



# SOMALIA Labour Market Analysis with a focus on MW in the IGAD region

## Labour market context

- ▶ Lack of data to gauge state of labour market
- ▶ Low labour force participation
- ▶ Decent work deficits
- ▶ Low levels of education

## Labour force

Around **46%** of the employed population were estimated to be wage and salaried workers according to the 2014 labour force survey. Around 36.7% of the employed were estimated to be own-account workers according to the 2014 labour force survey (ibid.).

## Migration characteristics

- ▶ Outbound migration predominant
- ▶ Refugees and returnees
- ▶ Return migration
- ▶ Mass youth outflows

### Meet Bukenya, a migrant worker in Kenya



I live in Mogadishu and work for an international organisation working with refugees. I have a tertiary degree and studied abroad, focusing on humanitarian work. I will work in this job for 12 months before returning home and applying for similar jobs in other locations. I was hired from Kenya and my employer took care of all the necessary paperwork, including work permit and facilitated my search for housing.

### Meet James, migrant worker from Uganda



I have a secondary level education. I am a security guard as main job, but I am also a plumber in my free time to increase my income. There are many Ugandans working in the private sector, some came here regularly completing all the necessary work but some other don't. We are all here temporarily and want to return back home after a while.

### Meet Abebe, transit migrant worker



I am Abebe. I am a transit migrant worker if you wish. I come from Ethiopia and want to transit in Somalia to go to Saudi Arabia. As many of my fellow migrant workers, Somalia is just a major country of transit for us, many of us do not have the means to pay for the entire period of travel and therefore need to find informal employment en route. We did not intend to find a job here but it becomes a necessity. In any case, the requirements to work legally in Somalia are very difficult to reach and there are not a lot of jobs available for migrant workers.

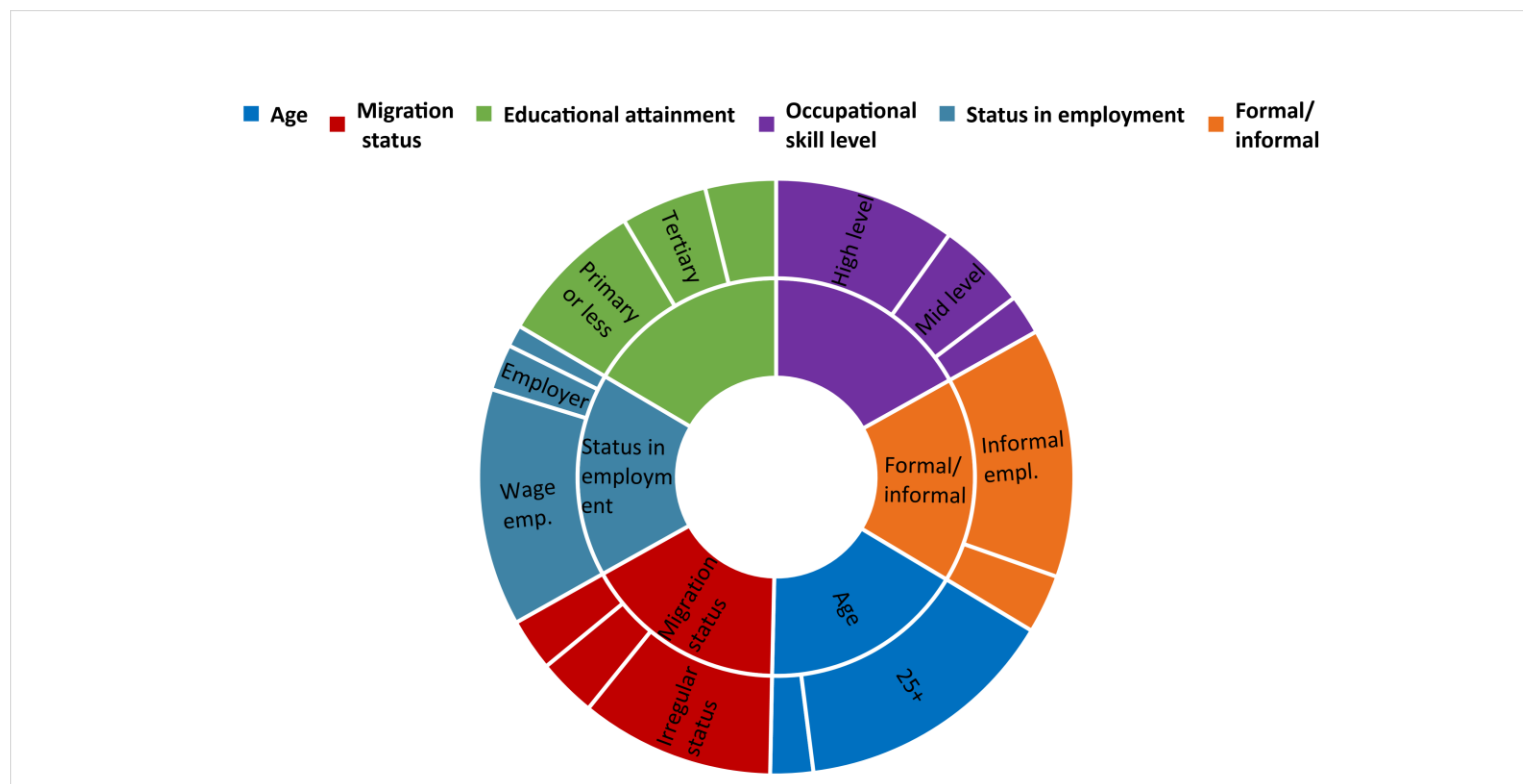
## Governance of migrant workers

National Employment policy 2019  
And UN Joint Programme on Youth Employment  
Somalia (YES )

**No** migration policy or labour migration policy

The current Labour Code (1972) is still the principle source of labour governance. A new Labour Code has been developed waiting for cabinet approval, incorporates components in line with international labour standards.

## CHARACTERISTICS OF MIGRANT WORKERS INTERVIEWED (Somalia)



### Recommendation 1

Effectively implement the National Employment Policy :

- ✘ Revise the NEP
- ✘ National Coordination Mechanism
- ✘ Ensure new Labour Code complies with international labour standards

### Recommendation 2

Enhance the collection, capacity and coordination of labour market information and analysis:

- ✘ Technical working group or committee on labour market information
- ✘ Labour statistics framework
- ✘ Population Census
- ✘ Technical support

### Recommendation 3

Enhance the capacity and coordination of employment services within a wider national employment and jobs strategy:

- ✘ Outline the basics of employment service activities
- ✘ Establish MoUs for workers groups and public and private employment services
- ✘ Engage with relevant labour market actors

### Recommendation 4

Align and establish labour market governance mechanisms to better incorporate migrant workers:

- ✘ Revise Labour Code to clarify the position of migrant workers
- ✘ Ratify and comply with C097 and C143
- ✘ Design a labour migration policy in alignment with existing policies and strategies on employment including the NEP