REPUBLIC OF SOMALILAND
MINISTRY OF LABOUR, SOCIAL AFFAIRS & FAMILY

Report on

STP Review
Workshop 4th – 5th
October 2023

Maansoor Hotel,
Berbera



4th – 5th October 2023

Facilitated By
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DAY ONE, Saturday 04 October, 2023

In day one the following sessions covered:

1. **Introductory (Background, Purpose, Objectives)**
2. **Methodology & Approach**
3. **Deliverables**
4. **Opening sessions (**Official opening of the workshop, Workshop program (itinerary, Housekeeping rules)
5. **Strategic Plan Overview**
   - Scope and Deliverables of MESAF Strategic Plan od 2022 – 2026
   - MESAF Mandate
   - MESAF as an Institution
   - Key outcomes during STP 2022/26 Process (The Six issues (Challenges)
   - Program Direction/Thematic areas (Strategic Goals)
   - Program Logic (Goals, Objectives & Outputs)
6. **MESAF Key Achievements during Year 1 & 2 As Per The MESAF STP - Progress To-date**
   - What was planned
   - Achievements to date
   - What did not work well (What lessons learnt)
   - What Challenges
   - Key priorities for 2024
   - Recommendations/way forward
7. **Synopsis of Social Protection**
   - Vision for Social Protection by 2030
   - Operational definition for Social Protection
   - Legislative and policy framework
   - Objectives for Social Protection (Policy)
8. **Components' of the Social Protection** □ National social transfers:
   - Social insurance:
   - Social care services:
9. **Delivery of Social Protection Schemes.**
10. **Financing Social Protection**

CHAPTER ONE

1.0 Introductory 1.1 Background

On the fact that the current five years Strategic plan has been in operational for two years, plus that the NDP3 book has been produced later than the MESAF strategic plan, the leadership of the ministry decided to run a retreat exercise to review the progress of the two years and ensure the next three years are fine-tuned and merged with the NDP 3

plan, where needed. Therefore a review exercise run in *Maansorr* Berbera by the key MESAF staff and leadership including the ministers and Director General,.

1.2 Purpose

The purpose of the consultancy is to run a process of conducting a mid term review of the current five years strategic plan (2022 – 2027) document for MEASF including checking its alignments with the current National Development Plan (NDP 3).

1.3 Objectives

a) **To conduct a** Strategic Plan Refresher orientation for key departments management teams
b) To Check out the progress including faced challenges of the Strategic Plan's targets as of to-date
c) To Prioritise and agree on the key targets during the remaining period (3years)

2.0 Methodology & Approach

To achieve the above-mentioned objectives, the following means of activities have been carried during the process. a Consultant hired/engaged to lead the med-term review exercise. Main actions included:

- Held conversations and dialogue with key staff including and leadership.
- Conducted desk review of MESAF documents, including - annual plans, current projects in order to have an informed understanding of the program and ministry perfromanace business delivery. ,.
- Facilitated consultative workshop for key staff of MESAF and leadership
- Facilitated a validation meeting with MESAF staff and mamangment with the workshop outcome

3.0 **Deliverables:**

3.1 **Expected output:** Fine-tuned strategic MESAF program priority Targets for next **3 years**

4.0 Opening sessions

4.1 **Official opening of the workshop**

Session 1: Official opening of the workshop

The workshop took place at the MAANSOOR Hotel in Berbera from the 4th – 5th November 2023. Mr. Ahmed
Hassan, the MESAF Director General welcomed H.E Eng. Ali Omer Mohammed, MESAF Minister who
officially opened the workshop. Key staff of the ministry participated. These included personnel from various MESAF departments (see full list in Annex 2.) The workshop facilitated by Mr. Abdirahman Aideed, a practitioner in Humanitarian & development programming and institutional capacity building specialist, facilitated the workshop sessions.. **Keywords from the executives**

The Minister (Eng. Ali Omer): the Minister for thanked to all the participants for workshop, urged them to focus the long-term impact of the strategic plan and lasting benefits of

MESAF work beyond the immediate timeframe. The minister expressed to the participants to decentralize the strategic plans into regional level, and district level to reach the vulnerable in Somaliland. The minister highlighted the importance of accountability and transparency in MESAF work for the society. The minister commended the participants of the meeting to come up a worthwhile plan that help and guide MESAF to deliver its mandate during the coming three years.

The Director General (Ahmed Hassan): During the opening the DG highlighted the necessity for unified efforts and coordinated actions among all stakeholders. He underlined the importance of inclusivity in social protection and family welfare initiatives, stressing the need to ensure that the strategic plan provides guiding approach to the diverse needs of all vulnerable groups that MESAF stands for to support and serve. The DG asked the participants/staff to show resilience to face the diverse challenges in delivery MESAF STP business targets

Sahil Governor: The governor of Sahil Region warmly welcomed the MESAF staff to the region, stated the importance of the strategic planning. The governor highlighted the need for innovative employment initiatives, social welfare programs, and family support services, emphasizing the need for increased employment opportunities at national and regional (Sahil) levels.

MESAF Regional Coordinator (SAHIL): Welcomed expressed his sincere gratitude for selecting Sahil region as the host for the Strategic Plan Dissemination Workshop. The Coordinator expressed their pleasure to facilitate that important event and committed their participation and contributions during the workshop.

MESAF senior advisor of social protection (Ahmed Abokor): Highlighted more on the current ongoing social protection activities and ministry efforts to enhance protection of vulnerable people. He highlighted MESAF engagement of social protection at regional and district levels and approval of the SP policy including ministry commitments to achieve social targets in NDPIII.

4.2 **Workshop program (itinerary)**

Session 2: Workshop program

The facilitator went through the two days programme, seeking consensus on the sessions suggested therein and the time schedule. The participants suggested that the timings be adjusted for prayer time and lunch from 12.15-01.15pm then depart till the next day. The workshop programme was amended accordingly.

4.3 **Housekeeping rules**

Session 3: Housekeeping rules

The participants formulated housekeeping rules and allocated responsibilities to a timekeeper so that the objectives of the workshop would be met within the specified two days with minimum disruption of activities. See housekeeping rules in below Box:

1. Mobiles were to be put on silent mode;

2. Participants were to be punctual by keeping the starting time at 8.00am;
3. There was to be silence when learning was going on;
4. Active participation was to be encouraged;
5. Participants were to raise their hands when contributing;
6. Participants were to restrict any unnecessary movement and noise;
7. Participants were to adhere to the rules.

CHAPTER TWO

5.0 Strategic Plan Overview

Session 4: Strategic Plan Overview

In this session the facilitator shared with the participants:

- The Principles of the strategic plan development
- The Key content of the strategic plan document
- Sectors of programming in the strategic plan document

5.1 Scope and Deliverables of MESAF Strategic Plan od 2022 – 2026

Scope and Deliverables of MESAF Strategic Plan od 2022 – 2026

The MESAF Strategic Plan process sets clear deliverable priorities for five years (2022 – 2026).

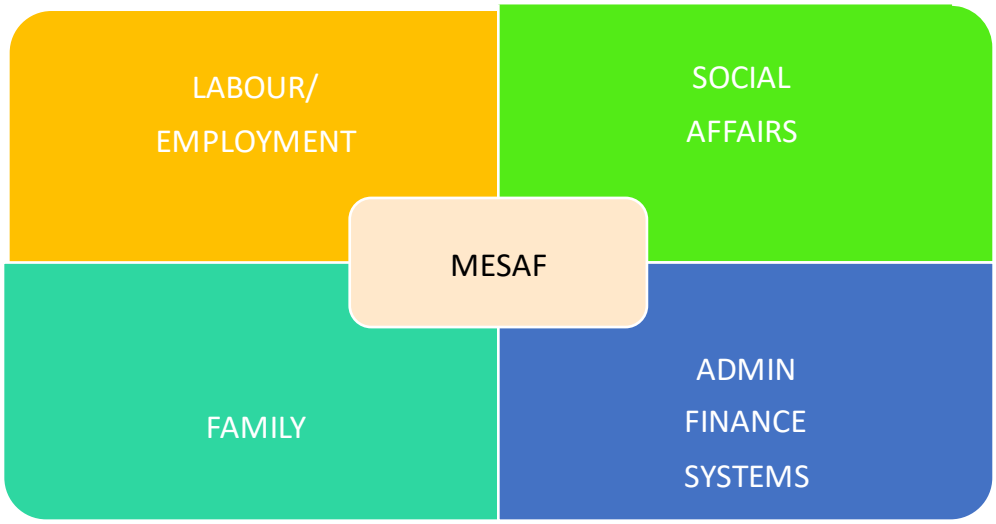
The MESAF Strategic Plan also aligned with the Somaliland national development plan NDP III. The STP Plan composes

- **5** Strategic goals
- **21** Strategic Objectives
- **58** Outputs
- 234 interventions
- Implemented by **5** vehicles/Departments
- Lead by a management of Minister, D/Minister and DG

5.2 MESAF Mandate

- As per its **mandate**, MESAF stands to protect and deliver services to non-civil service sector employees/employers, deal family related matters and provide social services to specific target groups of the society,
- Especially TGS of women, children, Society members with **disabilities** and other socially vulnerable and disadvantageous groups including refugees, asylum seekers, IDPs, returnees and minorities
- to ensure their **rights** of **accessing** essential services, fair employment opportunities and protection support are ensured.

5.3 **MESAF as an Institution**



5.4 Key outcomes during STP 2022/26 Process

MESAF STP was based on the following key issues/challenges that were the outcome of the STP planning process:

5.4.1 **COVID – 19:** The Global Crisis Caused by the Pandemic of COVID – 19 affected the main economic sources of the MESAF TGS and the national revenue as well.

5.4.2 **Climate Change (recurrent droughts):** The causes of vulnerability in Somaliland are interconnected. Some of those causes rest upon direct impacts of climate change (recurrent droughts) and inadequacy of effective coping strategies including human capital of the local communities and at national level to deal with these calamities as this will increase susceptibility to disasters, this is complicated by diminishing Humanitarian Aid in scale despite the needs remain static or in particular even increasing in rural areas

5.4.3 **Challenges facing to women:** In Somaliland women's poverty is directly related to the absence of economic opportunities, lack of access to support services and women's minimal participation in decision-making processes that affect their lives and participating the future national social changes. The low level of literacy, skills and access to essential information, limits women's' economic growth and control over crucial resources at house level, family welfare and society at large. It is a challenge for women to be part of national and even local leadership because leadership in Somaliland is based on a patriarchal lead clan system and is not a practice that clans seldom nominate women to represent their clans in the national decision-making structures.

5.4.4 **Unemployment:** There is high rate of youth unemployment in the country, this has a negative impact on Somaliland economic growth and security of the country. The challenges facing the youth to get jobs include, but not limited to: (a) Limitations on access to information about employment (b) Limited skills of the youth (c) and inadequate of supportive environment

that facilitate job creation through formulating and enforcing policies, regulation and laws. The weak regulatory and accountability environment limits interlink-ages between employers and labour force and inadequate application of labour laws

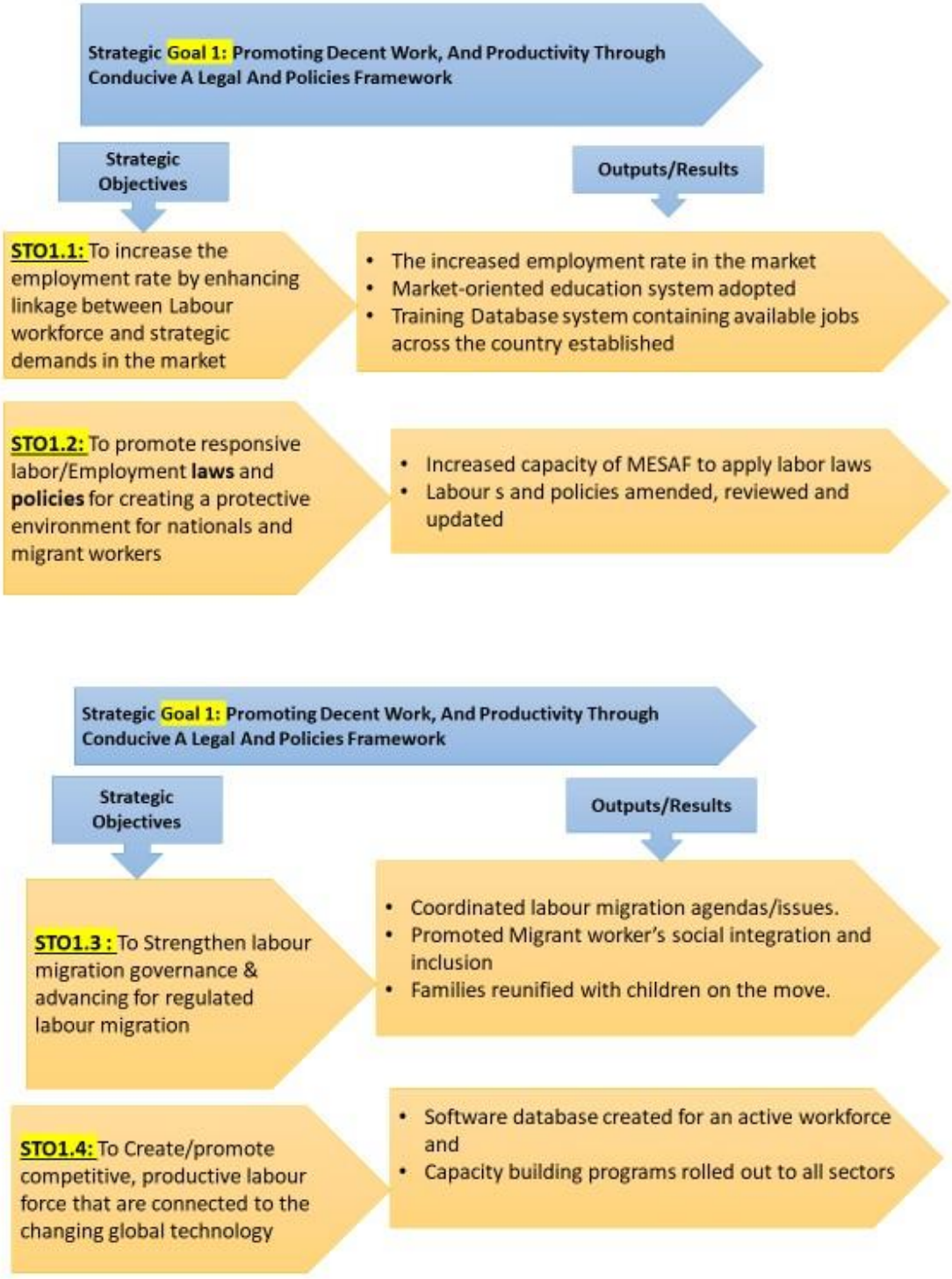
5.4.5 **Social Protection:** Inadequate social protection services access, especially aspects related (a) National Transfers (b) Social Insurances (c) and Social Care Services, effect limited equity in accessing social services (legal & health, financial) and protected rights of vulnerable groups of the Society (women, youth, IDPs, refugees and minorities)

