



Investing in Somali Youth

*Exploring the Youth-Employment-Migration
Nexus in Somaliland and Puntland*

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International Organization for Migration (IOM)



SAMUEL HALL.

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Executive summary

Before any youth-specific programming can commence, it is critical to understand the current employment and income generation prospects for the youth and the weight of livelihood opportunities on migration patterns of the youth in Somaliland and Puntland. In this context, Samuel Hall was commissioned by the International Organization for Migration (IOM) in November 2014 to conduct a research on “Youth, Employment and Migration in Puntland and Somaliland” to inform IOM’s youth-specific programming in Somaliland and Puntland’s urban centres. This is the first comprehensive study of Puntland/Somaliland’s youth migration and its linkages to livelihood opportunities. Youth between the ages of 15 and 24 were surveyed in both regions.

NEXUS INDICATORS

Are youth suited to the local demand? Beyond the profiles of the Somali youth and their prospective employers, three nexus indicators or compatibility indices reveal trends in youth employability at the particular business to understand supply-demand mismatch affecting youth in Somaliland and Puntland.

The profile similarity nexus compares characteristics of present employees as reported by their employers to the characteristics of youths themselves. The profile considered three aspects of employee/youth profiles: gender, youth and experience abroad.

The requirement nexus measures how well the youth meet the requirements expected by employers of new hires. This aspect considered three general sets of requirements: level of formal education, competence in a number of particular skills and working knowledge of relevant languages.

The perceptions nexus compares the importance of characteristics of new hires to employers to youths’ perception of the importance of these elements along 15 attributes of a potential job application. This allowed measuring the degree to which employers and youths valued different attributes. A composite perception score was then computed using a weighted average of the scores for each attribute.

A. PROFILE SIMILARITY INDEX: inclusion in the labour market – Comparing youth profiles to the profiles of current employees of businesses surveyed

Comparing the migration histories of current employees to youths, it is found that internal migrants and non-migrants bear a high degree of similarity to current employees: internal migration is not a discriminant in the hiring choices of employers. However, youths with any experience abroad bear little resemblance to the current workforce. **This might reflect a preference among employers for non-returnees.** This trend is constant across all four cities, though internal migrants suffer a slightly wider similarity gap in Burao and Garowe than in Hargeysa and Bossasso.

B. REQUIREMENT INDEX:

Marketability and skills match

Education vs. skills requirement: Overall, youth met employers’ **educational requirements** most often in Bossasso, due to a combination of low requirement standards and a high incidence of college education there.¹ Hargeysa also did well on the education nexus, with high levels of youth education meeting

¹ There may be some selection bias here, as some of the interviews were performed on college campuses.

high requirement. In Hargeysa and Garowe, the administrative capitals, returnees had a marked advantage in meeting educational requirements over locals and internal migrants, suggesting that they acquired education abroad that is now in considerable demand at home.² In Hargeysa and Burao, internal migrants met education requirements more often than locals, while in Garowe and Bossasso, locals tended to do a little better than internal migrants, suggesting perhaps that Puntland's educational infrastructure was, in recent years, more effective than Somaliland's.

The **skills requirement** nexus was compiled from a comprehensive list of skills employers could indicate were required and youths could indicate possession of. In Hargeysa and Bossasso, around half of youth-employer combinations result in the youth meeting all skills requirements; while in Burao and Garowe, 40 per cent or less do.

The most commonly lacking skills were **business, administration and management**, with the skill required but unmet in 9–10 per cent of combinations in each case. Burao also exhibited unmet demands for more **technical skills**: beautician, tailoring restaurant services and mobile phone repair. Garowe exhibits a need for skilled labour, such as plumbing, masonry, electrical and welding. Hargeysa's high unmet demand for administrative and management skills was somewhat offset by its high degree of labour supply sufficiency in most other categories. Bossasso's employers again distinguished themselves by rarely requiring specific skills.

Returnees showed a diminished ability to fulfil all skills requirements in Hargeysa, while internal migrants did a little better than others there. This might suggest life elsewhere in Somalia, Somaliland and Puntland provides a skill set more appropriate to finding work in Hargeysa than life abroad. Skills requirement fulfilment was nearly uniform across migrant types in each of the other three cities surveyed.

The third major requirement axis was **languages**. More than a quarter of all employers require basic spoken and written Arabic, which less than 5 per cent of youths have, and nearly half require various levels of speaking and writing in English, which just over half of youths possess.

