XBTC soft pipeline)			
																		US\$ XXX	DC: \$ 250K RBSA: \$350K RBTC: \$15k				
Country Programme Outcome 1: Economic governance institutions are strengthened and an enabling environment established for inclusive, sustainable, and broad-based economic growth driven by the emerging small and medium-sized enterprise sector																		\$17,600,000	\$6,350,000	\$11,250,000			
Output 1.1.: Stakeholders have improved their capacity at policy, regulatory and programme levels to create an enabling environment for entrepreneurship and promote sustainable enterprises, specially regarding cooperatives, the social solidarity economy, and the formalisation of the informal sector	planned																	\$2,000,000	300,000	\$1,700,000			
	actual																						
Output 1.2.: Stakeholders commit to the development and implementation of gender-responsive national employment-related policies that include attention to the care economy	planned																	\$600,000	50,000	\$550,000			
	actual																						
Output 1.3.: National policies and programs for conflict prevention, disaster risk reduction and recovery strategies include Decent Work as an area to address	planned																	15,000,000	6,000,000	\$9,000,000			
	actual																						

Country Priority 2: Economic Development (Skills Development and Labour Administration)																
Country Programme Outcome 2: An integrated national programme for human capital development is established, increasing access to market-based skills for all – including the most marginalised and vulnerable groups – and safeguarding their rights													7,400,000	320,000	7,080,000	
	planned											DWT-Cairo	1,000,000		1,000,000	Indicator 2.a: Unemployment rate
Output 2.1: Government institutions, employers and workers organisations implement actions to identify current skills mismatches and develop work-based learning mechanisms, including apprenticeships	actual															Indicator 2.b: Proportion of economically active youth unemployed or underemployed, Indicator 2.c: Vulnerable employment among women
Output 2.2: Government with improved institutional capacity for effective labour administrations	planned											CO-Addis	1,600,000		1,600,000	
	actual															
Output 2.3: Tripartite constituents' capacity to develop laws, policies and strategies to promote equal opportunities and treatment among both women and men, persons with disabilities and other vulnerable segments has been strengthened	planned											CO-Addis	2,000,000	200,000	1,800,000	
	actual															
Output 2.4: Framework for occupational safety and health strengthened for better enforcement through ratification of international labour standards on OSH, development of national policies and programmes to reinforce national OSH systems and infrastructures; and the adoption of comprehensive OSH management systems at the workplace	planned											DWT-Cairo	2,000,000	120,000	1,880,000	
	actual															
Output 2.5: Fair and effective labour migration policies, institutions and services to protect migrant workers are in place	planned											CO- Addis	800,000		800,000	
	actual															







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# **Somalia Decent Work Country Programme**

**2023 - 2025**