5.4.6 **MESAF as an Institution:** The limited capacity of MESAF including inadequacy of its human resources for efficient and effective delivery of its mandate in a representative manner in all regions and districts

5.5 Program Direction/Thematic areas (Strategic Goals)

Strategic Goal 1	**Promoting Decent Work, and Productivity Through Conducive a Legal and Policies Framework**
Strategic Goal 2	Improving Equity in Accessing Social Services and Protected Rights of Vulnerable Groups of The Society
Strategic Goal 3	Ensure Full Participation and Effective Representation Of Women in Leadership and Political Decision-Making Process at All Levels for Sustainable and Equitable Development
Strategic Goal 4	Empowering marginalized and vulnerable groups economically through quality education, skills, provision of financial schemes and effective Social Protection System
Strategic Goal 5	Increasing the capacity of MESAF for efficient delivery of its mandate.

5.6 Program Logic (Goals, Objectives & Outputs)


Strategic Goal 1: Promoting Decent Work, And Productivity Through Conducive A Legal And Policies Framework
Strategic Objectives
Outputs/Results
STO1.1: To increase the employment rate by enhancing linkage between Labour workforce and strategic demands in the market
The increased employment rate in the market
Market-oriented education system adopted
Training Database system containing available jobs across the country established
STO1.2: To promote responsive labor/Employment laws and policies for creating a protective environment for nationals and migrant workers
Increased capacity of MESAF to apply labor laws
Labour s and policies amended, reviewed and updated
Strategic Goal 1: Promoting Decent Work, And Productivity Through Conducive A Legal And Policies Framework
Strategic Objectives
Outputs/Results
STO1.3 : To Strengthen labour migration governance & advancing for regulated labour migration
Coordinated labour migration agendas/issues.
Promoted Migrant worker's social integration and inclusion
Families reunified with children on the move.
STO1.4: To Create/promote competitive, productive labour force that are connected to the changing global technology
Software database created for an active workforce and
Capacity building programs rolled out to all sectors

Strategic Goal 2: Improving Equity In Accessing Social Services And Protected Rights Of Vulnerable Groups Of The Society

Strategic Objectives	Outputs/Results
SO2.1: To increase access to social services and develop service delivery mechanisms for vulnerable Groups	• Developed friendly protective legislations and policies frame works • Enhanced capacity of the service providers and improved service delivery mechanisms in all main districts in Somaliland • Increased access to Protection services for Human rights survivors/victims (Health, PSS, legal, FTR and etc) • Harmonized and standardized Case management guidelines
SO2.2 : To provide adequate support and response to children and women with protection concerns through proper case management process	• Deployed adequate professional social workers • Developed and disseminated data protection and information protocols for case management partners • Strengthened coordination and collaboration among the protection partners • Strengthened referral pathways and improved information sharing among the case management partners • Established preventive and response system for separated and unaccompanied and children without parental care children in Somaliland

Strategic Goal 2: Improving Equity In Accessing Social Services And Protected Rights Of Vulnerable Groups Of The Society

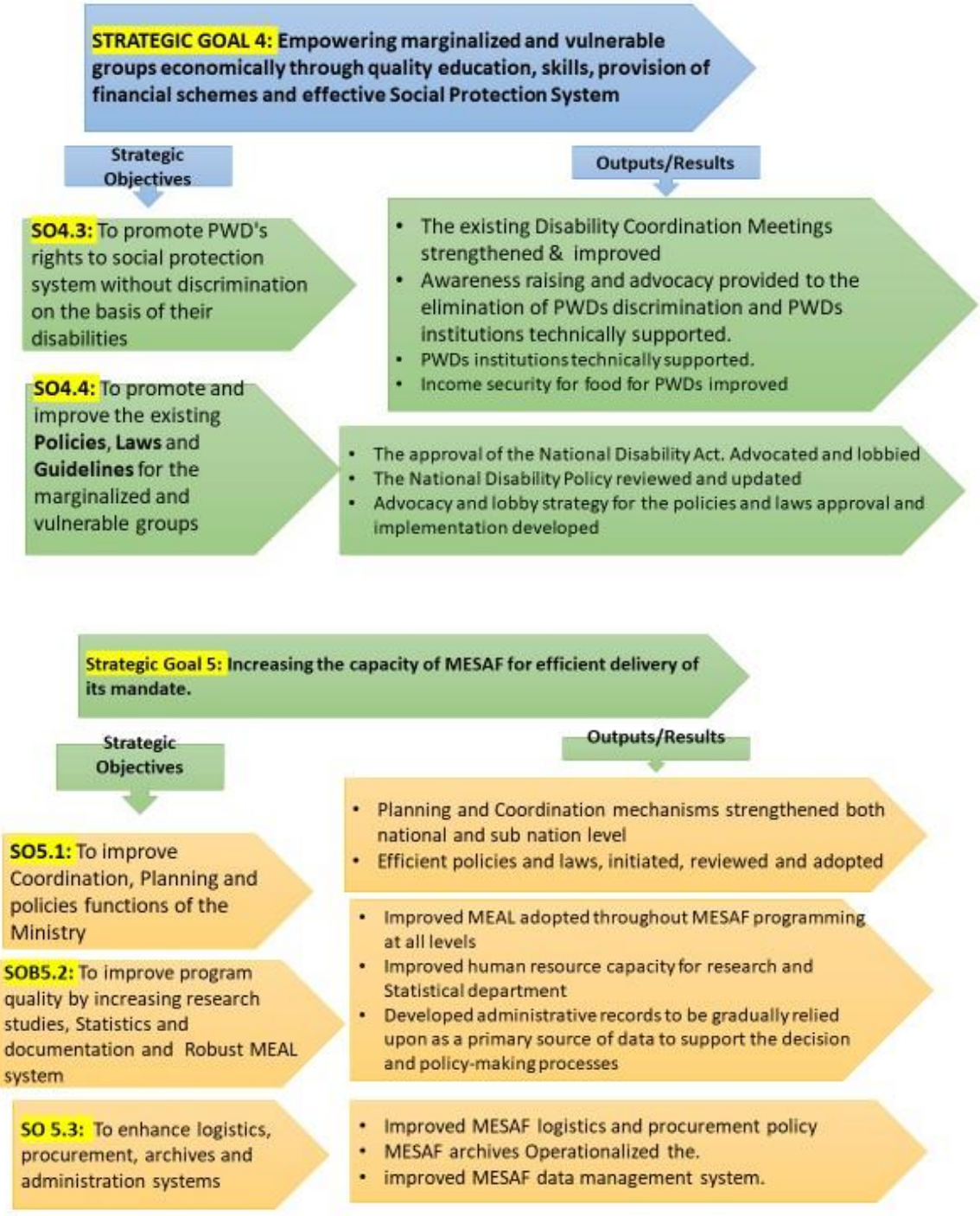
Strategic Objectives	Outputs/Results
SO2.3: To increase community knowledge and skills to combat harmful social norms and traditional practices	• Organized and capacitate community-based mechanisms at the community level • Convened regular community mobilization and awareness raising sessions in targeted districts of SL • Produced TV and radio awareness raising programs on women and children's rights
SO2.4: Increase capacity of the human rights stakeholders	• Developed standardized training curriculum for short trainings of the Human rights partners including service providers • Organized accessible online training material • Organized and established Child forums in the prim/Secondry schools • Produced p women and child friend civil education civic programs
SO2.5: To regulate and support caring and rehabilitation centers for children and other vulnerable groups including disability and mental illness caring	• Assessed and certified/dismissed working centers in Somaliland through the national guidelines • Convened regular monitoring and supervision for caring and rehabilitation of the vulnerable groups and improved identified gaps • Maintained regular reporting and record keeping of the centers through agreed reporting guideline

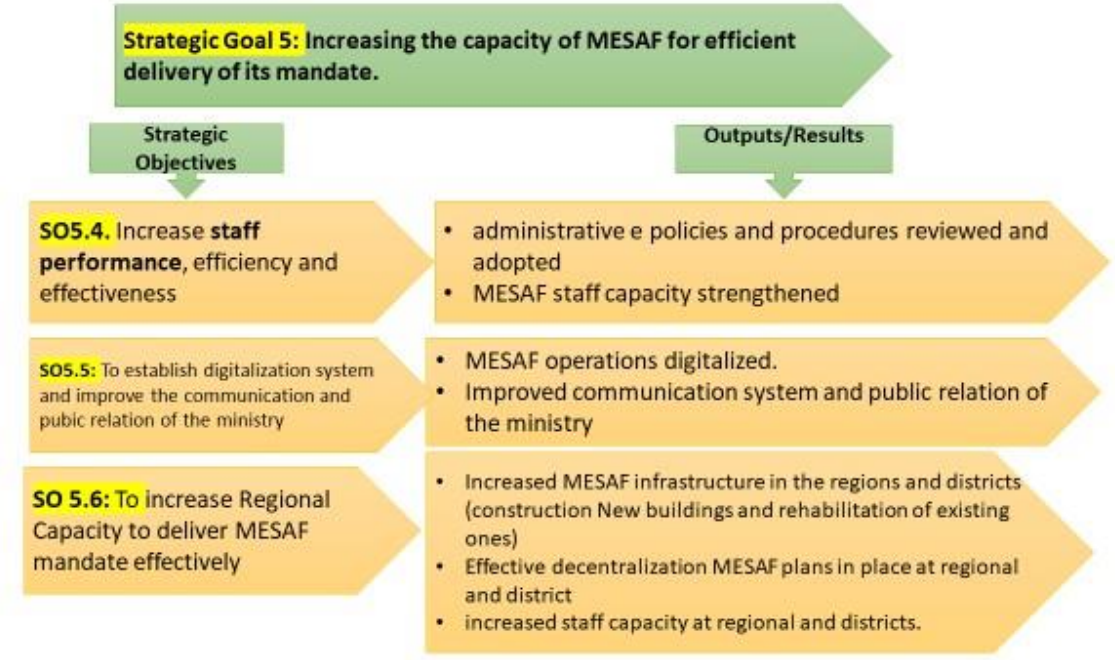
STRATEGIC GOAL 3 **Ensure Full Participation And Effective Representation Of Women In Leadership And Political Decision-Making Process At All Levels For Sustainable And Equitable Development**

Strategic Objectives	Outputs/Results
SO3.1: To enhance and empower women in decision-making processes at the local and national levels	• Advanced women's participation in leadership and politics through legislations and policies • Mainstreamed **gender** issues in political, social, and economic development processes at different levels • Enhanced the inclusivity of women in multi-party system for full participation and effective representation in political systems and institutions
SO3.2: To empower women economically for supporting micro-finance institutions of women for equitable participation in leadership and politics	• Empowered women economically in supporting micro-finance institutions of (for) women for better participation. • Targeted Economic recovery program designed and implemented for supporting the small-scale women businesses affected by the WAAHEEN Market fire tragedy

STRATEGIC GOAL 4: **Empowering marginalized and vulnerable groups economically through quality education, skills, provision of financial schemes and effective Social Protection System**

Strategic Objectives	Outputs/Results
SO4.1: To Promote accessible and equitable livelihood opportunities for vulnerable poor and low income families through effective Social Transfers	• Designed, facilitated, and established access to financial schemes for vulnerable poor and low-income families through effective **Social Transfer**. • Provided food distribution to 2000 PWDs households. • Strengthened community's resilience and reduced their vulnerability to natural hazards by having access to resources and opportunities.
SO4.2: To promote and advocate quality education and marketable **family life education** skills	• Formal and non-formal education opportunities and skills availed for PWDs


STRATEGIC GOAL 4: Empowering marginalized and vulnerable groups economically through quality education, skills, provision of financial schemes and effective Social Protection System
Strategic Objectives
Outputs/Results
SO4.3: To promote PWD's rights to social protection system without discrimination on the basis of their disabilities
The existing Disability Coordination Meetings strengthened & improved
Awareness raising and advocacy provided to the elimination of PWDs discrimination and PWDs institutions technically supported.
PWDs institutions technically supported.
Income security for food for PWDs improved
SO4.4: To promote and improve the existing Policies, Laws and Guidelines for the marginalized and vulnerable groups
The approval of the National Disability Act. Advocated and lobbied
The National Disability Policy reviewed and updated
Advocacy and lobby strategy for the policies and laws approval and implementation developed
Strategic Goal 5: Increasing the capacity of MESAF for efficient delivery of its mandate.
Strategic Objectives
Outputs/Results
SO5.1: To improve Coordination, Planning and policies functions of the Ministry
Planning and Coordination mechanisms strengthened both national and sub nation level
Efficient policies and laws, initiated, reviewed and adopted
SOB5.2: To improve program quality by increasing research studies, Statistics and documentation and Robust MEAL system
Improved MEAL adopted throughout MESAF programming at all levels
Improved human resource capacity for research and Statistical department
Developed administrative records to be gradually relied upon as a primary source of data to support the decision and policy-making processes
SO 5.3: To enhance logistics, procurement, archives and administration systems
Improved MESAF logistics and procurement policy
MESAF archives Operationalized the.
improved MESAF data management system.



