



RAAGSAN



Social Policy Brief

Labour Market Assessment and Opportunities for Youth in Somalia

September 2022



Executive Summary

Increasing investment in young people is key. In a rapidly changing world, the centrality of youths in shaping present and future opportunities cannot be over emphasized. Youths aspire to productive formal employment opportunities that provide them with a decent wage, relative security and good working conditions. Unfortunately, far too few youths are able to match their aspirations to reality.

According to the Population Estimation Survey for Somalia (PESS), 75% of the population comprise of youth under 30 years¹. The unemployment rate among the youth in Somalia stands at 67% with unemployment being disproportionately higher in women (79.7%) as compared to men (54.1%)². Labour markets have become more complex, rapidly changing and difficult to navigate, particularly for unskilled workers and especially for youths who usually lack the social networks and social capital to connect with the labour market. Inadequate policy making, poor infrastructure, and limited access to finance, mismatch between education and the needs of the labour market are a few notable challenges youths face in accessing the job market.

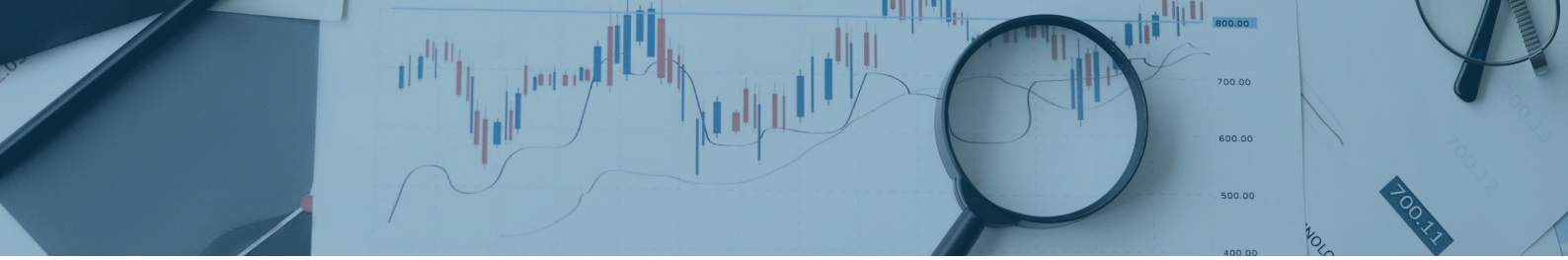
¹ [Population-Estimation-Survey-of-Somalia-PESS-2013-2014.pdf \(un.org\)](#)

² [Somalia-facts-and-figures 2020.pdf \(nbs.gov.so\)](#)

The private sector is crucial in ensuring that the skills of young people are aligned with the demands of the labour market. Addressing the regulatory obstacles to job creation such as access to finance for small and medium-sized businesses, developing innovative partnerships and business models, mentorship and traineeship programs between various stakeholders, are essential to promoting youth employment.

A youth-centric, multi-faceted approach is necessary in addressing the complexities of job creation. Increased meaningful engagement between the private sector, government officials, international agencies, civil society organizations contribute to solutions that are designed to address the specific and unique needs of different clusters of youth while also facilitating economic growth. This is achieved through enabling access to new markets and catalysing demand in areas that markets did not exist before.





BACKGROUND INFORMATION

The labour market assessment and opportunities policy brief-sets out an analysis of the policy environment on the labour markets, challenges faced by youths and recommendations to enhance youth access and participation in labour markets in Somalia. The policy brief was informed by a survey conducted by Raagsan in 2020. The key objectives assessed in the study included: to determine current and potential labour opportunities for youth, identify technical and transferable skills that youth need to successfully pursue existing or anticipated labour opportunities in the local market, identify barriers and constraints to youth access and participation in the local labour market. Emerging challenges from the study included: missed opportunity for addressing transition into labour markets. Additionally, a significant proportion of Somali's youth lack access to education opportunities limiting their chances of accessing and actively participating in the job market. Skills mismatch at the education level and technical skills required in the market, Safety and security for female youth and inadequate access to career guidance and follow up to equip youth better compete for opportunities are key constraints to youth access and participation in the labour market. Lastly, the study identified that weak regulatory frameworks limits the creation of an enabling environment for the objectives of the policy to flourish. The study found that there was little linkage between TVETS and the private sector or government – a partnership that could realise better transition into the job market for youth.