- Youths in Somaliland met requirements half the time, more often in the private sector than in the public.
- Youths in Puntland met requirements four times in five.
- In Garowe, the public sector language requirements appear less onerous than private sector.
- Shortfalls in language were partly due to insufficient literacy in Somali, with a tenth of Somalis insufficiently literate for the employer's needs.
- The most crushing shortfalls were a result of requirements for basic written and spoken Arabic, and varying proficiencies in English, which about half of youths do not possess.

² Though there may be some type-bias towards those willing/able to migrate abroad, the data confirm that many returnees acquired their degrees abroad and were not generally more educated than internal migrants and locals when the degree obtained abroad is excluded.

When the intersection of **all met dependencies is taken**, it is found that:

- Only 27 per cent of youth/employer combinations are a match by stated requirements;
- Dropping to 19 per cent in Somaliland, with commercial hubs' employability rates;
- About 4 percentage points lower than administrative capitals; and
- The public sector in Somaliland appears more accommodating of youth than the private sector, although in each individual measure, the requirements were higher on average.¹

C. PERCEPTIONS INDEX

The **perception** of importance of 15 attributes of a potential job applicant in the hiring decision was compared between employers and youths. If employers have a very different set of priorities than youth think they do, this disjoint is bound to result in failure and frustration when youth set out to find gainful employment.

Youths in Somaliland underestimate the importance of factors to employers, only slightly for the private sector but considerably

for the public sector. Meanwhile, youths in Puntland overestimate the importance of factors, more so with respect to private sector employers than public sector employers. On the whole, public sector employers emphasize these qualities much more than private sector employees.

Returnee youths who had migrated internally had lower (and thus more accurate) estimation scores of the importance of these factors. Both non-internal migrant returnees and internal migrants tended to overemphasize`

CONCLUSIONS ON YOUTH-EMPLOYER INTERACTIONS

In the absence of historical hiring data, nexus indices serve as a proxy to estimate the likelihood of youth finding a job with an employer in a particular sector. This employability proxy is based on three measures: (1) the similarity of the youth to people the employer has already hired; (2) the ability of the youth to fulfil the employer's stated requirements; and (3) the accuracy of the youth's perception of employers' priorities.

PROFILE SIMILARY. Puntland and Garowe show a higher likelihood of youth employment. If employers continue to hire as they do, women will be more likely to find jobs in the public sector, while there is no specific preference for non-migrants across the board. Internal migrants fare the same as non-migrants, pointing to a successful rural urban migration.

REQUIREMENT NEXUS. The education requirements are met most strongly by returnees – at an advantage point on education. Overall, on skills requirements, in Hargeysa and Bossasso, around half of youth-employer combinations result in the youth meeting all skills requirements, while in Burao and Garowe 40 per cent or less do. Language requirements fall short: more than a quarter of all employers require basic spoken and written Arabic, which less than 5 per cent of youths have, and nearly half require various levels of speaking and writing in English, which just over half of youths possess.

PERCEPTIONS NEXUS. Youths in Somaliland underestimate the importance of factors to employers, slightly for the private sector but considerably for the public sector. Youths in Puntland overestimate the importance of factors, more so with respect to private sector employers than public sector employers. In both cases, there is a perceptions mismatch and misunderstanding of what employers want – hence youth not making informed decisions about their employment prospects, impacting misinformed migration plans.

Through the use of these indices, it is found that returnees, whether they have also migrated internally or not, have a distinct advantage over other migrant types on the requirements for level education, particularly in Somaliland. However, with respect to skills and languages, all migrant types perform similarly, with much higher proportions of youth meeting requirements in Puntland. By the time all requirements are taken into consideration, Puntland's youth are twice as likely to meet them all as Somaliland's. Internal migrants tend to overestimate the importance of decision factors more than any other type, and returnees tend to overestimate it the least. In these measures, the systematically higher emphasis of these factors by public sector employers plays an important role.