CHAPTER THREE

6.0 MESAF Key Achievements during Year 1 & 2 As Per The MESAF STP

Session 5: Progress To-date

Participants did presentations based on the following key questions, which was shared to the teams prior coming to the workshop venue

6.1 Progress To-date

6.1.1 What was planned (planned interventions (2022-2023)

- Dissemination of GBV services providers directors(Once Year at least) using media/IEC
- set up Psycho-social professional pool for developing guidelines and procedures of psychosocial service deliveries
- Finalizing, validating and approving the Somaliland FGM policy from the cabinet of the ministries
- Mapping, training and awareness raising of GBV related laws and policies to the stakeholders including law enforcement institutions and other service providers on negative attitudes/norms
- Supporting the Clinical Management of Rape (CMR) services delivery for GBV survivors
- Establishing/strengthening coordination systems with both government and non-governmental cluster to respond to GBV *issues*

- Facilitating experience learning and exposure visits for key GBV partners (Ethiopia)
- Develop Quota and affirmative action of women's political participation developed for equitable leadership, and produced guidance
- "Women economic empowerment policy" formulated for women's political representation
- strengthening national coordination of the GBV WG, Conduct review and amendment sessions of SOB bill
- Develop comprehensive gender action plan
- Review and update National Family Law
- Plan/Implement MESAF budget as per the national budget plan.

6.1.2 What worked well (Achievements to date)

 FGM Policy is finalized and ready to be approved

- SOB Bill is revised, reviewed and approval process is under discussion (3 consultations on SOB Bill) for GBV prevention and
- The Capacity of GBV/WG is enhanced through series of trainings (6 trainings)
- Standards and procedures are reviewed and improved through series of consultation meetings, trainings and technical supports (Revised SOP)
- FGM/GBV Cross-border Committees are established (5-committees)
- Hotline and GBV workers are trained and mentored by technical people (Served for 1400 persons within 2 years)
- MESAF Strengthened knowledge and skills on psycho-social for GBV professional workers by providing high level of trainings and mentorship programs
- MESAF provided psychosocial support around 400 persons, including GBV survivor/or and victims and family problems affected persons
- MESAF given intensive trainings of psychosocial trainings for established structures
  FGM/GBV committees across Somaliland-Ethiopia borders
- MESAF trained Law Enforcement sector provided with psychosocial knowledge and skills to deal with critical GBV cases, GBV/social workers are not available
- MESAF organized and consulted about a number awareness campaigns against, GBV, FGM. Forced marriage, and SOB almost in all regions
- MESAF mapped out existing Community Based GBV structures for better community mobilization
- After, assessment, MESAF established around 5 structured GBV committees in different regions of Somaliland
- Then, MESAF conducted about 25 sensitization sessions of the community structures to prevent GBV/FGM/C at community level
- More 10 campaigns and social dialogue about equitable and women human rights are undertaken
- MESAF developed action plan of Gender equality laws and policies for acceleration of policies/law adoption and implementation processes

- MESAF developed comprehensive gender action plan for women's participation in local government decision-making processes
- Employment Conference
- Seed grant 100 beneficiary from All regions of Somaliland
- National Employment forum
- National job fair event
- Labor information management system
- Enhance and institutionalize youth internship and apprenticeship programs in collaborations with TVET institutions and universities
- Promote job placement, volunteer schemes and internship to enable the young to acquire requested job training and hand-on experience
- Build capacity of Employment partners for constructive engagement in employment opportunities
- Assist university graduates in obtaining internship positions so they can gain skills, competency and experiences they require
- Conduct national research to words employment statutes of the country
- Facilitate private sector awareness campaigns
- Budget implementation as pe r the planned forecast

6.1.3 What did not work well (Pending interventions2022-2023)

- Consultations and discussions on Quota and affirmative action on women's political participation initiated
- Quota and affirmative action of women's political participation developed for equitable leadership, and produced guidance
- National Employment conference
- Seed grant 100 beneficiary from All regions of Somaliland
- National Employment policy implementation plan
- Private sector engagement strategic plan
- Facilitate private sector awareness campaigns

6.1.4 What were major Challenges (during the first wo years - 2022-2023)

- Budget constraints
- National Political burdens
- Negative perceptions of decision-makers and general public towards equality and women development issues
- Technical capacity of department staff
- Financial challenges and Time constraints
- Application of budget palns as per projected

6.1.5 Key Priorities Interventions for 2024

- Approval and Implementation of FGM Policy
- Finalization and adoption of Anti-FGM Bill
- Development and adoption of safeguarding protocol for girls/women protection and safety

- Development of Women economic empowerment strategy
- Reviewing and updating national family law for finalization and adoption of Family Law
- Finalization and adoption Quota and affirmative action on women's political participation

6.1.6 Recommendations

- To develop MESAF fundraising strategy
- To approve and adopt exist women equality policies and laws
- To develop and finalize necessary legal frameworks, such as women affirmative actions
- To improve MESAF systems by adapting sophisticated technologies to promote capacity and performance of the ministry
- To make assessment over entire regions of Somaliland by observing and auditing existing, effectiveness, affordability and absence of GBV services in Somaliland
- Modern financial management software
- Capacitating the department the support departments

CHAPTER FOUR

7.0 Synopsis of Social Protection

Session 6: Social Protection (Synopsis) The facilitator shared with the participants:

- The Definition, understanding of the term (SP), MESAF Vision on social protection and
- The MESAF targets of Social Protection programing and

Synopsis from The Somaliland Social Protection Policy 2022-2030, including Vision of Somaliland SP,
Definition of SP, Objectives/expectations of the SP, Components of the SP, SP Schemes and Financing/Resourcing the SP

7.1 Vision for Social Protection by 2030

Vision for Social Protection by 2030
The Government of Somaliland's **Vision** for **Social Development** is to achieve ***'A Caring Society meeting the basic social needs of its members.'*, By 2030**

- **MESAF Vision** is to achieve *'A society guided and steered by a competitive and innovative human resources performances with inclusively integrated equity and social welfare.*

The Vision 2030 for Social Protection is to achieve a ***resilient*** *society in which all members can* ***access the minimum protection*** *that enables them to maintain and* ***improve their living standards*** *throughout their life course.'*

7.2 Operational definition for Social Protection

Operational definition for Social Protection

The Somaliland Social Protection refers to: A package of minimum income guarantees and basic social care services across the life cycle to improve and maintain an adequate standard of living, by **securing affordability** of basic goods and services, facilitated by strong national institutions that underpin their effective delivery.

7.3 Legislative and policy framework

Legislative and policy framework

The Government of Somaliland is committed to ensuring the protection of citizens when they experience certain vulnerabilities across their lifecycle.

- **Article 19** of the Constitution articulates that *'The state shall be responsible for the health, care, development and education of the mother, the child, the disabled who have no one to care for them, and the mentally handicapped persons who are not able and have no one to care for them'*.
- Additionally, **Article 20** of the Somaliland Constitution articulates rights to social security for workers in the public sector:
- *'State* employees and members of the armed forces shall be entitled remuneration, pension and to payments for sickness, injury, or disability in accordance with the law', however this is only for civil servants.

7.4 Objectives for Social Protection (Policy)

Objectives for Social Protection (Policy)

- By 2030, the Government of Somaliland aims to achieve a specific set of policy objectives to ensure that Social Protection systems and schemes are built in incremental stages.
- By 2023, the Child-Sensitive Social Protection pilot cash transfer modality will be leveraged to implement a national Child Benefit scheme.
- By 2023, the Government of Somaliland will also prioritise the implementation of a child disability benefit, providing essential support to some of the most vulnerable children in Somaliland at risk of social and economic exclusion later in life
- By 2025, an Adult Disability Benefit will be implemented to offer people with disabilities with a minimum level of income support.
- A Universal Old Age Pension will be implemented by 2023, providing older people aged 70 years and above with a monthly transfer of US$ 10 (Sl. Sh. 85,000) per month. ????

8.0 Components' of the Social Protection

8.1 **National social transfers**:

Social Protection sector in Somaliland is understood to comprise the following **three** components:

National social transfers:
The **system of entitlements** to basic minimum income guarantees that enables all citizens to constantly maintain an **adequate standard of living**, enabling them to be better prepared in the face of shocks.
These schemes are designed to **provide support during** key stages of the lifecycle which people face a higher likelihood of facing **income insecurity**: childhood, old age, and disability (cutting across the lifecycle).

8.2 **Social insurance**:

Social insurance:
Schemes that enable the **working age** population to smooth their consumption, **by contributing part of their income during employment which they can draw** on when they experience certain contingencies.

8.3 **Social care services**:

Social care services:
Social care and support services to

1) **vulnerable children** who are identified by a professional social work system to lack adequate care and protection by a parent or caregiver, and
2) **vulnerable adults** who are identified by a professional social work system to be unable to fully care for and protect themselves.

These schemes are designed to provide support to persons in **active age** and **retirement** based on a more comprehensive set of risks: maternity, unemployment, disability, ill health (sickness), work accidents, death of a breadwinner (survivors), old age (pensions).

9.0 **Delivery f Social Protection Schemes.**

In the short-term, by 2023, the Government of Somaliland will:

- Develop an **inter-ministerial coordination mechanism** for horizontal coordination of social protection schemes, to promote fiscal sustainability and national ownership of the sector.
- Strengthen **coordination among government and non-government stakeholders** through the Social Protection **Working Group**.
- Build capacity of a **single agency** that coordinates the provision of national **social transfers** in Somaliland.

- Decentralise government agencies to address the human resource capacity needs of a functional endto-end delivery system for social protection.

In the **medium-term**, by 2025, the Government of Somaliland will:

- Conduct a capacity assessment for a national social workforce to provide social services for children and adults through case management.
- Design a Single Registry information warehouse for Social Protection schemes.
- Implement crisis modifiers that enables existing Social Protection transfers to be scaled up during a large-scale shock.
- Develop monitoring and evaluation mechanisms to ensure that programmes can provide key performance data to stakeholders.
- Institutionalise research and evidence building capacity within the leading agency responsible for Social Protection coordination and delivery.

10.0 Financing Social Protection

The Government of Somaliland aims to build on the support by **international partners** and embed Social Protection within a strong **public sector.**
The most **sustainable source of financing** Social Protection will be through **government revenue**, either through the diversification of revenue sources or the additional revenues generated by economic growth.

CHAPTER FIVE

MESAF STRATEGIC PLAN ALIGNMENT WITH NDP3 (as per NDP3 Outcomes and Priority Interventions)

Session 7: Alignments with National Priorities (NDP 3)

In this session the facilitator discussions to review and check to what extent the MESAF five year Strategic Plan is aligned to the National Development Plan (NDP 3), asking the teams the following key questions:

- What are the demands of the NDP3What are the demands of MESAF STP?
- How MESAF is compliant as of to-date
- What are the demands of the NDP3

11.0 Overview Narrative on Social Protection

11.1 Challenges/Key issues (as per NDP II Doc)

- Functional Social Protection Policy
- Limited **legal framework** for delivering the Social Protection Policy
- **Conflicted mandates/duplication** among government institutions
- **Resource** mobilization to deliver needed social protection services
- Absence of **Labor Unions**

11.2 NDP III Outcomes and Priority Interventions

Strategic Objective 1:
To build a resilient and cohesive society in which all members can access minimum protections that enable them to maintain and improve their living standards.

Outcome 1: By 2027, robust, well-functioning social protection systems are in place at national and sub-national levels

1. Finalizing and enforcing the Social **Protection Policy**
2. Developing **technical guidelines** for the Social Protection Policy and Strategy.
3. Developing a **single registry** for social protection schemes.
4. Strengthening the existing social protection **coordination** mechanisms
5. Strengthening social protection **institutions**' capacities both at national and sub-national levels, deliver social protection schemes

Outcome 2: By 2027, vulnerable households can access social transfers to address socioeconomic risks.

1. Providing benefits to **children under-five** in the four regions in Somaliland that have the highest prevalence of stunting
2. Designing and implementing a **universal child disability** benefit for the most vulnerable children in Somaliland.
3. Providing **humanitarian cash transfers** for those families affected by **shocks** and climate emergencies
4. Strengthening and expanding **social care service** …children, elderly, disables…

Outcome 3: By 2027, effective social insurance mechanisms for the working age population have been established.