The population of Somalia is estimated to be 16.4 million and is projected to hit 18.5 million by the end of 2025.³ Somalia boasts of a youthful population with nearly half of Somalis under 15 years of age (45.6%), while 75% of the population are under 30.⁴ Despite the progress Somalia has made over the years, it currently experiences a range of challenges hindering the development of the country socially, economically and politically.

The prolonged civil war devastated the economy and socio-political structures, leading to huge loss of human capital and fragile public institutions.⁵

The country has also experienced recurrent climate challenges, including drought, floods and locust invasion which threatens the livelihoods harming food production and income. The existence of deeply rooted cultural patriarchal structures has limited opportunities for young women to partake in decision making and pursue higher education and employment opportunities. This prevents women from developing to their full potential and fully contributing to the labor force. Furthermore, Somalia has experienced the rise of radicalization, violent extremism and terrorism among the Somali youth due to their vulnerability resulting from lack of education and employment opportunities.

3. Somalia population (2022) live – Country meters
4. <https://somalia.un.org/sites/default/files/2020-02/Population-Estimation-Survey-of-Somalia-PSS-2013-2014.pdf>
5. Market Opportunity Mapping in Somalia. International Labour Organization, 2014.
6. Measuring the economic impact of violent extremism leading to terrorism in Africa, UNDP 2019.

It is estimated that the economic impact of terrorism in Somalia stood at USD 770 Million in 2017.⁶ Despite Al-Shabaab controlling some parts in Somalia, the country has experienced relative stability and a spur of growth in the economy with the institution of the Federal Government in 2012 and adoption of the federal constitution.

The COVID-19 global pandemic affected income sources, jobs opportunities for income generation, leading to loss of employment and inability to earn income for an estimated 45% of Somalis.⁷ Furthermore, both formal and informal businesses experienced reduction in profits necessitating laying-off of workers or permanent closure of enterprises leading to rise of unemployment amidst a pandemic. Cumulatively, all these factors play a significant role in impacting the economy and growth of Somalia and having substantial impact on involvement and participation of youths in the development agenda of the country.



CONTEXTUAL ANALYSIS OF POLICY ENVIRONMENT ON LABOUR MARKET AND OPPORTUNITIES FOR YOUTH

The policy environment in Somalia is strong enough to support youth employment. Several policies have been developed to promote labour market alignment and matching of skills sets offered by youth with the labour markets. These policies set out a roadmap to employment creation and serves as a tool for linking all sectors of society in the development of youths. However, there is need for a monitoring and evaluation framework for policy implementation to ensure the government and stakeholders are accountable in the deliverables of the different policies.

The Ministry of Labour & Social Affairs (MoLSA) developed the first National Employment Policy in 2019 that lays out a strong foundation to create sustainable employment opportunities for the growing labour force to contribute to economic growth and national development within the framework of equity, fairness, security and dignity for the Somali population.

“The economic development of the country will be highly dependent on the workforce. It is key to have policies that aim not only to enhance economic investment but also improve quality.”

Somalia National Youth Policy (NYP) 2017–2021 developed by Federal Government of Somalia (FGS) encapsulates the theme “Youth are change-makers for development and stability”.



The youth policy highlights the opportunities embedded in Somalia's youthful population and aims to enhance the capacity and knowledge development of young people to support youth participation in development opportunities. The youth policy is heavily influenced by a number of policies including the Constitution of the Federal Government of Somalia and the Somali National Education Policy. Furthermore, the NYP reflects the direction of a variety of international declarations that highlight on development of specific youth policies: Lisbon Declaration on Youth Policies and Programmes, the African Youth Charter, the Convention on the Rights of the Child, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Sustainable Development Goals (SDG) and the first Global Forum for Youth Policies and the Baku Commitment to Youth Policies.

The youth policy points out key challenges that the youth in Somalia face and provides strong resolutions for key barriers identified.

Despite having supportive policy environment, failure to capitalize on the policies and turn them into implementable plans have had adverse effects on sustained efforts to mitigate unemployment and access to labour markets among the youths in Somalia. National level policies usually fail to foster inadequate linkages with other enabling factors to support favourable labour market opportunities for the youth. Existence of potential gaps in the coordination of a collaborative approach in aligning the different FGS policies into the FMS policies, absence of an action plan to guide implementation of policies and limited government capacity hinder realization of the vision of the Somalia Youth Policy. There is need to leverage on opportunities such as creating strong partnerships with the private sector to

revitalize growth of the economy and job creation opportunities, reducing structural barriers to creating industrial and businesses initiatives to ensure that the benefits are felt at grassroots levels.