24-Point Recommendation for youth and employment in Somaliland and Puntland

- POLICY LEVEL: Focusing on both today and tomorrow's realities
 1. Mainstreaming migration and displacement in youth development policies and strategies.
 2. Developing specific labour needs assessments based on: (1) the actual needs of the labour market (supply side); and (2) the objective capacity of youth and employees (demand side).
 3. Promoting employment programmes focusing on skilled and unskilled jobs.
 4. Mixing traditional labour-intensive sectors (agribusiness, fisheries) and innovative promising sectors (renewable energies, services in urban areas).
 5. Promoting vertical integration in the agribusiness sector, with a progressive focus on activities generating more added value.
 6. Increasing efforts to regulate the education sector through two initiatives.
 7. Emphasizing the need to include youth in peace-building efforts to donors and the government.
 8. Exploring opportunities in developing pilot special economic zones (SEZs) in Somaliland and Puntland.
- EMPLOYMENT ENVIRONMENT: Favouring both national and local levels
 9. Promoting a national exchange between governmental institutions, educational actors and public/private sector players to align youth's skills on the reality of the market.
 10. Tailoring support to more vulnerable youth groups (women, handicapped, pastoralist communities).
 11. Fostering the interest of larger local and international employers in providing internships and practical trainings to youth.
 12. Exploring how labour-intensive programmes can be designed to provide more stable and sustainable income generation for youth (especially in peri-urban and rural areas).
 13. Encouraging the creation of entry- and intermediate-level jobs.
 14. Pursuing a coordinated approach towards job placements and internships.
 15. Supporting diaspora entrepreneurship and commitment to Somaliland and Puntland.
 16. Aligning the curriculum to the market needs and connecting educators with employers.
 17. Improving the knowledge on industries and supply chains to support local markets.
- PROGRAMMING INTERVENTIONS: From beneficiaries to doers and problem solvers
 18. Developing recreational facilities/activities as integral part of youth policies and development programmes targeting youth.
 19. Cooperating with business funds and entrepreneurship programmes.
 20. Including start-up grants and support in forming cooperatives in programmes/provide microcredits to entrepreneurial youth.
 21. Improving university career counselling.
 22. Developing pragmatic areas of cooperation through mapping, sharing of best practices, monitoring and evaluation of programmes made public:
 - Coordinated consortia activities for youth; and
 - Build on best practices and learn from successful programmes.
 23. Exploring innovative ways of raising awareness.
 24. Specific to IOM's programmes in Somaliland and Puntland's urban settings:
 - Rolling out the IOM Internship Programme in Puntland.
 - Piloting a Safety Net Youth Programme in Somaliland.
 - Developing a twofold approach for youth employment.
 - Creating a specific focus on management, business and administration.

Foreword by IOM Somalia Chief of Mission

Youth migration is not an issue for Puntland and Somaliland alone; it affects the rest of the regions, the continent, Europe and beyond. The migration landscape is rapidly changing: the ebbs and flows of population movements of the Mediterranean and Yemen crises illustrate the complex trends of irregular and forced migration in and out of Somalia.

The International Organization for Migration (IOM) has been working in Somalia, Somaliland and Puntland to reduce the negative impact of return and irregular migration and increase the benefits of orderly migration. Understanding the root causes – including unemployment at home – is the first step to unlocking solutions.

The key solution is known: to increase youth employment in Puntland and Somaliland. This is a key priority under the New Deal's peace-building and state-building goals, and one to which IOM is actively contributing. IOM supports youth employment in Somalia through the implementation of cash-for-work activities, internships and vocational skills training for young women and men.

Beyond traditional solutions, the situation requires:

- **Creative solutions** to bridge the mismatch between employers and youth. This research shows that youth do not want to leave but they are left without any choice, as they are unable to find jobs. The problem can be fixed: it is related to a mismatch between supply and demand, between youth and employers' expectations.
- **Coordination of activities:** Youth in Puntland and Somaliland are, for many, well educated, and hold high ambitions. Their hopes are redirected abroad when they cannot fulfil them at home. Organizations can coordinate activities to bridge the compatibility gap between youth entrants in the labour market and employers: to provide the youth with an economic and social space at home.
- **A road map and agreement on a way forward:** This study presents three angles through which to conceptualize solutions by addressing gaps in prospective employees' profiles, gaps in job requirements and gaps in perceptions of the labour market. Addressing these three gaps will bring us closer to fulfilling the aspirations of the Puntland and Somaliland youth.

Investing in Puntland and Somaliland's youth is a necessity to curb irregular migration, contribute to local economic development, and ensure dignity and protection of civilians.

This study is a first in a series of research to be undertaken by IOM, in partnership with the research team at Samuel Hall Consulting, author of this important study. It is our hope that this research will provide a useful set of findings and a fresh set of eyes to understand, and act on, the problems faced by the youth in Puntland and Somaliland. Fight or flight should not be the only options offered to youth; instead, their productive, entrepreneurial spirit and energy should be harnessed to create positive contributions at home.