1. Conducting a scoping **study** to identify frameworks to build a multi-tiered social **insurance system**
2. Assessing the feasibility of implementing short-term complementary interventions for **rural communities**, such as weather-based and **livestock insurance** products that enhance income protection for those relying on livestock and agricultural livelihoods
3. **Establishing robust social insurance systems**. Based on the outcomes of the scoping study on the social insurance sector, the Somaliland **government** will start incrementally building a social insurance system for vulnerable populations.
4. Implementing a **universal pension scheme** for **civil servants**. The government will prioritise the implementation of a basic universal social pension by 2025

SDG	NDP Outcome	NDP Outcome Indicator	COST ESTIMATE

SDG-1	**SOC - 1: By 2027, robust wellfunctioning social protection systems are in place at national and sub-national levels.**	SOC - 1.A: Average completion rate of the Outcome's combined operational benchmarks.	**816,606**
SDG-1	**SOC - 2: By 2027, vulnerable households can access social transfers to address socioeconomic risks.**	SOC - 2.A: Targeted Child Benefit scheme is ready for operations according to an independant Social Protection Institutional Review at national and subnational level, approved by the relevant authorities/ stakeholders.	**43,776,213**
		SOC - 2.B: Universal Child Disability Benefit scheme is ready for operations according to an independent Social Protection Institutional Review at national and sub-national level, approved by the relevant authorities/ stakeholders.	
		SOC - 2.C: Emergency Family Cash Transfer scheme is ready for operations according to an independent Social Protection Institutional Review at national and sub-national level, approved by the relevant authorities / stakeholders.	
SDG-1	**SOC - 3: By 2027, effective social insurance mechanisms for the working- age population have been established.**	SOC - 3.A: Average completion rate of the Outcome's combined operational benchmarks.	**527,000**

12.0 NDP3 Overview Narrative on Cross Cutting Themes

Introduction

This chapter discusses the cross-cutting themes of **Gender**, People with Disabilities (**PWDs**), Displacement Affected Communities (**DAC**), **children's** rights, **youth**, **HIV/AIDS**, and **rural** development. These themes should be an integral dimension of the NDP III interventions' **design, implementation, monitoring,** and **evaluation** geared towards achieving national development priorities. This means that all the phases of the NDP III interventions should consider and respond to the needs and priorities of these groups to ensure an inclusive development outcome

12.1 Gender

Challenges and Key Issues

Women face complex engendered issues such as:

- **Patriarchal** structures, **violence**, and limited access to markets
- Harmful traditional practices,
- Women's absence in **decision making**

- Women **access to financial** services is challenging

Outcome 1: Reduced gender disparities in social, economic, and political outcomes due to strengthened gender-responsive services and systems.

The Ministry of Labour, Social Affairs, and Family and will achieve this outcome through the following priority interventions:-

- **Advocating** for meaningful representation and full **participation of women** in local and national deci- sion-making structures.
- **Protecting** women and girls from sexual and gen- der-based violence through prevention and a GBV response
- Advancing **women's** rights and **economic justice**, facilitating increased access of women's businesses to the available financial services and entrepreneurship opportunities.
- Advocating for **gender equality** in accessing social services such as education, healthcare, sanitation, and water.

12.2 PWDs

Challenges and Key Issues

PWDs face a variety of challenges:

- Although a **presidential decree (2013)** obliges all service providers to ensure that **buildings are accessible to PWDs**, the public and private facilities that offer services like health, education, or information are widely inaccessible
- The participation of PWDs in **politics** is very low in Somaliland
- Some **regulatory** frameworks **discriminate** against PWDs in holding specific elected roles. For example, Article 41 of the Somaliland constitution mentions that an elected official "must be physically and mentally able to fulfil his duties
- PWDs have **limited access to social services** and are the group that benefits the least from social protection and safety net interventions.
- There is no Expanded Core Education **Curriculum** for blind or visually impaired students. Relevant curricula
- Generally, disabled women, children, the elderly, and people with **HIV/AID**S face more **social, economic, and political exclusion**

Outcome 2: Barriers that exclude People with Disabilities (PWDs) are challenged to ensure their inclusion and participation in their communities.

The Ministry of Labour, Social Affairs, and Family will achieve this outcome through the following priority interventions

1. Promoting inclusive and equitable social services for PWDs to fully **participate** in their communities' social, economic, and political activities.
2. Challenging harmful attitudes and **discriminatory behaviors PWDs**. MESAF will work with development partners to promote and design interventions that address discriminatory behaviors, attitudes, and perceptions against people with disabilities.
3. Drafting, reviewing, and enacting **legal frameworks** that advance the **rights** of **PWDs**.

4. Strengthening **coordination** structures to address challenges PWDs face in fully **participating** in social, economic, and political activities.

12.3 Displacement Affected Communities (DACs)

Challenges and Key Issues

There are a variety of challenges facing Displacement Affected Communities (DACs)

- Displaced people **move into cities** that cannot properly absorb them, forcing DACs to set up structures on private land where they are evicted or constantly threatened with eviction.
- **IDP camps** are congested and informal settlements where **access to basic services** like health, water, shelter, and food is absent or extremely limited.
- In the case of protracted IDPs, displaced people do not return to their places of origin and struggle to integrate into the host communities, making it challenging to achieve durable solutions.
- DACs face protection challenges and increased gen- der-based violence. Increased droughts linked to climate change are forces them to move and compete for scarce re- sources.

Outcome 4: Longer lasting and more sustainable solutions have been found for Displacement Affected Communities. (NDRA)

The National Displacement and Refugee Agency will achieve this outcome through the following priority interventions:

1. Facilitating the **voluntary repatriation of** refugees and irregular migrants. NDRA will work with IOM, UNHCR, Somaliland immigration authorities, neighboring countries, and other mandated institutions to develop and implement repatriation programs for refugees and irregular migrants voluntarily returning to their countries of origin or relocating to third countries.
2. Assisting IDPs, refugees and returnees **who choose to integrate into the host communities** to establish and enjoy their livelihoods.
7. Strengthening the **documentation and registration system for DACs**. NDRA will develop an online data- base to capture information on displacement-affected people that informs the design of interventions that facilitates durable solutions.
8. Strengthening the **capacity of the NDRA** to provide effective and efficient services to DACs.
9. Reviewing, formulating, and **enforcing the policies and legal frameworks** that protect the **rights** of DACs and strengthen law enforcement capacities and mechanisms.

12.4 Children's Rights

Children are among the most vulnerable people in the community due to their specific socio-economic circumstances. The most vulnerable include children who live on the street, refugee and migrant children, victims of crime, those who are displaced or orphaned and children whose parents cannot care for them

Children's Rights: Challenges and Key Issues

Children in Somaliland face numerous challenges.

- Children need to access adequate recreational spaces and playgrounds, specifically in urban areas.
- children dropping out of school.,. In recent years, dropout rates have worsened in rural areas due to recurrent droughts where pastoral and agro-pastoralist communities move in search of water and pasture for their animals.
- Children with disabilities suffer most when social services are not responsive to their needs and priori- ties.
- Children's access to basic public services is limited in rural areas.
- FGM is prevalent in Somaliland. Girls who undergo FGM are at risk of many problems. There is an increasing incidence of rape against children in both urban and rural areas.

Outcome 5: Relevant institutional, policy and legal frameworks are strengthened to protect children's rights

The Ministry of Labour, Social Affairs, and Family will achieve this outcome through the following priority interventions:

1. Reviewing, drafting, and enacting national legal and policy frameworks that protect and promote children's rights.
2. Supporting and facilitating the establishment of functioning child protection structures that protect the rights of vulnerable children.
3. Establishing a comprehensive and user-friendly digital data management system that informs plans, decisions, policies, and interventions that advance children's rights.
4. Strengthening the capacity of community-based structures protecting children's rights, particularly in remote and rural areas where formal children's rights mechanisms do not exist.
5. Undertaking targeted assessments and research on the status of children's rights to make informed policy decisions and design relevant programme interventions.

12.5 Youth

The Somaliland National Youth Policy defines the term "youth' as persons aged 15 to 35 years, which also complies with the African Youth Charter (AYC).

Challenges and Key Issues

Somaliland youth face several critical challenges:

- Unemployment remains the most significant chal- lenge confronting youth.
- There is a mismatch between the knowledge and skills youth attain at universities and the job market's demands, which increases youth unemployment.
- Although youth make up the majority of Somaliland's population, they have limited presence in critical decision-making structures in the government, even though these decisions directly affect their future.

Outcome 6: Increased resilience and socio-economic participation of Somaliland's youth.

The Somaliland Youth Development Fund, in collaboration with the Ministry of Youth and Sports, will achieve this out- come through the following priority interventions:…….SYDF

1. Increasing resource mobilisation by establishing a public-private fund or investment venture to fund youth business initiatives and reduce unemployment
2. Producing a framework that facilitates and nurtures **youth innovation and talents**, such as through innovation labs and platforms where young people can showcase their entrepreneurial talents.
3. Expanding and operationalising **youth centres** to the six regional capitals of the country
4. Developing and implementing **advocacy strategies** on issues that affect youth **participation in democratic governance** at all levels.
5. Developing **youth migration and response programm**es that address the underlying causes of migration, including unemployment.
6. Creating **community awareness campaigns** against **youth violence**. Conducting **periodic coordination meetings** with youth development stakeholders.
7. Enhancing the capacity of the MoYS to deliver youth development programmes effectively.

12.6 HIV/AIDs

Somaliland has one of the lowest HIV/AIDs infection rates in Africa, which is typical of a highly religious and culturally close-knit society. The prevalence rate of HIV has been declining persistently, as revealed by comparative antenatal care surveys, dropping from 1.4 percent in 2004 to only .15 percent in 2018.

Challenges and Key Issues

There are several challenges facing Somaliland for HIV/ AIDS response:

- There are limited human resources to operate prevention, treatment, and care services.
- The monitoring, evaluation and quality reporting of HIV/AIDS responses has been a challenge.
- The coordination and management of response programmes have yet to be effective, resulting in fragmented interventions with limited impact.
- Stigma and discrimination are prevalent and impede access to and utilisation of HIV/AIDS services.

Outcome 7: Reduced HIV/Aids incidence, prevalence, and mortality by increasing access to information and testing and treatment centres….SOLNAC

The Somaliland National AIDS Commission will achieve this outcome through the following priority interventions:

1. Expanding HIV/AIDs counselling services, testing centers, and access to ART in all regions.
2. Raising community awareness of HIV/AIDS transmission methods and preventive mechanisms.

3. Expanding the number of HIV/AIDs treatment centers to reduce the impact of TB and other related complications. SOLNAC Improving the nutritional and economic status of PLHIV.
4. Developing, reviewing, and enacting the HIV/AIDs policy and regulatory frameworks that facilitate effective responses.
5. Improving research, M&E, and data management systems to inform policy decisions.
6. Strengthening the capacities of SOLNAC and its staff to better design, monitor and implement response interventions.

Outcome 8: Reduced HIV/AIDs-related stigma and discrimination.

The Somaliland National AIDS Commission (SOLNAC) will achieve this outcome through the following priority interventions:

1. Increasing awareness and sensitization in communities and medical facilities to reduce HIV/AIDs related stigmas and discrimination.
2. Integration of HIV/AIDS awareness in all levels of the educational system. SOLNAC will work with MESAF, the Ministry of Education and Sciences (MoES) and private education service providers to ensure an education system that is responsive to the needs and priorities of PLHIV.

12.7 Rural Development

Nomadic pastoralism is the traditional - and most viable - land management and production system in Somaliland. It has adapted to the erratic climate conditions of the Horn of Africa's drylands by providing and conserving an extensive array of ecosystem services through dynamic, flexible, and complex structures. Somaliland is categorized as having arid and semi-arid ecosystems, suitable primarily for sheep, goat, and camel rearing in common rangelands. Livestock remains one of the country's major economic activities, bringing much-needed foreign currency. **Somaliland ex-ports live animals** instead of chilled meat. This practice is vulnerable to external shocks, such as frequent importation bans from the Gulf countries, mainly Saudi Arabia

Challenges and Key Issues

In the absence of a specific thematic focus, the MoRD collaborates with other public institutions and humanitarian partners in addressing rural priorities and challenges, including:

- Diversifying sources of income for the majority of rural households, which overly depend on a single economic source, i.e., nomadic pastoralism or subsistent farming.
- Promoting innovative "climate-smart" approaches in rural development in the face of droughts and other climatic variables likely becoming more frequent and prolonged.
- Community-led sustainable natural resource management to:
    - ✓ Avoid unregulated land grabbing and conflicts over territorial control and land demarcations.

- ✓ Combat the degradation of rangelands and farmlands, such as when indigenous plants are replaced with unpalatable exotic species such as Prosopis flora and parthenium weeds.

- Preventing and mitigating desert locust infestation, and epidemic human and livestock diseases in the absence of adequate social services.

Outcome 9: Sustainable livelihoods of rural communities enhanced through integrated interventions to achieve food security.