9. Altai Consulting, 2017



OPPORTUNITIES IN THE LABOUR MARKETS

Somalia's labour market provides immense opportunities for participation of youth in various sectors for the growth of the economy. The establishment of the Federal Government of Somalia and rejuvenation of the economy has led to an increasing need for skilled workers both in public and private sectors. Somalia has a rapidly growing information and communication technology and money transfer services sectors.

Over 90 % of adults over the age of 16 own a mobile phone, users mobile money systems is much higher than that of formal bank accounts at 73% compared to 15%.⁹

The sector is growing rapidly and is deemed as having high employment potential and has significant impact on entrepreneurial ventures. Other sectors such as: revival of the construction industry, agriculture and fishing sectors and improvements of irrigation systems, farming techniques and expansion of use of solar energy holds considerable potential for agriculture growth, contributing to economic growth, improving food security and offering opportunities to create more job opportunities for youths. Lastly, expansion of Micro Small and Medium Enterprises (MSMEs) and investment in high demand technical skills such as plumbing, brick making, interior design, phone repair and masonry through increased investment and financing holds immense potential for job creation and employment.

Businesswomen venturing start-ups in unsecure zones are providing more job opportunities to other women - Case Study 1.

Amina Mohamed, a mother of two and an entrepreneur, is the owner of a cosmetics and fast-food company in Bakool region.

Amina was born in Hudur district, a city ravaged by civil war, recurrent droughts and limited access of supplies due to road-blocks and constant clashes between military groups for over three decades. Amina had the idea of venturing into entrepreneurship for more than 14 years and finally implemented her concept in 2010 when the security of the town started improving. Now, she employs seven people of which six them are female. "Although it currently seems a well-known business, it was just a decade ago that I started this business venture that's currently taking over Hudur district. At the start it was just one room with few customers but today our customers are growing, and they include NGOs staff, government staff, and community members and business owners. Currently, we are the best providers of delicious fast food and cold drinks in Hudur" explains Amina.

“The thing that distinguishes our business from similar businesses is the ability to deliver quality services to our customers while maintaining good customer relationship. You can’t expect to grow a small business without getting everyone to rally behind you. Our business has its own obstacles and challenges, but success comes with determination, hard work and continuously improving our services” says Amina.



CURRENT OPPORTUNITIES

A 2012 labour market survey suggested skills demanded in Mogadishu for TVET graduates included construction, communication, fishing, livestock, transport, hospitality, and beauty care services. Another study conducted in 2018 focused on returnees and access to labour markets suggested the following sectors:

Private sector medium and small businesses – Increased international investment in Somalia from foreign direct investment (FDI) from the Middle East, has increased from US\$666 million in 2015 to an estimated US\$756 million in 2016 (World Bank, 2017).

The large Somali diaspora contributes to the Somali economy through remittances and direct investments in Somali enterprises. These investors are highly interested in creating jobs and contributing to the development of Somalia thus present a key source of financing for several sectors (Benson et al., 2016).

Information and Technology: Over 90 percent of adults over the age of 16 own a mobile phone (of which nearly a third are smartphones), users of mobile money systems is much higher than of formal bank accounts at 73% compared to 15%. Implementing the latest technology has the potential to create job and improve performance across sectors.

Agriculture: There is a high potential for growth in the agriculture sectors as improvements to irrigation systems and farming techniques could increase

yields by a factor of three to six, depending on the crop. Sorghum for instance holds considerable potential for agriculture growth, being drought resistant and relatively efficient in the conversion of solar energy.

Fishing: The sustainable management of fisheries could contribute to economic growth while improving food security for the optimal use of Somali’s long coastline.

[Advancing homegrown agriculture using new technologies - Case Study 2.](#)

Small scale agriculture plays a key role in the labour market in Somalia even though its growth is constrained by lack of investment, obstacles to trade, poor infrastructure, limited training opportunities and access to new technologies. These are long-standing and perhaps even chronic challenges faced by the sector in the past three decades the country was going through a conflict.