Gerard Waite
Chief of Mission, IOM Somalia



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ACRONYMS

| | |
|----------------|--|
| DAI | Development Alternatives Incorporated |
| DANIDA | Danish International Development Agency |
| DFID | Department for International Development |
| DRC | Danish Refugee Council |
| EU | European Union |
| FGD | focus group discussion |
| HIPS | Heritage Institute for Policy Studies |
| IDP | internally displaced person |
| ILO | International Labour Organization |
| INGO | international non-governmental organization |
| IOM | International Organization for Migration |
| KAD | Kaalo Aid and Development |
| KII | key informant interview |
| NGO | non-governmental organization |
| NRC | Norwegian Refugee Council |
| PDRC | Puntland Development Research Center |
| PSG | Peacebuilding and Statebuilding Goal |
| PUNSAA | Puntland Non-State Actors Association |
| RMMS | Regional Mixed Migration Secretariat |
| SBF | Somaliland Business Fund |
| SDF | Somaliland Development Fund |
| SOMPREP | Somalia Private Sector Development Re-Engagement Project |
| SONYO | Somaliland National Youth Organization |
| SPU | Special Protection Unit |
| TIS | Transitions Initiatives for Stabilization |
| TVET | Technical and Vocational Education and Training |
| UN | The United Nations |
| UNDP | United Nations Development Programme |
| UNHCR | United Nations High Commissioner for Refugees |
| UNICEF | United Nations Children's Fund |
| YEP | Youth Education Pack |
| YPEER | Youth Peer Education Network |

1. Introduction: *Nexus and disconnects*

A. Research objectives

This research is the first comprehensive study of Somaliland and Puntland's youth migration and its linkages to livelihood opportunities. Before any youth-specific programming can commence, it is critical to understand the current employment and income-generating prospects for the youth and the weight of livelihood opportunities on migration patterns of the youth in those two regions. Samuel Hall was commissioned by the International Organization for Migration (IOM) to conduct a "Youth, Employment and Migration in Somaliland and Puntland" study to inform youth-specific programming in urban centres.

In fact, insufficient economic growth is regarded as a fundamental barrier to tackle youth underemployment and unemployment in Somalia. In turn, a lack of adequate skills available in Somalia's labour markets is considered as a major hindrance to economic growth. While migrants' remittances can actually reinvigorate development, the lack of job opportunities on local labour markets for the large number of well-educated youth migrants (high school and university graduates) can lead to a substantial brain drain from Somaliland and Puntland.

Available data draw a bleak picture of the economic and employment situation for Somali youth and do not lead to a great deal of optimism: the International Labour Organization's (ILO) *Labour Force Survey Somaliland 2012* points to a very low labour force participation rate of the youth,³ with 30 per cent for males and about 20 per cent for females in both urban and rural areas.⁴ Likewise, the 2012 United Nations Development Programme (UNDP) *Somalia Human Development Report*⁵ highlights similar challenges with a 70 per cent unemployment rate⁶ for young people aged 14 to 29 in the three regions of South Central, Somaliland and Puntland – with female unemployment rates at 74 per cent, compared to 61 per cent for men.

Through the Peacebuilding and Statebuilding Goals (PSGs) of the New Deal and as spelled out in the United Nations' Youth Programme Framework, stakeholders have acknowledged this reality and pledged for youth interventions to support the Compact (2014–2016). A focus on access to employment for youth is a priority under PSG 4. Likewise, the Somaliland Special Arrangement (SSA)

³ Although no legal definition of "youth" has been established, the United Nations defines persons aged 15–24 as youth. Available from www.un.org/esa/socdev/documents/youth/fact-sheets/youth-definition.pdf

⁴ The International Labour Organisation, *Labour Force Survey Somaliland 2012, Report on Borama, Hargeysa, Burao* (2012, Somaliland) conducted in collaboration with the Government of Somaliland, funded by UKAID and the Government of Japan, with technical support provided by ILO.

⁵ UNDP Somalia, *Somalia Human Development Report 2012: Empowering Youth for Peace and Development* (2012). Available from http://hdr.undp.org/sites/default/files/reports/242/somalia_report_2012.pdf

⁶ In application of the international definition adopted in 1982 by ILO, an unemployed person is a person of working age (15 or over) who meets three conditions simultaneously. The ILO Minimum Age Convention, 1973 (No. 138) sets the general minimum age for admission to employment or work at 15 years (13 for light work) and the minimum age for hazardous work at 18 (16 under certain strict conditions). It provides for the possibility of initially setting the general minimum age at 14 (12 for light work) where the economy and educational facilities are insufficiently developed.

prioritizes the generation of employment through the development of vocational and technical training, and a special business fund for young entrepreneurs.⁷

In the framework of migration management, durable solutions and the goal of counteracting brain drain, understanding the link between livelihoods and migration is crucial as it provides avenues to address one of the key drivers of migration. As discussed at the 2014 High-level Partnership Forum in Copenhagen, migration and displacement are to be mainstreamed in development plans in Somalia.⁸ Given the centrality of youth, employment and migration issues in Somaliland and Puntland, recognizing their linkages will lead to improved programming and strategies, as well as effective and long-lasting outcomes.