The Ministry of Rural Development will achieve this out- come through the following priority interventions:

1. Undertaking research on pull factors to urban centers and assess rural non-farm (RNF) business opportunities. MoRD will carry out rural community needs assessments for advocacy with relevant stakeholders, as well as investigating motives for pastoral and agro-pastoralist communities to move from rural to urban centers for better opportunities.
2. Enhancing adaptation capacities of pastoral communities through livestock destocking and restocking programmes. MoRD will work with public institutions and development partners to promote programmes that, on the one hand, support culling weak animals that may not survive in droughts and, on the other hand, restocking when the situation is favorable.
3. Building agribusiness skills through training the youth to enhance the income generating capacity of rural households. In collaboration with SYDF, MoYS, and MESAF, the MoRD will promote youth entrepreneurship skills in agribusiness value chains in agro- pastoral districts
4. Promoting women's entrepreneurship and access and control over resources in rural areas, through self-help groups and cooperatives. The MoRD will establish and strengthen the capacities of selfhelp groups to champion women's entrepreneurship.
5. Designing and implementing climate adaptation and resilience interventions to strengthen rural communities' capacity and ability to anticipate, cope with, and recover from disasters and shocks. This includes increasing the awareness of rural communities about the risks of climate change and adaptation strategies through media programmes.
6. Investing in social protection initiatives for vulnerable groups, particularly women and girls, the elderly, PWDs and children in rural areas, in collaboration with MESAF.
7. In collaboration with the Ministry of Livestock and Fishery Development (MoLFD), conducting a study on sustainable systems of livestock production in the face of increasing climate variables that threaten the traditional pastoralist and agro-pastoralist liveli- hoods.
8. Establishing coordination platforms for public and non-public institutions on addressing the root causes of rural development issues.
9. Developing and enforcing policy and legal instruments that strengthen the rural development, recovery, and resilience building framework.
10. Carrying out an institutional capacity assessment. MoRD will address the institutional capacity gaps based on the assessment outcome. This includes

assessing the need to increase the presence of MoRD in all regions through the establishment of regional offices.

12.8 Allocated Budget as per the NDP3

MINISTRY OF RURAL DEVELOPMENT	**USD**	**4,395,000**
NATIONAL DISPLACEMENT AND REFUGEE AGENCY	**USD**	**10,256,665**
SOMALILAND YOUTH DEVELOPMENT FUND	**USD**	**9,150,000**
SOMALILAND NATIONAL AIDS COMMISSION	**USD**	**3,148,648**

DAY TWO, Sunday 05 October, 2023

In day two the following sessions covered.

1. **MESAF Strategic Plan Alignment with NDP3 (as per NDP3 Outcomes and Priority Interventions)**
2. **Overview Narrative on Social Protection**
   - Challenges/Key issues (as per NDP II Doc)
   - NDP III Outcomes and Priority Interventions
3. **NDP3 Overview Narrative on Cross Cutting Themes**
   - Gender
   - PWDs
   - Displacement Affected Communities (DACs)
   - Children's Rights
   - Youth
   - HIV/AIDs
   - Rural Development
   - Budget Allocations
4. **Resources Mobilization for Funding to MESAF Programs**
   - : Funding & Partnerships
   - Current MESAF partners and their role/collaboration
   - Potential funding partners for 2024 - 2026
5. **Setting program targets for nest 3 years (2024 – 2026)**
   - Program Logic for Next Three Years
   - Goals, Objectives and Outputs

1.0 **Way Forward**

   - Actions Forward
   - Closure of the Workshop (Key Notes)

6. **Annexes**
   - Workshop program
   - List of participants)

CHAPTER SIX

Session 8: Funding & Partnerships

13.0 Resources Mobilization for Funding to MESAF Programs 13.1 : Funding & Partnerships

This was an open session where participants focused on strategies for resource mobilization for MESAF programs. Areas focused included MESAF current partnerships

and their ways of working; future potential funding opportunities to be tapped and what needs to be improved as way forward.

The outcome of this session can be summaries as following

13.2 Current MESAF partners and their role/collaboration

Area of Programming	UN Partners			INGOs			LNGOs		
1. SP	UNICEF	WFP	FAO	SC	CWW		HAVOYOCO		
2. CPR	UNICEF			SC	SOS	PI			
3. Child	UNICEF								
4. GBV	UNICEF			PI	AA	HP			
5. Centers	UNICEF								
6. Gender	UNFPA			Giz	wvv		NEFIS	CLHE	
7. JPLG	UNDP								
8. Labor rights & disputes	IOM	UNHCR	Pvt						
9. Work permits									
10. employment				SCF	Spark		HAVOYOCO		
11. Disability	MESAF[1]								
12. Coordination									
13. ICT and communication									
14. Staff capacity building									

13.3 Potential funding partners for 2024 – 2026

#	Name of potential partners	Possible areas/programs for funding
1.	UNHCR	• Labor migration • Social protection
2.	WFP	• Cash programming • Capacity Building
3.	World Bank	• Employment • Gender • Social protection
4.	UNDP	• Disability, • Centers support • Support on legal frameworks
5.	UNWOMEN	• Gender • GBV

[1] Disability support materials; Food for disable people; M. Mooge children center

6.	IOM	• Disability • Labor migration • Social protection
7.	ILO	• Labor issues • Legal frameworks • employment
8.	OCHA	To be explored ?????
9.	ACTED	IDPs
10.	CARE	• Child protection • GBV • Education
11.	OXFAM	• Employment • Gender
12.	FCA	• Employment • Social protection
13.	Pharo	• Employment • protection
14.	HI	Disability
15.	NRC	Protection
16.	NGO Consortium	Labor Law
17.	Islamic Organizations	To be explored ???
18.	Potential LNGOs	TAAKULO, SHAQO DOON, NAGAAD, HAVOYOCO …..
19.	Donors & Embassies: • Taiwan • Netherland • UK office • Danida, USAID	Need to be explored??

CHAPTER SEVEN

Session 9: Setting program targets for nest 3 years (2024 – 2026)

14.0 Setting program targets for nest 3 years (2024 – 2026) 14.1 Goals, Objectives and Outputs

Strategic Goal 1: STG1: **STRATEGIC GOAL 1: PROMOTING DECENT WORK, AND PRODUCTIVITY THROUGH CONDUCIVE A LEGAL AND POLICIES FRAMEWORK**	
Objectives	**Outputs**

STO1.1 **To increase the employment rate by enhancing linkage between Labour workforce and strategic demands in the market**	○ The increased employment rate in the market ○ Market-oriented education system adopted ○ Created Database system containing available jobs across the country established ○ A comprehensive and coherent legal framework that protects workers' rights and promotes decent work.

Interventions/activities		Years/Duration					**Performance Indicator**
		1	2	3	4	5	
1.	Conducting National Employment Conference						3 conference
2.	Seed grant 100 beneficiary from All regions of Somaliland						100 grants
3.	Organize and conduct quarterly regional and national employment forums						3 meetings
4.	Develop a comprehensive implementation plan for the national employment policies						Finalizing implementation police
5.	Assist MESAF in coordination of the national job fair events						1 job fair event
6.	Establish Employment, and labor Market information management system						Adapted ELIMS
7.	Develop private sector engagement strategic plan with action plan for constructive engagement						Developed first strategic plan for
8.	Enhance and institutionalize youth internship and apprenticeship programs in collaborations with TVET institutions and universities						Establishing Employment centers for universities
9.	Promote job placement, volunteer schemes and internship to enable the young to acquire requested job training and hand-on experience						# trainings young jobseekers
10.	Institute awareness rising focusing on employment and labor standards and on rights at work-place.						Mechanisms for awareness raising is conducted.

Objectives	**Outputs**
STO1.2 **To promote responsive labor/Employment laws and policies for creating a protective environment for nationals and migrant workers**	○ Increased capacity of MESAF to enforce the principles of the labor code. ○ Labor laws and policies amended, reviewed and updated

Interventions/activities	Years/Duration					**Performance Indicator**
	1	2	3	4	5	

1.	Amending the Private Sector Labor Code -31/2020.						Labour Code is amended.
2.	Creating Occupational Safety & Health Assurance Policy						First OSH Policy is created.
3.	Finalization of the Trade Unions Act.						Trade unions act
4.	Conducting Annual National Employer's Conference.						3 employer's conference is conducted.
5.	Establishing Regional Dispute Resolution Committees						Togdher, Sahil and Awdal RDCs is created.
6.	Conduct capacity building training for the regional labor dispute committees						10 meetings is conducted.
7.	Finalization of labor dispute committee internal procedures and guidelines- Regulatory Act						3 meeting is conducted.
8.	Develop online digital system for labor dispute office						First RPP is created.
9.	Amending the Private Sector Labor Code -31/2020.						First CRP is created.
10.	Establishment of Minimum Wage regulation						Consecutive inspections were conducted.
11.	Conducting a capacity building trainings for office and regional staff						Local staff is registered with appropriate software.
12.	Awareness sessions to disseminate the labor code-31/2020.						
13.	Conduct capacity building training for the regional labor dispute committees						

Objectives	Outputs
STO1.3 **To Strengthen inclusive labour migration governance & advancing for regulated labour migration**	○ Coordinated ɔour migration agendas/issues. la ○ Promoted ant worker's social integration and Migr nclusion ed with children on the ○ Families nove. reunifi

Interventions/activities	Years/Duration					
	1	2	3	4	5	**Performance Indicator**

1.	Capacity to collect and analyze labour migration data.						Migrant date collected.
2.	Drafting Labour Migration Policy.						LMP drafted
3.	Conduct Labour inspection for migrant workplaces to protect their rights						Consecutive inspections conducted.
4.	Register Children on the move, conduct assessments and make referrals.						Number of Children on the move registered.
5.	Provide psycho-social Counselling						Several Counseling given to migrants.
6.	Protect Children from Forced Labour and acts of violence.						Prevented and protected children from forced labour.
7.	Protect Women Migrant's rights to wards awareness raising						Mechanisms for awareness is adopted.
8.	Migrating women get responses on sexually gender basic violence (Shelter, medication and legal aid)						Violence against migrant women are responded.

Objectives	**Outputs**
STO1.4 **To Create/promote competitive, productive labour force that are connected to the changing global technology**	• Competitive & tech driven workforce development. • Promoted Universities & TVET institutions to produce skilled and relevant workforce to the market

Interventions/activities		Years/Duration					**Performance Indicator**
		1	2	3	4	5	
1.	Develop capacity building strategy for national human resources skills development						First strategy for NHR skills is created.
2.	Information management system for Employment and labor were enhancing						
3.	Supporting MSMEs to adopt research-based innovation and technology for facilitating business creation, expansion and diversification						
4.	Equitable participation in skills trainings, internships, & employment creation opportunities						4 trainings
5.	Enabling environment for people with special needs at workplaces.						Mechanisms for enabling workplaces for PSNs are adopted.
6.	Create Software database for an active workforce						1 software is created.

7.	Roll out Capacity building programs to all sectors						6 capacity building trainings were conducted.

Strategic Goal 2: STG2: **INCREASING EQUITY OF IMPROVED SOCIAL SERVICES AND PROTECTING RIGHTS OF THE VULNERABLE PEOPLE**	
Objectives	**Outputs/Results**
SO2.1 **To increase access to social services and develop/strengthen service delivery mechanisms for vulnerable people**	• Developed and Implemented Rights based protective legislations and policies frame works • Enhanced capacity of the service providers and improved service delivery mechanisms in all main districts in Somaliland • Increased access to Protection services for Human rights survivors/victims (Health, PSS, legal, FTR and etc) • Harmonized and standardized Case management guidelines

	Interventions/Activities	Years/Duration					**Performance Indicator**
		1	2	3	4	5	
1.	Formulate and implement lobbying and Advocacy plans for the enactment of the national Child Right Act and revised Sexual Offence Bill(SOB) from Houses of the parliament						Reports
2.	Develop implementation plan and review child protection and alternative care policies						Get draft of implementation plan
3.	Develop implementation strategic plan for the child right act						Reports that mentioned key achievements reached and available strategic plan
4.	Finalize and disseminate National standard operating procedure for child protection and GBV case management and Develop data protection and information sharing protocols for case management practitioners, referral and accountability						Signatures tool for SOP, ISP, and TOU
5.	Mapp out and assess the capacity of CP and GBV service provider, support and strengthen their capacity of service delivery and develop and disseminate service directory (Once Year at least)						Reports from capacity assessment of service providers
6.	Setting up a psycho-social professional pool for Somaliland and develop guidelines and procedures of psycho-social service deliveries in accordance with Inter Agency Standing Committee (IASC) guideline						Start-up psycho-social service and developed guidelines

7.	Scale up the use of the digital case management system CPIMS+/primero and develop and disseminate user's guideline of the Primero package and facilitate the review CPIMS+ package regular bases						Lunching, trainings and number of organizations access the CPIMS+/Primero
8.	Finalize and Validate Somaliland FGM policy from the cabinet of the ministries and houses of the parliament(deleted because it is policy) only need cabinets) (According our NDPIII CP should be part finalize) this is a suggestion						Approved FGM policy

9.	Develop and finalize safeguarding and PSEA (Prevention of Sexual Exploitation and abuse).						Developed draft Safeguarding and PSEA policy
10.	Develop and formulate child labour policy and laws						Develop draft child labour law and policy
11.	Undertake awareness raising of the approved child protection and GBV related laws and policies and train to the stakeholders including law enforcement institution, service providers and other mandated institutions/ structures.						Reports of activities of the number of communities and institutions aware and trained child protection right act
12.	Establish M & E and learning mechanisms for the implementation of the approved laws and polices related to women and children in Somaliland.						Reports from M&E
13.	Mapp and coordinate for all stakeholders' programs, priorities and coordinate their interventions to avoid duplication and improve cooperation among stakeholders' Re-structure and make functional formal and informal CP/GBV structures						Report from stakeholders programs mapped
14.	Enhance the Clinical management of Rape (CMR) services delivery for GBV survivors						# of GBV survivors supported
15.	Facilitate with the support Community social workers and GBV Initiatives						# of trained SWs
16.	Strength family and community protection nets to contribute CP protective environment						# of families received family strength program
17.	Provide structured and sustained psychosocial support (PSS) programmes for children and caregivers in accordance with Inter Agency Standing Committee (IASC) guideline (Duplicate						
18.	Support and facilitate establishment of quality response/assistance coordinated system to child victims/survivors for their full physical and psychological recovery, development and social reintegration (Integrate PSS and PFA other Services).						Reports and case studies from victims get fully physical and psychological recovery