The agriculture sector in Somalia is subsistence based, transitioning to commercial production to create more job opportunities will be challenging, since the current smallholders depend on savings from their low-income jobs, which limits opportunities for expansion and improving productivity. The poor conditions of the market facilities and transportation systems, complex security condition including frequent checkpoints and illegal taxes also continue to impede efforts of improving agricultural activities in the country. This is often exacerbated by frequent floods, locust invasion and drought related losses due to climate change.

Despite all these challenges, young people like Abdirahman Hassan Yusuf initiated a new rare way of farming, which led to the creation of a greenhouse garden with a variety of vegetables, especially, the [Roma] Tomato, Broccoli – the first person to successfully plant these kinds of vegetables in Somalia.

Abdirahman is in his fourth year of College undertaking agriculture at the Somali National University.

People realized they need home-grown vegetables to survive during the COVID-19 flight restrictions. The disruption of the supply from Kenya and Ethiopia affected market availability of some of the key vegetables and fruits especially tomato, says Abdirahman. Abdirahman started a new modern greenhouse idea and with his two other employees, they are working on expanding their farm using new, innovative, and cost-effective technology. But new young investors like Abdirahman face many challenges including inadequate investment capital, availability of seeds, and limited training opportunities.

BARRIERS AND CONSTRAINTS TO YOUTH ACCESS AND PARTICIPATION IN LABOUR MARKETS

i. Limited access to education opportunities

Education plays a critical role in ensuring the developmental rights of children and young people and a key driver of economic development. Somalia is one of the world's least literate countries with 50% of Somali's youth lacking access to education opportunities limiting their chances of accessing and actively participating in the job market.¹⁰

ii. Lack of job creation opportunities

The scarcity of job opportunities remains a significant problem in Somalia both in the public and private sectors as they are unable to keep pace with the population growth and job requirements for the nation.

Additionally, lack of regulation of the import sector has had adverse effects on the growth of manufacturing which has potential to create thousands of jobs for youths in Somalia. Furthermore, there exists a skills gap/mismatch between the job market opportunities and the higher education programs offered contributing to the widespread unemployment. Education programs are often not linked to the market needs due to a lack of framework or policies for higher education labor market alignment. Limited import regulation also feeds into the skills gaps problem with certain skills on value addition and local production being abandoned in favour of importation.



Informal sector opportunities- A gateway for women and youth to financial independence - Case Study 3.

Little attention has been paid to the role of the informal sector in creating jobs. Somalia largely maintains an informal sector that is based on livestock, agriculture and sales, which offers little opportunities to the most vulnerable populations such as the poorest, women and youth.

Additionally, given the majority of this vulnerable population lack formal education and do not have significant marketable skills, they are largely unable to obtain jobs in the formal sector and resort to creating their own businesses and or are employed by the business owners in the private sector. Emerging self-employed youth are building skill-based personal brands. As much as many SMEs look for loans and hard cash to start with, an alternative way of self-employment is slowly gaining popularity within the country - freelancing and building personal brands that is solely based on a rare skill in the market that is well-learned.

Omar is 24 years old, married and a father of three is a self-taught branding design freelancer based in Mogadishu, Somalia. He studied Electrical Engineering but later transitioned into a skilled graphic designer. He decided to quit his job and embraced his new freelancing adventure. Omar strongly believes in having a niche and a specialty to focus on, while he enjoys creating and developing brand identities the most, specifically logos, colours, typos, and all that good stuff, "and that's what my ideal client would come to me for" he says. He works with start-ups, personal brands and Small to Medium sized Enterprises.

iii. Gender disparities

Among the 3.7 million persons aged 15 years and over in Somalia, it is estimated that 52.7% are women. Despite their significant share of the population, the proportion of employed women remains lower than that of men in both the formal and informal sector. Women in particular face employment barriers due to a lack of education and skills development opportunities for girls as well as cultural impediments.

Widening gap for women in the energy sector - Case Study 4.

Sawda, a trained female electrician has had a passion for working in the sector from a young age when she started fixing lights of her family house and those of the other neighbours.



“Her interest in the sector grew when she finished university and could not find a job.” She came to know that Haile Bariise, a vocational training institute, that offers technical training like electricity, construction and mechanics, was recruiting young high school graduates. She contacted the school and got herself enrolled with the enthusiasm that of finally getting into her dream sector. In November 2019, “Sawda was the only female graduate in her class but couldn’t get a job in the sector. Sawda felt disheartened and decided to start a technical training school for young girls together with other partners. Sawda hopes to become a mentor and introduce more girls to the sector by teaching them different skills.