More than a *nexus* between youth and employment, most stakeholders identify a *disconnection* between the three elements: the absence of economic and employment perspectives being a key factor in the migration decision-making process for most youth.⁹

To further test these hypotheses, the focus of this research is threefold:

1. Map economic drivers of youth migration in urban hubs of Somaliland and Puntland;
2. Map youth livelihood opportunities for today's and tomorrow's markets; and
3. Present practical interventions to support youth and local markets – unlocking solutions for youth unemployment in Somaliland and Puntland.

Last but not least, an underlying assumption to this research is that youth should in no way just be considered as passive recipients of assistance. Rather, they are a triggering factor: making up the vast majority of the population of Somalia, Somaliland and Puntland, if adequately enabled and mobilised, youth can be a powerful actor. This research therefore builds on the potential of youth and how this potential can be capitalized on, built and supported for tailored programming in Somaliland and Puntland.

Focus on livelihoods vs. employment?

The goal of most youth employment projects is not just to lead to employment in the strict sense of the word, but also to support livelihoods more broadly. The concept of livelihoods is useful to take into account when looking at the various strategies that households rely on to meet their needs, beyond reliance on employment. The research team will decide on focusing on employment in the strict sense of the word or rather on livelihoods depending on the realities on the ground.

⁷ Ministry of National Planning and Development, *New Deal Somaliland Special Arrangement 2013–2016* (2013, Somaliland). Available from http://siministryofplanning.org/images/front-page/Somaliland_Special_Arrangement_Final.pdf

⁸ See: www.endingdisplacement.org/somalia-hlpf-side-event/ (November 2014). Samuel Hall, *A new deal for Somalia's displaced? Exploring opportunities of engagement for durable solutions with Somalia's New Deal Compact*, (Nairobi, commissioned by ReDSS and the Danish Refugee Council, 2014).

⁹ Key informant interviews conducted in Nairobi, Hargeysa, Garowe, Burao and Bossasso between October 2014 and February 2015.

B. Research framework

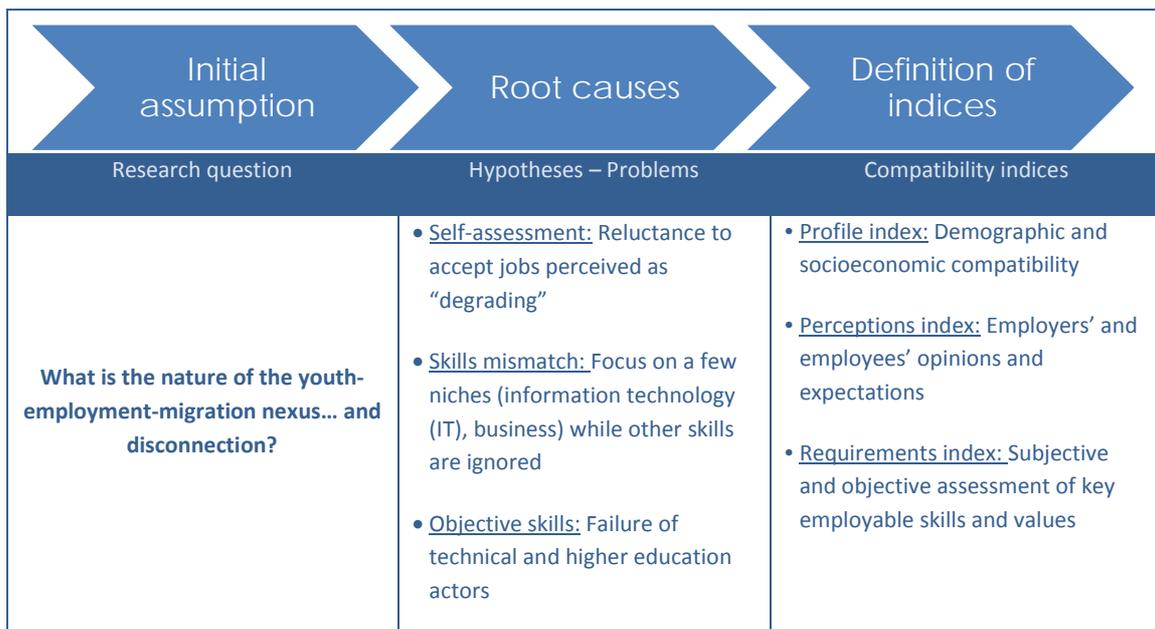
Preliminary discussions conducted with representatives of the ILO, IOM and United Nations High Commissioner for Refugees (UNHCR) and in Somalia helped the research team set the research question and analytical framework.¹⁰