19.	To map out and harmonize child protection strategies/interventions to jointly addressing CP and GBV issues in Somaliland.						#. of assessment planned
20.	Support and facilitate of quality response/assistance coordinated system to child victims/survivors for their full physical and psychological recovery, development and social reintegration.						Weekly, monthly and quarterly as well yearly report
21.	Developing a single registry for social protection schemes. This single registry system will facilitate the cross-coordination of social protection schemes in the country						National database
22.	Food distribution and emergency responses.						Assessments and pictures
23.	Social Assistance -shelter related project for homeless society and vulnerable people.						#of individuals provided with shelters
24.	seed grants 100 beneficiary from all regions of Somaliland.						100 beneficiaries
25.	Conduct targeted Assessment regarding challenges against vulnerable and marginalized groups towards getting basic food and shelter assistance.						Assessments
26.	Providing humanitarian cash transfers for those families affected by shocks and climate emergencies. In collaboration with other mandated public institutions, the MESAF will create a shock-responsive social						# of beneficiaries received cash transfers
27.	Supervise and monitor the social and cash transfer programs implemented in the country						#of program enrollment
28.	Assessing the feasibility of implementing short-term complementary interventions for vulnerable rural communities, such as weather-based and livestock insurance products that enhance income protection for those relying on livestock and agricultural livelihoods. This is important as it will take time for rural communities to benefit from social insurance						% rural households enrolled

Objectives	Outputs
SO2.2 **To provide adequate support and response to children and women with protection concerns through proper case management process**	• Engaged professional social workers in the field to women and children with protection concerns • Developed and disseminated data protection and information protocols for case management partners (Objective 1) • Strengthened coordination and collaboration among the protection partners (objective 1) • Strengthened referral pathways and improved information sharing

	• Established/Strengthened the preventive and response service for separated/unaccompanied and children without proper parental care

Interventions/activities		Years/Duration					Performance Indicator
		1	2	3	4	5	
1.	Standardization the Child Protection and SGB core response service centers and practice of SOPs, mapping, registrations data, case referral and accountability (duplicate)						# of service centres supported
2.	Improving Case Management Systems in Somaliland by shifting from traditional case management to digital and undertake regular monitoring and review for GBV and CP case management practice						Regular reports from digital system, that indicated us No. children access services, case type as well No. of services available
3.	Professionalization of Social workforce in Somaliland						Established social workers association
4.	Provide structured and sustained psychosocial support (PSS, PFA programs for children and caregivers in accordance with interagency Standing Committee (IASC) guideline and mental health (Capacity gap for mental health) (duplicate)						
5.	Strengthen the IDTR for UASC specifically in the main border's towns transit location and Rehabilitation centers						Report that show us No of children received IDTR services
6.	Conduct targeted assessments/researches on CP and GBV to find out root causes of children's right violation, preventive and response structures, available services and other protection related mechanism in Somaliland and promote positive traditional norms and community practices						Published the No of reports from findings assessment
7.	Establish/strengthen child Friendly Referral pathways to promote children's access to all developmental and protective services to the child and women victims/survivors.						Shared reports from child friendly referral mechanisms

Objectives	Outputs

SO2.3 **To increase community, awareness knowledge and skills to combat harmful social norms and traditional practices**	• **Organized and capacitate CP and GBV** community-based mechanisms to undertake preventive and response activities on social norms • Promoted regular community mobilization and awareness raising sessions in all targeted districts • Produced and disseminated through appropriate channels Mass media Awareness raising programs and short films/stories on women and children's rights

	Interventions/activities	Years/Duration					**Performance Indicator**
		1	2	3	4	5	
1.	Assess and map out existing Community Based CP/GBV structures and restructure/re-establish and convene regular mobilization and sensitization sessions of the community structures to play their critical role the CP and GBV interventions in their respective locations						Reports includes case scenarios
2.	Develop and disseminate harmonized Awareness raising messages on CP an GBV through different communication channels						Drafted and publish harmonization message
3.	Undertake targeted awareness raising campaigns and social dialogue programs addressing negative attitudes, social norms and practices challenging children's participation and carry out women and child rights monitoring and reporting.						Reports from awareness raising campaigns
4.	Initiate mass media/IEC and communication awareness raising programs and develop promotional materials to advance women and children's rights in Somaliland						Reports including IEC material for awareness raising
5.	Facilitate and promote community open discussions and voice out on child protection and GBV issues to break the silence and allegiances negative attitudes, perception and believes.						No of open discussion conduct for children
6.	Scale up and replicate the piloted Community Cares model to promote social change rolled out in the targeted districts (Training, community dialogue & Innovative school based prevention program for adolescents).						No of community trainings conducted
7.	Mentor CP/GBV committees and support implementation plans of the to conduct community mobilization, awareness and dialogue on GBV including FGM/C , child marriages and other harmful practices (Dialogue, IEC , media)						No of community mentors received
8.	Engage and empower child right forums to hear their voice and enable them to challenge the harmful norms and community practices against their rights and wellbeing						Engaged child right forums

9.	Conduct targeted Assessment regarding challenges against vulnerable and marginalized groups towards getting basic food and shelter assistance.						Assessments
10.	Exclusive professional/package training for university students particularly social related fields.						#of students enrolled

Objectives	Outputs
SO2.4 **To Increase capacity of the protection stakeholders**	• Developed and harmonized standardized training curriculum for short trainings of the protection partners including service providers based on the identified training needs and emerging issues • Organized accessible online training material • Organized and established Child forums in the prim/Secondary schools Produced p women and child friend civil education civic programs

Interventions/activities		Years/Duration					Performance Indicator
		1	2	3	4	5	
1.	Establish/strengthen and support coordination systems with both government and non-governmental cluster to respond to CP /GBV issues						No training conducted reports
2.	Conduct comprehensive capacity and training needs assessment for different CP and GBV local stakeholders						Report from capacity assessment
3.	Develop training, education and capacity building package for all CP and GBV actors based on the outcomes from the capacity and trainings needs assessment						No training conducted reports
4.	Enhance capacity of children's forums/ groups and promote peer to peer learning to encourage them to speak out on issues, expose abuse and exploitation, make complaints						Conducted regular training(reports)
5.	Facilitate experience learning and exposure visits for key CP and GBV partners within and to the neighboring countries						No. of experience learning and exposure visits organized
6.	Facilitate improvement CP/GBV during humanitarian workers						Provide quality response
7.	Support Capacity Building programs of the CP/GB partners						No trainings conducted
8.	Organize open-source training models						Developed harmonized training tools
9.	Organize and establish Child forums (child right groups)						No child right group established

10.	Develop capacity of child protection stakeholders for child protection in emergencies						#of organizations participated and increased their knowledge child protection in emergencies
11.	Produce women and child friendly rights education programs						No of advocacy tool developed for child friendly educations programs(mainstreaming
12.	Strengthen children's resilience in humanitarian action						Children's success in addressing and coping with their situation depends on the patterns of risk and protective factors
13.	Coordination among humanitarian actors is essential to ensure an effective and comprehensive response. This involves establishing child protection coordination mechanisms and working closely with other sectors such as health, education, and shelter as well food						Improved Child Protection Coordination
14.	Psychosocial support programs aim to address these needs by providing counseling, recreational activities, and safe spaces for children to express themselves and heal.(emergencies)						# of effected children received psychosocial services

15.	Review TOR child protection working group members include list of participants to be higher management with nominate their organizations.						Approved TOR
16.	Conduct regular meetings national and subnational child protection working group with monthly basis						# of meetings conduct and minutes
17.	Extend child protection sub-working group in other districts for example Ceerigaabo, Berbera and Ainabo						Extended working group other districts

Objectives	Outputs
SO2.5 **To regulate and support child caring centers**	• Assessed and certified functioning centers with alignment national policies/guideline • Convened regular monitoring and supervision for caring and rehabilitation of the vulnerable groups and improved identified gaps • Maintained regular reporting and record keeping of the centers through agreed reporting guideline

	Interventions/activities	Years/Duration			Performance Indicator
		3	4	5	
1.	Disseminate and enforce national guideline for alternative care centers				# of national guideline disseminate
2.	Assess and certify all caring centers in Somaliland with the consideration the minimum requirements listed in the minimum standard for alternative care centers Guideline				# of care centers received certificate
3.	Undertake regular monitoring, supervision and auditing (once in every year at least) for caring centers and document exam the outcomes				Report from M&E
4.	Promote preventive response system for the children in alternative care centers in Somaliland				# of sessions for preventive activities conducted
5.	Support appropriate available service in the alternative care centers				# of children received alternative care service
6.	Evaluate and evaluate the implementation of the minimum standard of alternative care centers in the centers once in every two years				# report from M&E
7.	Organized target community mobilization and awareness resin session to introduce stakeholders the minimum standard of care				# of community awareness raising conduct
8.	To facilitate regular communication and information systems between the ministry and alternative care arrangements				Developed advocacy plan document
9.	Training of Alternative care policy and guideline				Developed advocacy plan all staff of center
10.	Support vulnerable families to keep their children within their family				#of families received family strength program
11.	To evaluate and compare different guideline in the residential care and identify the gaps with the consideration of the national minimum standard of care				Conduct regular evaluations care centers
12.	To develop target video and radio program form exist police and legal framework				# of media used
13.	To establish joint plate forms/forums that building partnership and collaboration between the ministry and residential care centers				Established forums, number of programs supported by the ministry

14.	To facilitate regular communication and information systems between the ministry and alternative care arrangements				# regular meetings
15.	To Reunification children with center in street child				Children and family support needs
16.	Conduct compressive assessment including family assessments for the children in the residential care centers and develop individual case plan for family tracing an				Number of trainers trained, children's training gaps identified, number of trainings conducted

	reunification for every child in the residential care centers based on their needs				
17.	training of alternative care policy in center				# all staff in center
18.	Set standardized and maintain residential care arrangements registration, certification and dismissal systems				centers registered and certified
19.	To Identification assessment of family				# children in center
20.	To develop targeted video and radio programs for existing policy and legal frameworks				# mobilization session

Objectives	Outputs
SO2.6 **To promote accessible inclusive social transfers and equitable livelihood opportunities for vulnerable families**	• Designed, facilitated, and established access to financial schemes for vulnerable poor families • Inclusive social transfer schemes are designed and implemented for poor families • Strengthened community's resilience and reduced their vulnerability to covariate shocks through shock responsive social protection

	Interventions/activities	Years/Duration					Performance Indicator
		1	2	3	4	5	
	To increase access to social services and develop/strengthen service delivery mechanisms for vulnerable people.						% Number Increased service delivery to vulnerable
1.	To provide adequate support and response Those who need more Support.						Professional social Protection Staff.
2.	Conducted Mapping Social Transfer Programs on going.						Developed Tool Mapping doc.
3.	Strengthened coordination and collaboration among the Social Protection partners.						Depending Level of Collaboration.
4.	Supervise and monitor the social and cash transfer programs implemented in the country.						To know programs on going.
5.	Finalize and establish the Implementation of the Capacity Assessment Tool and Monitoring Frame work.						Establishing MIS

	Objectives	Outputs
	SO2.7 **Supporting system strengthening and** **Social Protection Policy Development.**	• To increase Somaliland's social protection policy awareness among key technical government officials and other partners. • Develop protective legislations and Social Protection policies Implementation frame works. • Develop Implementation frame work on Social Coordination Sector.

	Interventions/activities	Years/Duration					Performance Indicator
		1	2	3	4	5	
1.	Hold the Launching Ceremony of the National Social Protection Policy.						High level Conference.
2.	Hold the National Social Protection Conference.						High level Conference.
3.	Development of social single registry information------ ranging from registration to Management Information Systems, payments and monitoring.						To develop Social Protection Implementation.
4.	Strengthening social protection institutions' capacities both at national and sub-national levels such the social departments of MESAF and local governments.						Giving more Capacity building trainings online and offline.
5.	Continue to build Guideline on the potential for Social Transfer to generate impacts across other social sectors, including Health, Education, Planning NDRA, NADFOR, CENTRAL BANK and other line Ministries.						To establish monthly meeting among decision makers.

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	Objectives	Outputs
	2.8 To improve Coordination's, Planning and policies functions of the Social Protection.	• To Establish Coordination Meeting Specific with on Islamic organizations. • All Partners on SP coordination nominate one Focal Point attend quarterly Coordination Meeting. • To set up Time line Schedule for every three months on National Social Protection Coordination Meeting.

	Interventions/activities	Years/Duration					Performance Indicator
		1	2	3	4	5	
1.	Strength TOR National Coordination Social Protection Meeting						Partners Participation /No Participation
2.	Participate, organize and arrange Effective coordination's such as National Social Protection Coordination Meeting, Project Steering Committee meetings.						Attending decision Makers at all stakeholders.
3.	Strengthening social protection coordination mechanisms and develop an implementation strategy for the social protection sector coordination.						Presenting organizations on their programs on going.

	Objectives	Outputs
	2.9 Strength gov't Institutions and ownership of Protection in SL.	• Increase service delivery to vulnerable People. • Strengthened coordination and collaboration among the government Staff.