Women in the Engineering and Construction Industry - Case Study 5.

For women, the fight against the perception that women are not physically strong enough and the cultural dilemma start once the

decision to pursue an education in the engineering/ construction sector starts. Sara Jama, a civil engineer, confirmed that women face difficulties breaking into construction professions, she noted that “in the university, I was the only female student in our class and we had five other female students in the whole faculty. Most girls don’t want to do engineering because of the social pressure, and it is very hard to keep your determination when everyone is doubting your abilities. Despite the social pressures, what motivates me is the range of opportunities available that I see every day in the sector. Women can bring their taste to the design and architect in the sector.” The gender disparity among construction workers is therefore not surprising. Sara Jama is the only female employee in her company. “Nobody wants to hire women in this sector. When we first graduated, we went to different companies with our CVs. Some of the largest companies told us they wouldn’t hire a female engineer when there are plenty of men in the sector and that was disturbing”. Sarah says that the most challenging part for women is getting adequate training and mentorship when there are many fresh graduates in a sector dominated by men. The amount of training received by women is insufficient because people don’t want to invest their time in women. Sarah further noted, “if we want to survive in this sector we must start encouraging girls to pursue careers in the sector, influence the companies that offer training opportunities to be gender-sensitive and for women to start doing fieldwork early days of education for them to excel.”

But there are champions: Small-sized companies breaching the gender gap in the employment sector - Case Study 6.

Astaan TV, a medium-sized media company with 300 employees, provides access to cable TVs delivering programs to consumers in Mogadishu. The company owned by a group of young investors runs its operations across

the country airing entertainment, educational and sports programs. “At the start, the company struggled to pay the running cost but with persistence and with the support from the companies’ shareholders, we grew to become the largest media company in the country running different programs with different channels”, says one of the company managers. “We are currently employing 300 people with 75% being young people. Women also get their fair share of employment as 44.5% of our employees currently working with the station are female. We encourage them to come up with new ideas providing them trainings to improve their digital skills including Filmmaking, Storytelling, Production, Video Editing and Photography” _explains the company manager.

Key Takeaways for gender inclusion

Gender diversity needs to be advanced in every sector. Education policies should encourage technical colleges to attract and retain women to participate in the technical training programs. This can be done by:

- Developing gender-responsive and inclusive strategies and labour policies that encourage private sector to provide opportunities for women.
- Investing in suitable environments for women that provides mentorship to encourage girls’ education and access to knowledge, finance and resources in with role models and mentors.
- Encourage the establishment of unions for women in STEM so that they can influence policies and push for gender diversity across different sectors.
- Develop mentorship programs for women in STEM connecting them to other women groups across the world and in the region.

iv. Nepotism and unfair hiring practices

There is widespread use of personal networks by private sector employers to advertise and fill job openings, restricting access of many young people to employment opportunities. Somalia is deeply rooted in the clan system. This results in many of the job offers not broadly advertised because employers favour the selection of



relatives or clan members over the most skilled candidates. This excludes candidates that do not have the right connections or who come from minority clans. SIDRA Institute's policy brief (2019) also reports that clan preferences and nepotism play a role in locking out qualified youth from the labour market.

Biased hiring practices- Case Study 7.

Most telecommunication and banking businesses are often criticized by the youthful populous for their apparent bias in recruitment process citing favouritism, nepotism and their preference of close relatives associated with company owners, claims that are yet to be officially justified by any known study. Furthermore, these companies are also condemned for gender discrimination offering limited or often no opportunities for women in the technical and managerial positions.

v. Access to career guidance and follow up

Sometimes poor labour market outcomes do not stem from poor technical and professional skills or poor transversal skills, but rather from students' lack of

knowledge about how to communicate their skills to employers and how to seek out employment opportunities. Lack of work experience, limited networks, and limited knowledge of the labour market are also important informal barriers that negatively impact young people's access to and success in the labour market. These barriers are closely tied to the fact of being young.

vi. Scarce data on labour market

Scarce and inaccurate data is a major impediment to the labour sector. Foreign and domestic investors presently lack reliable access to the data they need. In its absence they are cautious and often stay on the sidelines rather than investing in ventures that would create employment.

vii. Lack of financing and investment opportunities

While many young Somalis may have innovative business ideas, they face challenges in accessing financial resources from commercial banks, credit facilities or government subsidies. Business is a key sector in Somalia for youth employment but with difficulty in doing business

and access to adequate financing and investment capital from financial institutions most youth are unable to venture in self-employment. High interest rates ranging from 17%-24% to be repaid within 12-24 months discourage small business owners from expanding to create more employment opportunities.