- Initial assumption:** A common assumption shared by the three organizations was that of structural disconnections in the youth-employment-migration nexus, as shown in the chart below and as later corroborated by all the actors operating in Somaliland and Puntland interviewed during the survey:

The absence of jobs and perspectives directly fuels the emigration of hundreds of youth from Somaliland and Puntland.

– KII with UNHCR Somalia
- Root causes:** In the second phase of the preliminary assessment, key informant interviews (KII) helped the research team map key factors of the aforementioned disconnection: (1) reluctance from youth to accept “degrading” jobs (problem of subjective self-assessment); (2) focus on a few niches and lack of marketable skills (problem of mismatch and marketability); and (3) failure of technical and higher education actors (problem of objective skills).
- Definition of indices:** In the third phase of the preliminary assessment, indices were defined to test the three assumptions made on the root causes of the observed disconnect. Three “**compatibility indices**” were compiled, based on the complementary questions in the youth and employer rapid labour market assessments, to examine the interaction between youth and prospective employers, and specifically test one of the three hypotheses or problems identified in the second phase – as shown in the chart below.

Chart 1 – Research framework



¹⁰ Key informant interviews with ILO Somalia, UNHCR Somalia, and IOM Somalia offices in September 2014.

Youth and employer rapid labour market assessments

The research aims to frame opportunities for employment and livelihoods unlocking the potential of youth and engage them in the development of Somaliland and Puntland: scoping out opportunities within the private sector (testing the potential of youth as future entrepreneurs and active labour market participants) and public sector (testing the potential of youth as the future leaders in Somaliland and Puntland).

The methodology used by Samuel Hall and approved by the IOM team aimed to offer a dual perspective on both the supply and demand sides of the labour market.

- **Labour market's supply side perspective: A youth survey** was conducted to provide the supply side of the youth, migration and employment nexus. A quantitative survey and qualitative interviews on youth's skill sets, interest in employment and income-generating opportunities offered in the labour market, migration background, aspirations and plans provided a comprehensive analysis of this target group. By further including different migration and displacement experiences, the research nuanced specific displacement-related vulnerabilities. In addition, the research will specifically consider the skill set, underemployment and/or unemployment experiences and aspirations of highly skilled youth in the four case study cities, namely Hargeysa, Burao, Garowe and Bossasso.
- **Labour market's demand side perspective: A labour market assessment** including a private and public sector survey provided the demand side of the youth, migration and employment nexus. The objectives of the survey are to: (a) assess the current labour market to identify gaps in skills and services and the potential disconnects between labour demand and labour supply; (b) assess the capacity of the market to absorb new workers; (c) analyse the position of young migrants in the labour market and the specific obstacles they may face in order to enter the labour market; and (d) identify the sectors with the highest prospects for youth and women's employment and revenues.

Fieldwork

Samuel Hall teams conducted research from 30 November to 15 December 2014 in Somaliland and Puntland, in the cities of Hargeysa, Burao, Garowe and Bossasso. Fieldworks were conducted simultaneously in both Somaliland and Puntland. International consultants from Samuel Hall were present in both Hargeysa and Garowe to train team leaders and enumerators on the tools, and when necessary, on electronic data collection. They directly supervised the pilot and fieldwork in those locations, as well as conducted KIIs there. Each team composed of one local team leader and nine local enumerators, then proceeded to Burao and Bossasso. In these locations, team leaders also conducted KIIs.

Quantitative research

- **Youth survey: 780 youth respondents interviewed in Somaliland and Puntland**

Youth sampling was conducted using a purposeful-then-randomized sampling technique. Each city was divided into four target areas along meaningful landmarks to ensure the broadest geographic and demographic coverage. Based on this division, a fieldwork plan was created to ensure that enumerators went to diverse sets of locations encompassing youth of different educational and socioeconomic backgrounds, in addition to those with different migration histories. In each town, at least one university campus was visited to allow for analysis around the "brain drain" that was noted as a particular area of interest. In accordance with IOM's request, camps for internally displaced persons (IDP) were not targeted, but IDPs were interviewed in other locations.