		• Effective National Social Protection Coordination Meetings among government Institutions.

	Interventions/activities	Years/Duration					Performance Indicator
1.		1	2	3	4	5	
2.	Provide capacity building training to MESAF staff and other Gov't Institutions.						To build collaboration and good relationship
3.	Conducted capacity building training on inclusive social protection all Regional Coordinators.						Increasing their knowledge relevant social protection.

STRATEGIC GOAL 3: ENSURE FULL PARTICIPATION AND EFFECTIVE REPRESENTATION OF WOMEN IN LEADERSHIP AND POLITICAL DECISION-MAKING PROCESS AT ALL LEVELS FOR SUSTAINABLE AND EQUITABLE DEVELOPMENT

Objectives	Outputs
SO3.1: To enhance and empower women in decisionmaking processes at the local and national levels.	1) Advanced women's participation in leadership and public life through legislations and policies 2) Mainstreamed **gender** issues in political, social, and economic development processes at different levels 3) Promoted women political participation by improving the socio-economic situation of Women in Somaliland

	Interventions/activities	Years/Duration					Performance Indicator
		1	2	3	4	5	
1.	Conducting series of consultation meetings on finalization of Women Quota for political participation						Women Quota developed
2.	Building Capacity, performance and knowledge of gender Ministries/institutions, key partners and stakeholders in general to mainstream gender issues through gender cluster meetings and capacity building						No. meetings and trainings conducted
3.	Developing Affirmative Actions for women's employment outcomes and public managerial positions						At least two Affirmative actions formulated
4.	Finalizing and approving Affirmative Actions for promoting women in public life and economic opportunities						At least two Affirmative actions submitted and adopted

5.	Equipping (through trainings) women in politics with leadership and campaigning skills to promote meaningful representation and full of participation of women in public leadership and decision-making process						24% increased women in Somaliland parliament
6.	A platform for women's political participation established and functioned for equitable and sustainable development						Women forum for political participation established
7.	Promoting Knowledge, skills and competency of gender equality involving institutions and individuals through trainings, studies and forums/discussion						Institute gender and women studies enabled
8.	Advancing Leadership capacity of women in political parties and changing negative attitude towards women leadership of general public for women empowerment leadership and top management						Knowledge and skills of women in political parties increased
9.	Directing and changing public perception towards gender equality and women empowerment significantly through media campaigns and awareness raising						Effective media outlets and influential media professional engaged
10.	Increased 30% of women's participation and representation in elected offices through implementation of policies and legislations						24 percent of Somaliland parliament are women MPs
11.	Conducing a number of studies and surveys on gender equality and social economic study for women political participation conducted						At least on socioeconomic situation of women in Somaliland conducted

Objectives	**Outputs**
SO3.2: To empower women economically for supporting micro-finance institutions of women for equitable participation in leadership and politics	• Empowered women economically in supporting micro-finance institutions of (for) women for better participation. • Targeted Economic recovery program designed and implemented for supporting the small-scale women businesses strengthened gender-responsive services and systems Outcome

Interventions/activities		Years/Duration					**Performance Indicator**
		1	2	3	4	5	
1.	Initiating Consultation meetings and studies on women property rights						Drafted and submitted women property rights bill
2.	Establishing Advocacy and lobby forum for women's economic empowerment and support financial institution of women						Established women economic forum

3.	Working on funds for women's economic empowerment by engaging different financial structures (SELF-HELP GROUPS and Commercial banks)						Enabled women ledfinancial institutions
4.	Supporting women in politics by building financial systems and programs for women economic empowerment						Established financial support systems for women in politics
5.	Formulating women economic empowerment Policy for transforming socio-economic situation of Women						Finalized, submitted and adapted Women Economic empowerment policy
6.	Supporting Financial sectors for women's economic development at local and national level (Financial community systems and structures)						Financial mechanism enacted at district and national levels

Objectives	Outputs
SO2.10 **To enhance the overall health and well-being of street children in Somaliland by providing accessible, comprehensive, and sustainable healthcare services, focusing on preventive measures, nutritional support, and essential medical treatments.**	Use mobile clinics, partner for awareness, provide check-ups and nutrition, train staff, set up referrals, assess impact, and advocate for support.

Interventions/activities	Years/Duration					Performance Indicator
	1	2	3	4	5	
11 Conduct a comprehensive survey, Basic Health Screenings, Mental Health Support, Nutrition & Hygiene, Substance Abuse Prevention, Longterm Support & Integration, Education & Skill Development, Awareness & Advocacy, Monitoring & Evaluation						%percentage of surveyed children receiving screenings, #numbers accessing mental health services, #rates of improvement in nutrition and hygiene, participation metrics in substance abuse prevention, successful long-term reintegration percentages, enrollment and progress in education and skill programs, awareness campaign reach metrics, and the regularity and comprehensiveness of monitoring and evaluations.

Objectives	Outputs
SO2.11 **To conduct a comprehensive evaluation and monitoring of mental health care centers in Somaliland to identify gaps in service provision, ensure equitable care for all, and implement improvements for those previously underserved.**	Detailed report highlighting the current state of mental health care centers in Somaliland, specific areas requiring improvement, recommendations for enhancing service delivery, and a structured action plan for implementing identified interventions.

Interventions/activities	Years/Duration					Performance Indicator
	1	2	3	4	5	
12Establish a monitoring team to visit mental health care centers, gather data on service delivery, conduct interviews with staff and patients, analyze findings to pinpoint areas lacking adequate care, and develop an action plan for targeted interventions and enhancements.						%Percentage improvement in service delivery metrics and patient satisfaction scores at monitored mental health care centers within a specified timeframe following the implementation of recommended interventions.

Objectives	Outputs
SO2.12 **To rigorously monitor and uphold healthcare and safety standards among service providers in restaurants, ensuring adherence to best practices, food safety regulations, and creating a secure environment for both employees and patrons.**	A comprehensive assessment report detailing the adherence levels of restaurants to healthcare and safety standards, highlighting areas of compliance, potential risks, and recommended corrective actions to enhance overall safety and service quality.

Interventions/activities	Years/Duration					Performance Indicator
	1	2	3	4	5	
13Establish a dedicated inspection team to conduct regular site visits to restaurants, review adherence to health and safety protocols, conduct staff training sessions on best practices, and collaborate with local health authorities to ensure compliance with regulations						% Percentage increase in restaurants meeting or exceeding established healthcare and safety standards within a specified timeframe, based on assessment findings and corrective action implementation

STRATEGIC GOAL 4:
Empowering marginalized and vulnerable groups economically through the provision of quality skills, financial schemes and inclusive Social Protection System"

Objectives	Outputs
SO4.1: **To promote accessible inclusive social transfers and equitable livelihood opportunities for vulnerable families**	• Designed, facilitated, and established access to financial schemes for vulnerable poor families • Inclusive social transfer schemes are designed and implemented for poor families • Strengthened community's resilience and reduced their vulnerability to covariate shocks through shock responsive social protection

Interventions/activities	Years/Duration			Performance Indicator
	3	4	5	
1. Strengthen departmental capacity to design and implement social transfers				Enhancing the knowledge and skills of the departmental staff.

2.	Participate, organize and arrange Effective coordination's such as Social Protection working groups, Project Steering Committee meetings and National Disability Forums.				Increasing the participation working groups.
3.	provide social transfers to improve access to food for 2000 Households				Improving live standers of the PWD's
4.	Supervise and monitor the social and cash transfer programs implemented in the country				Supervising the inclusivity of PWD's in socail and cash tranfer programms implemented in the country

Objectives		**Outputs**			
SO4.2: **To promote and advocate quality and marketable skills for the marginalized and vulnerable groups**		□ Non-formal education opportunities and skills availed for marginalized and vulnerable groups, including hearing and visual impartment people			
Interventions/activities		Years/Duration			**Performance Indicator**
		3	4	5	
1.	To promote and advocate that PWD, women, children and minorities have equal rights with special inclusive TVET educational skill system ……				Participating people with disabilities TVET Education system
2.	Ensure that women, youth, minorities and PWD are integrated into regular school system and have inclusive facilities.				Providing PWD's, Minorities, Youth & Women inclusive facilities Education
3.	MESAF to provide research and survey in order to know the level of education for children, youth, minorities and PWD in need.				Identifying the level of education PWD's, Minorities, Youth & Women
4.	MESAF providing sing language training two staff for each public institution.				Producing sign language interpreters
5.	Undertake monitoring activities to determine whether children with disabilities have been integrated into the regular schooling system, whether they have been provided with proper facilities and special teachers and whether education and TVET centers are accessible to be PWDs				Producing monitoring report

Objectives	**Outputs**

SO4.3: **To promote PWDs rights to social services including social protection and enhance their mobility**		• The existing Disability Coordination Meetings strengthened and improved • Awareness raising and advocacy provided to the elimination of PWDs discrimination • PWDs institutions technically supported. • Income security for food for PWDs improved			
Interventions/activities		Years/Duration			**Performance Indicator**
		3	4	5	
1.	To put in place a National Disability Information Management System.				Simplifying the availability information data.
2.	Visitation and verification of offices of PWD organizations and umbrellas to verify their effectiveness.				Strengthening the partnership between MESAF and DPO's/umbrella
3.	Hold the National Disability Day Events				Changing the negative attitude against PWD's.
4.	Distribute wheel chairs and disability related materials to PWDs				Increasing disability participation in social/political and economic issues.
5.	National Disability Census for the country for knowing the exact figure of PWD and Analysis the National Census of the PWD				Getting actual number of PWD's living in Somaliland

Objectives		**Outputs**			
SO4.4: **To develop/improve the policies, laws and guidelines of the marginalized and vulnerable groups**		• The approval and finalization of the existing laws and policies • Establishment and development of new policies and laws • Advocacy and lobby strategy for the policies and laws approval and implementation developed.			
Interventions/activities		Years/Duration			**Performance Indicator**
		3	4	5	
1.	Advocate and finalize for the approval of the existing for the concerned stakeholders				Finalizing rules and policies to promote rights of the PWD's
2.	Amendment and review the national disability policy, advocate for the approval of the National Disability Act and develop the national strategy plan for the Disability Bill.				Validating PWD's Policy and approved the disability Bill
3.	Develop and implement strategy plan of the existing and new policies, laws, and guidelines.				Sitting strategy and implementation action plan
4.	Have an effective Social Protection Policy in Place with effective Implementation strategy with inclusive disability program				Including PWD's social protection policy
5.	Undertake awareness activities concerning the National social protection policy				Publicizing of the National social protection policy

Strategic Goal 5: Increasing the capacity of MESAF for efficient delivery of its mandate.					
Objectives		Output			
SO5.1: To improve Coordination, Planning and policies functions of the Ministry		• Planning and Coordination mechanisms strengthened both national and sub nation level • Efficient policies and laws, initiated, reviewed and adopted			
	Interventions/activities	Duration/time			Performance indicator
		3	**4**	**5**	**Performance indicator**
1.	Provide capacity building training for MESAF regional staff to conduct coordination meetings effectively				• Improved regional staffs' performance • Enhanced regional • coordination's for effective and efficiency manner
2.	Organize and coordinate timely the GBV WG, NEF, CPWG, include meetings at national and sub national level				• number coordination held in annually. • Improved sub-national level coordination meeting.
3.	Organize other important ministry meetings including conferences in partnership with concerned department				• Reports for the meetings • Attendance for the participants
4.	Put in place a robust coordination platform between MESAF and Islamic organizations				• Strengthened meeting for MESAF and Islamic organization • Develop coordination reports
5.	Organizational national employment conference				Report for the national employment conference
6.	Organize nation employment Job fair				Report for the conference
7.	Create a coordination meeting with UPSHIFT project				• Report for the meeting minutes • Attendance for the participants
8.	Finalize National social protection Policy				Printing policy document
9.	Submit policy to Somaliland Cabinet for their approval				Submission social protection policy
10.	Advocacy and lobby for SP policy approval				Approval for policy both ministries and legislatives
11.	FM/C Policy advocacy and lobbying				Meeting report , attendance and photos
12.	Conduct consultative session of SOB				Meeting report , attendance and photos
13.	Finalize trade union act				Documents ,and report for the trade acts
14.	Participate and contribute inputs consultative on MESAF budget plan				Approval budget including contribution inputs

15.	Develop labour migration policy				Policy documents, approval policy
16.	Regularly review and follow up MESAF department plans and produce quarterly reports				• Report for department plans • Increased departmental commitments
17.	Develop and disseminate each year MESAF achievements documentary film				• Produced achievements report films • Produced annual report for the ministry achievements
21.	Develop comprehensive MESAF annual wok plans and documented, disseminated MESAF achievements				Document of annual work plan Dissemination annual strategy for the ministry department.
22.	Conduct review and amendment sessions of SOB bill				Report documents for implemented SOB, Photo and attendance sheets for the participants
23.	Organize MESAF Annual retreat Meetings				Review report for the annual achievements for ministry Develop next year's /annual work plan for MESAF
24	Strengthening social protection institutions' capacities both at national and sub-national levels.				Improved capacity for social protection on institutions
25	Finalization of the Disability bill, review of the outdate disability policy.				Final and approval for updated disability policy.
26	Development of the National implementing strategy for the disability bill and policy				Booklet for national implementation strategy for disability people
27	Develop social protection policy implementation plan				Booklet for implementation plan for social protection policy
28	Conduct Quarterly social protection coordination sector meeting				Report documents Attendance and photos