Access to financing and investment opportunities key to growth of MSMEs- Case Study 8.

The construction sector is dominated by companies both foreign and local with high capital leaving a small opportunity for youth to invest in the sector. "Our company's biggest challenge was access to adequate financing and investment capital at the start" says AbdiWahid Ahmed a site engineer with Dayah Group, a joint venture company established by a group of young engineers. The company has 50 employees among them chief engineers, site engineers, designer, construction worker and casual laborers and had so far implemented over 60 projects across Somalia. AbdiWahid noted that young investors face tough competition in domestic

market. He stated, “Some of the clients don’t trust us because we are young engineers. We also have problems with pre-financing some of the projects that require the companies to do initial groundwork using their own budget.”

vii. Skills mismatch

The gap between the skills possessed by youth entering the workforce and the job market has widened due to the growing dominance of the technical industry. This indicates that attention needs to be paid to the trends driving the future of work and to re-examine national priorities on training and skills development. The study by RAAGSAN and other economic data suggest that service skills may be necessary but not critical in enabling youth to find relevant jobs in a technical-dominated economy. Even though the unemployment rate is highly dependent on the overall economic growth and existing investment in the country, the mismatch between the job market opportunities and the higher education programs offered is another major contributing factor to the widespread unemployment especially

the few jobs available in the field of hospitality, construction and health. Education programs are often not linked to the market needs due to a lack of framework or policies for higher education labour market alignment.

Growing restaurant jobs are faced with scarcity of talents - Case Study 7.

Despite steady high unemployment rate in Somalia, work opportunities offered by restaurants and fast-food joints are growing at a rapid rate since 2014 faster than even health care, construction, or sales businesses in Mogadishu. The restaurant industry is one the largest employers of youth in Somalia but faces major problems when hiring people with the skill sets required and has a high turnover rate. The staff incompetence was also causing regular and sometime irreparably damage. After a compounding service issues that were distressing customers, the restaurant management decided to recruit skilled people from outside the country. “We couldn’t get even skilled Somali chefs for some orders in our menu and that is why we hire non-Somalis from outside” says Abas Abdi, one of the founders and shareholders of Pizza House. There are several factors underpinning current skills shortage but the most important are high training costs, limited career progression opportunities and socio-cultural believes that working in a restaurant is a less value career. Many of the people seeking job opportunities or even those employed in the hospitality sector lack the skills required and can’t meet the standards for the positions.

The food industry in Somalia has a potential to employ a high number of young people but it is a high-risk business proposition. There is lofty level of competition, a lot of details to perfect and a difficult security environment to operate. More than two-third of restaurants fail within the first year in Somalia. The challenge for investors like us is how do we ensure our restaurants remain in business despite all the bottlenecks compounded by critical imbalance between skilled labour supply and demand in the hospitality industry in Somalia.

— Abas Abdi, Pizza House

Limited training opportunities in the tourism and hospitality sector is another factor affecting the knowledge and skills of those seeking job opportunities. There is also little incentive for employers, who are already juggling with investment

capital and operation costs, to invest in skill training and development. Similarly, education providers are not responsive to industry needs and produce graduates that do not have clear understanding on the work environment and have either no or limited skills in the hospitality, management, and service industry.

Additionally, today's generation are disillusioned and hold vastly the same beliefs of those of previous generations that most of the jobs in hospitality sector are menial tasks. Hospitality is not also an attractive sector to graduates compared to other industries and that there is no incentive for an employee to remain in the industry over time especially university graduates who are placing a premium on getting office jobs.

ix. Limited internship opportunities for transition into labour markets

There exists limited and missed opportunities in transition from education systems into the labour markets. Employers in Somalia do not have internship programs in their workplaces, and of those offering internship opportunities typically last for a period of 3 months. There lacks a framework and processes in place stipulated in government institutions. There is also limited engagement with the private sector to provide internship opportunities.

x. Limited soft skills among youths

The importance of soft skills in the job market is increasing critical as organisations and businesses search for additional value to their business.