Table 1: Youth surveys completed

| Youth type | Hargeysa | Burao | Garowe | Bossasso | TOTAL TARGET | TOTAL ACTUAL |
|-------------|----------|-------|--------|----------|--------------|--------------|
| Migrant | 96 | 93 | 95 | 97 | 380 | 381 |
| Non-migrant | 105 | 104 | 95 | 95 | 380 | 399 |
| TOTAL | 201 | 197 | 190 | 192 | 760 | 780 |

- **Employer survey: 207 employers interviewed in Somaliland and Puntland**

In each city, a list of public employers and private sector employers were identified. Enumerators targeted employers in industries having potential for future growth and job creation for youth – for example, fisheries in Bossasso or construction in Garowe and Hargeysa. Among the public employers, local and international non-governmental organizations (NGO), UN agencies and the Office of the UN Resident Coordinator in Hargeysa and governmental institutions, such as the Central Bank of Somaliland and Ministry of Environment in Garowe, were also interviewed. Private employers ranged from self-employed to large enterprises with more than 100 employees, including hotels, telecommunication companies, retail businesses, and more.

Table 2: Employer surveys completed

| Employer type | Hargeysa | Burao | Garowe | Bossasso | TOTAL TARGET | TOTAL ACTUAL |
|-----------------------------|----------|-------|--------|----------|--------------|--------------|
| PUBLIC | | | | | | |
| Government | 12 | 13 | 9 | 12 | 100 | 101 |
| Other public employers | 13 | 13 | 16 | 13 | | |
| TOTAL PUBLIC | 25 | 26 | 25 | 25 | | |
| PRIVATE | | | | | | |
| Owner only | 3 | 3 | 1 | 1 | 100 | 106 |
| Micro-enterprise (1–5) | 5 | 12 | 11 | 11 | | |
| Small enterprise (6–50) | 12 | 8 | 11 | 14 | | |
| Medium enterprise (51–100) | 2 | 3 | 1 | 1 | | |
| Large enterprise (Over 100) | 4 | 0 | 2 | 1 | | |
| TOTAL PRIVATE | 26 | 26 | 26 | 28 | | |

Qualitative research

1. **Key informant interviews (40): Nairobi, Hargeysa, Garowe, Burao, Bossasso**

The research team conducted in-depth KIIs in Nairobi, Hargeysa, Burao, Garowe and Bossasso. A full list of key informants can be found in the annex.

2. **Focus group discussions (FGDs – 8)**

FGDs were designed to deepen understanding of the challenges of socioeconomic youth integration, livelihoods opportunities and plans for the future, including motivating factors for migration and

popular migration mechanisms and routes. Respondent youth were not selected at random, instead targeting youth of different socioeconomic and demographic sub-segments. Four FGDs were held with university-level youth for insight into brain drain. In each city, two FGDs were conducted, for a total of eight.

3. [Case studies \(8\)](#)

Case studies enable a more personalized, in-depth approach to interviewing youth. In one-on-one interviews, the youth are more comfortable in giving detailed information around sensitive subjects, such as aspirations, frustrations and other factors driving migration. In both Somaliland and Puntland, four case studies were conducted.

Identifying targeted youth

While the initial plan was to split the youth population into migrants and non-migrants by categorizing non-migrants as *people who had never left the city in which they currently live for more than one year*, this was extended to include people who were born in one of the four target cities and may have migrated internally on a temporary basis. This excludes from the migrant category: (a) nomadic populations; and (b) people who may have been briefly displaced by conflict in the early 1990s, but whose displacement remained domestic and who returned to their city of birth. The **migrant category** focuses on IOM's persons of concern: **migrant returnees, refugee returnees, rural-urban migrants and IDPs**.

C. **Compatibility indices: A model to assess market disconnections**

Samuel Hall designed three unique indices to model the disconnect between youth and employers in Somaliland and Puntland, paving the way for concrete, local recommendations.