Objectives	Output
SOB5.2. **To improve program quality by increasing research studies, Statistics and documentation and Robust MEAL**	• **Improved MEAL adopted throughout MESAF programming at all levels** • **Improved human resource capacity for research and Statistical department** • **Developed administrative records to be gradually relied upon as a primary source of data to support the decision and policy-making processes**

	Interventions/activities	**Duration /time line**			**Performance Indicator**
		3	4	5	

1.	Conduct consultative meeting of MESAF M&E Policy				Develop M&E policy
2.	Provide in house capacity building for MESAF M&E section				Improved M&E staff performance
3.	Regularly monitor department planned activities progress				Producing quarterly , bi-annual and annual report
4.	Develop quarterly and annual M&E reporting				Producing quarterly , bi-annual and annual report
5.	Participate internal and external project designing sessions to integrate M&E activities				
6.	Conduct quarterly review meetings on MESAF progress				
7.	Training regional staff on M&E				
8.	Developing and implementing a capacity-building program and specific training courses on research methods for the MESAF staff.				
9.	Conduct Child Protection and GBV Rapid Assessment related to drought				Pictures and reports
10.	Conduct Survey for: Causes of Family Conflict and Its Effect on the Development of Children				Pictures, report and documents
11.	Prevallence of FGM in Somaliland survey				
12.	Support MESAF departments for data collection templates and analysis such as the child protection data, GBV data, employment creation data Labour dispute data and social protection data.				Reports and documents
13.	Develop Employment Intervention statistics				To get employee interventions
14.	Somaliland National Disability Survey				Finding disability survey
15.	Preparing research and statistics policies and procedures manual for the MESAF				Develop statistics policies and procedures
16.	Conduct Somaliland Labor Force Survey				**not done**
17.	To mainstream work plan for the ministry such as documentation, research, statistics) and robust meal in all activities against the purposed ministry work plan				

Objectives	Output	
SO 5.3: To enhance MESAF logistics, procurement, and archives	• Improved MESAF logistics and procurement policy • Digitalized MESAF operational systems • improved MESAF data management system of hardware and software.	
Interventions/activities	Year /duration	**Performance Indicator**

		3	4	5	
1.	Preparation of budget plan and financial report by Quarterly, biannually and annually.				Reports
2.	Employee payroll management				Payments reports
3.	Prepare and manage all disability, women and other venerable budged of national budgets				Plans and reports
4.	Prepare ministry meetings including conferences in partnership implementing departments and department staff meetings.				Reports
5.	Prepare Intentional commemoration event including 16 days, FGM day, Labour Day, women day, African child day, mother's days, inter-national- child day				Reports
6.	Preparation Continuous monitoring of work progress				Reports
7.	Re-arrange and enhance archives services				Improved service
8.	Develop MESAF logistics and procurement policy in line with national policy.				Policy
9.	Maintaining the vehicles of MESAF r and will purchase new car				Improved transportation
10.	Repairing building I MESAF head Quarter and extend new rooms				Building and spaces
11.	Building children's playground in M. Mooge Centre				Completion centre play Ground

Objectives	**Outputs**
SO5.4. **Increase staff performance, efficiency and effectiveness**	• administrative e policies and procedures reviewed and adopted • MESAF staff capacity strengthened (Strengthened the capacity of MESAF in terms of HR policies, procedures and others

Interventions/activities		Years/Duration			**Performance Indicator**
		3	4	5	
1.	Disseminate and implementing National HR Policies and laws				Document, Pictures , Report ,Attendance
2.	Organizing and conduct staff internal meetings				
3.	Disseminating TORS and well equipped MESAF Staffs national and regional level				Every employee has a job description at the center and regions.
4.	Organizing and conduct yearly employee award event				They are evaluated by a panel and awarded with a certificate of excellence which is evidenced by photographs

5.	Conduct Monthly meeting MESAF Staff				Attendance , Report
6.	Conduct on Job and off job training recruitments new staffs and other staffs				Certificate , photo , report , attendance.
7.	Review and Document performance appraisal set by MESAF staff in line with policies and guidelines				Forms ,
8.	Conduct yearly monitoring and evaluation on progress MESAF staff national and regional				Document ,report ,
9.	Disseminate and implementing National HR Policies and laws				Attendance ,report ,photo

Objectives	Outputs
SO5.5: To establish digitalization system and improve the communication and public relation of the ministry	MESAF operations digitalized and documented.
	Improved communication system and public relation of the ministry.

	Interventions/activities	Years/Duration			Performance Indicator
		3	4	5	
1.	Installing antivirus software to MESAF Computers				Protection and security of all computers in the ministry
2.	Create and update ministry communication channels				The ministry should have a social media for the public to keep track of the ministry's work
3.	Create and expand CCTV camera, IMS, Efinancial and archive data				Protecting the public security of the ministry, protecting the official information of the ministry
4.	Establishing ministry landline communication system				establishing a call center where the ministry can be contacted
5.	Prepare ministry yearly achievements digitally				Preparation of the annual activity of the ministry
6.	Developing ministry awareness raising programs				The preparation of awareness that aligns with all the works of the ministry
7.	Develop MESAF newsletter in a quarterly basis to all ministry digital platforms				Preparing for the Ministry's performance
8.	Providing in house capacity building training on ICT including trouble shooting, repairing, maintaining and etc.				Conducting simple troubleshooting training for employees
9.	Develop, disseminate MESAF ICT policy and guidelines in line with national ICT policy				Establishing bylaws for the security of IT resources and databases of the ministry

10.	Establish E-learning system capacity buildings under MESAF website for both ministry staff and community as well				Establish E-learning system
11.	Expanding MESAF call center at regional level				Decentralized the ministry's call system
12.	Creating and updating Somaliland RCC database				Access to official and reliable information in a trusted database
13.	Training Database centers and reporting				Improved report and enhanced effectiveness of database for child centers
14.	Manage all MESAF data bases				Administration and management of all ministry databases

Objectives		**Outputs**			
SO 5.6: **To increase Regional Capacity to deliver** **MESAF mandate effectively**		• Increased MESAF infrastructure in the regions and districts (construction New buildings and rehabilitation of existing ones) • Effective decentralization MESAF plans in place at regional and district • Increased staff capacity at regional and districts.			
Interventions/activities		**Years/Duration**			**Performance Indicator**
		3	4	5	
1.	Etablish robust coordination mechisms at regional level				□ # of participation and reports.
2.	Core MESAF service decentrlized incluidng family dispute resolution , labour dispute resolution and social protection services				• # Of service decentralized into the regions and report • # of foreign workers registered in the regions • # of labor inspection delivered to LNG/INGO/ Private sectors.
3.	Provide capacity buling training to MESAF staff at regional level				□ # of training regional staffs needed.
4.	Provide equipment and furniture to MESAF exisitng regional office				• # of office renovated. • # of car needs renovation. • # of
5.	Establish new functional districts and regional				□ # of region establishments and reports.

6.	Decentralize and empower MESAF structures at regional and district level				• # of staffs and regions. • # of regions creating an ID cards. • # of monitoring and evaluating the offices in the regions
7.	Increase regional representation of national ongoing projects				# of national ongoing projects at regional and distracts
8.	Organize commemoration events at regional and district level				• # of Events • # of awareness raised • # of participants in the meetings and meeting minutes
9.	Create knowledge sharing platform between HQ , regions and districts				# of platform created and reports.
10.	Coordinate social protection and livelihood programs at regional and district level				# Of social protection programs at regional and district level and reports.
11.	Conduct national employment job fairs at regional and district level				# of national employment job fairs held by regional and district and reports.
12.	Establish job center five regions				# of region established job centers

CHAPTER EIGHT

Session 10: Closure of the Workshop & Way Forward Actions

Excellency, The Minister Eng. Ali Omer and Director General M. Hassan, have concluded the workshop, as the **following key actions forward agreed.**

15.0 Forward Strategic Action 15.1 Agreed Actions Points

The participants set and agreed and endorsed the following MESAF program targets for the next 3 **years**

1. Develop MESAF information Management system (IMS)
2. Creating job posting website (Job portal)
3. Sign off the foreign workers regulation guide .
4. Enhance MESAF working relationships & coordination with other stakeholders and partners, particularly government agencies/ministries that share with business crossing-cutting programs
5. Sustain Annual partners meeting
6. Maintain and lead the annual national workers conference

7. Establish vulnerable beneficiaries selection system for job creation
8. MESAF to endeavor to restore the GBV IMS
9. Improved MESAF staff capacity building to increase performance and accountability
10. Improve MESAF internal information sharing and work complementarities
11. Focus Legal frameworks (Laws, Acts and policies) including reviewing existing policies in the ministry and recommend changes and improvements accordingly.
12. Enhance and re-organize the ministry's capacity with particular focus on improve programing development, including producing more projects proposals and Concept Notes
13. Print outs of STP docs and dissemination accordingly, as promotions and communication materials

CHAPTER NINE

16.0 Annexes 16.1 Workshop program 16.2 List of participants

REPUBLIC OF SOMALILAND
MINISTRY OF LABOUR, SOCIAL AFFAIRS AND FAMILY
Strategic Plan Review Workshop
4th – 5th October 2023
Maansoor Hotel, Berbera

Program itinerary

DAY ONE, Saturday, 04 October, 2023

Date and Time	Topics and Activities	Approach to deliver	Lead/ Facilitator
8:00 – 8:30 am	1. Arrival and registration of participants		
8:30 – 9:30 am	**2. Opening** • Welcoming Remarks • Official Opening • Program itinerary	Key words from the MESAF leadership (Minister, Deputy Minister & DG)	Awale/Sagal
9:30 – 10:30 am	**3. STP Overview** • Principles of the strategic plan development • Key content • Sectors of the strategic plan		Consultant
10:30 – 10:45 am	**Tea Break**		
10:45 – 12:00 am	**4. Progress To-date** • What was planned? □ Achievements to date □ What worked well? • What did not worked well? • What were the challenges?	□ Presentations by the departments □ Panel discussion/ □ workgroups….	Consultant
12:00 – 1:15 pm	**Lunch and prayers**		
1:15 – 2:00 pm	5. **Social Protection** (Synopsis) □ Definition, understanding of the term (SP), MESAF Vision on social protection □ MESAF targets of Social Protection programing	Presentation, panel discussions	Consultant
2:00 – 3:15 pm	**6. Alignments with National Priorities**		Consultant

	a. What are the demands of the NDP3What are the demands of MESAF STP? b. How MESAF is compliant as of to-date		
	Tea break – closure of the day		

DAY TWO, Sunday, 05 October, 2023

Date and Time	Topics and Activities	Approach to deliver	Lead/Facilitator
8:00 – 8:30 am	**7. Recap of day one**		Consultant
	8. **Update Critical Socials issues** • GBV • Disability • etc	Presentation by Khader, followed by panel discussion	Khadar
8:30 – 10:00 am	**9. Funding & Partnerships**	Presentation, panel discussions, WGs	
	Briefing with discussion on the current MESAF partnerships and their ways of working	“ ‘ ‘ ‘‘‘‘‘‘‘‘‘‘‘‘ ‘‘‘‘	Ahmed Hassan/DG
	Mapping of Partnerships and potential funding opportunities to be tapped.	“ ‘ ‘ ‘‘‘‘‘‘‘‘‘‘‘‘‘‘‘ ‘‘‘	Consultant
	What needs to be improved	“ ‘ ‘ ‘‘‘‘‘‘‘‘‘‘‘‘ ‘‘‘‘	Consultant
10:00 – 10:15 am	**Tea Break**		
10:15 – 12:00	**10. Way Forward** a. Setting MESAF program targets for the next 3 years	Group works, panel discussions	Consultant
12:00	**11. Closure of day two**	Key words from the MESAF leadership (Minister, Deputy Minister & DG)	Awale/Sagal
12:00 – 1:15 pm	Lunch and prayers End of the event		

13.1 List of participants

#	Names	Institution	Position
1.	Eng Ali omer Mohamed	MESAF	minister
2.	Ahmed Hassan Aen	MESAF	DG
3.	Ahmd Abokor Mohamed	MESAF	Advisor
4.	Ali Abdi Abdilahi	MESAF, Sahil region	governor
5.	Sabad Mohamed aidied	MESAF	Coordinator
6.	Muna Ahmed Hassan	MESAF	Section
7.	Abdilahi Ahmed Rabi	MESAF	Director of disability
8.	Suber Ahmed Abdialhi	MESAF	H. performance
9.	Abdishkur Aden Ahmed	MESAF	H.of employment
10.	Abdiqani Saleeban Mohamoud	MESAF	Dispute office
11.	Hodan Abdisalan Mohamed	MESAF	h. of coordinator
12.	Huda Ahmed Aden	MESAF	Minster secretary
13.	Deka Ismail Husein	MESAF	DG Secretary
14.	Hamda Yusuf Aden	MESAF	Admin director
15.	Muna Esse Mahad	MESAF	Gender director
16.	Khadar Iman Ege	MESAF	Advisor
17.	Awale Mohamed Mouse	MESAF	Director of planning
18.	Filsan Husein khalif	MESAF	Director of social
19.	Mawiid Ahmed Bare	MESAF	UNICEF focal point
20.	Khadar Nour abdi	MESAF	CPTA
21.	Mohamed Jama Yusuf	MESAF	Director ICT
22.	Omer Ismail Tukale	MESAF	Director of research
23.	Eid Sheikh Mohamed Sagal	MESAF	Social prog coordinator
24.	Farhan Mohamed Hassan	MESAF	Regional coordinator