In terms of career, soft skills soften the edges and provide a competitive advantage to the ones who possess these skills over others. The study by RAAGSAN highlighted that business owners would like youth to develop their technical and soft skills to improve their customer service quality as well. Communication skills, good command of languages, information technology skills, teamwork skills and good general education were highlighted as key soft skills required in labour markets for the youth.



Figure 1: Youth perspectives on the most useful qualities in finding a good job



RECOMMENDATIONS

01 Improve the relevance of TVET to the needs of the labour market and introduce national internship programs

Greater engagement with the business community in the design of technical vocational education and training (TVET) programmes, and through apprenticeships and mentorships could help the graduates achieve better employment outcomes. There is need for coordinated efforts to establish labour demand data for graduates from accredited universities to align with the supply of graduates with actual demand. There is need to institute national internship programs and align these programs with TVET to provide applied skills experience to the public and private sector, help students demonstrate skills and improve direct employment or self-employment in line with interests of the youths.

02 Increasing access to equitable, inclusive, quality education

There is need to put up measures to increase access to education opportunities by enforcing constitutional rights and legislation to provide universal compulsory free basic primary and secondary education in all government schools, providing scholarships and education grants to promote women's basic education and conducting national public education and awareness campaign to promote girls' equal access to educational opportunities will reduce the gender gap in education. Furthermore, there is need to align the education sector to provide second-chance opportunities for those who do drop out early to ensure that all youth achieve a good level of foundation and transversal skills relevant for the labour market.

03 Strengthen existing national labour policies

Strong labour policies are needed to protect and promote the employment rights of the marginalized and disadvantaged individuals and/or groups. There is a need to promote legislation to combat employment discrimination, including protection and affirmative action for women, people living with disabilities (PWDs).

Furthermore, instituting policy enforcement and monitoring measures is required to ensure policy implementation, identifying potential gaps in the process and outlining areas for improvement.

04 Promote transparent merit-based recruitment practices

There is a need to establish guidelines for online job boards that match openings to skill sets and qualifications independent of personal affiliations to overcome nepotism, favoritism and cronyism in employment and adopt best practices to ensure equal opportunity.

05 Increase support for national labor data collection

Collaboration with the National Bureau of Statistics and relevant employers from the private and public sectors to collect data annually on the labour market needs. Furthermore, developing a comprehensive and accessible Labour Market Information System (LMIS) will be essential in promoting a functioning labour market.

06 Job centres and training agencies

Providing career services or career centers to help students connect with prospective employers by helping them apply for jobs, write their curriculum vitae, or resume and prepare for job interviews. They also provide students with access to employers by organizing job fairs and employer visits to campus.

Increasingly they also provide counselling and advice related to new skill sets that are important both for getting a job and for succeeding in the workplace.

07 Support revitalization of MSMEs

Provision of access to credit facilities by establishing microcredit and micro-finance institutions in order to expand their businesses and create more employment opportunities.

08 Support creation of a Youth Development Fund

Creating partnerships with local financial institutions or government agencies from which youths can access funds to start their own businesses particularly encouraging business cooperation among the youths.

CONCLUSION

The future of Somalia's development is rooted in its youth; an untapped human resource that has potential to develop the country. Addressing the complexities of creating jobs for youth requires a multi-faceted approach. Interventions need to respond to the specific and unique needs of different clusters of youth and also facilitate economic growth by enabling access to new markets. Implementation of the recommendations highlighted under this brief and the survey on labour market assessment conducted by RAAGSAN sheds light on priority areas of focus to improve access and participation of youths in labour markets. Continuous evaluation of in country policies and support generation of labour data on youths will help Somalia adapt and refine their youth employment policies and lead to improved youth labour market outcomes.

Policy enforcement monitoring is needed to create enabling environment beyond labour market solutions in order to ensure effective participation and support youth to join the workforce. There is also a need to enable access to adequate financing and investment capital from financial institutions for the creation and the growth of entrepreneurship.

Social Policy Brief - LMA 2022/02.

For more information, please contact and visit:

info@raagsan.com
www.raagsan.com





RAAGSAN



info@raagsan.com
www.raagsan.com



Airport Road - Opposite SAHAL Terminal,
Mogadishu, Somalia