Profile index: Comparing youth and employee profiles. The first of these compatibility indices compared youth **profiles** to the ones of current employees of the businesses surveyed. The index considered three aspects of employee/youth profiles: gender, age groups and experience abroad. The gender aspect is the percentage of employees of a business having the same gender as the youth. The age aspect is simply the percentage of current employees that falls under the age of youth (aged 15–24). The experience abroad aspect is a composite of whether youth/employees have ever lived, received education or worked and/or acquired skills abroad. The score is computed by taking a weighted average of the percentage of employees at a given firm with the same background in each category as the youth, the weights having been determined through principal components analysis to reflect the greatest score variation among the youth/employer combinations.

Requirements index: Ability of the youth to meet the requirements set by employers. The second aspect considered was the ability of youth to meet the **requirements** employers reported for new hires. This aspect considered three general sets of requirements: level of formal education, competence in a number of particular skills and working knowledge, both spoken and written, of relevant languages (Somali, Arabic, English, Kiswahili and Amharic). For each youth/employer respondent combination, it was determined whether the youth met the employer's requirements. This yielded three scores: education (met or unmet), skills and languages. For the latter two, a homogeneity analysis was performed on the various requirements fulfilled, and a weighted average was computed indicating the degree to which the youth fulfilled the requirements

set forth by the employer, the weights again having been chosen to produce a maximal degree of variation among the youth/employer combinations. In addition to the requirement-meeting scores, the ability of each youth to meet every requirement in each of the three sets, and the ability of each youth to meet all the requirements of each employer (thus making them “hireable”) are computed.

Perceptions index: Comparative assessment of youth and employers’ perceptions and values.

Finally, the perception of importance of 15 attributes of a potential job applicant (such as work experience, values, age, gender, recommendations, skill sets, place of origin) in the decision to hire was compared between hirers (employers) and youth, to measure the degree to which employers and youth valued different attributes. On this measure, youth and employers who agreed on the degree of importance of an attribute received a score of zero, while youth who underestimated the importance of an attribute to employers received a negative score, and those who overestimated the importance of an attribute received a positive score. A composite “perceptions” score was then computed using a weighted average of the scores for each attribute, the weights having been computed from the first principal component over all the youth/employer co-citizen combinations.



*You do not create jobs and economic development by using the same recipes.
When the scale changes, when you have to train hundreds of thousands of
youth who are likely to leave their country, you need to find new solutions.*

(Focus group discussion, Bossasso)

2. Youth migration: *Mapping paths and drivers*

The migration situation is evolving rapidly and multifaceted: Somalis are returning home from voluntary migration episodes, spontaneously or assisted, while others are returning from forced migration episodes to neighbouring countries as refugees. Host countries are calling on the Government of Somalia, its regional authorities and the international community to respond.¹¹ Returnees therefore both comprise returning migrants and returning refugees, making up a complex set of international migration experiences shaped by legal considerations. Both populations – forced and voluntary international migrants, and the range of situations in between – fall within the remit of IOM’s programming, as well as that of its partners. On the development side, and for the reconstruction of Somaliland and Puntland, both populations need to be factored in the response. They will be referred to here as “returnees”.

International migration includes a “youth exodus” from Somaliland with an estimated 400 to 700 Somaliland youth joining irregular flows to Libya through Ethiopia and Sudan every month – as reported by the Regional Mixed Migration Secretariat (RMMS) in its October 2014 highlights. Puntland, as the place of departure for Gulf countries, presents even starker numbers: in November 2014, 7,175 migrants/refugees crossed the Arabian Sea from Bossasso and other Puntland ports.¹² According to UNDP, more than 60 per cent of Somaliland’s and 50 per cent of Puntland’s population indicate willingness to migrate due to economic reasons and political and cultural exclusion. What makes evaluating the desire to migrate challenging is that many youth are reluctant to share migration plans, even with their close family members. Nonetheless, the research gathered here makes it clear that many youth have migrated, many wish to migrate, and that unemployment and the potential for better job opportunities are the primary motivating factors of their perceptions.

An important dimension is the mixing of international and internal migration among the youth – the population on the move in Somaliland and Puntland. As this chapter shows many returnees come back to their homeland where they join the ranks of those moving internally, from rural to urban areas, for economic reasons and for search of greater stability and opportunities. Internal migration is one step before international migration. Understanding the youth, employment and migration nexus hence requires an understanding of both internal and international paths and drivers of migration for youth. For the purpose of this research, internal migrants are understood as spanning the forced/voluntary dichotomy and representing youth on the move within Somaliland and Puntland.

¹¹ IOM, *Dimensions of Crisis on Migration in Somalia, Working Paper*, February 2014 ([IOM, Geneva, 2014a](#)), p. 4.

¹² Regional Mixed Migration Secretariat, *Regional Mixed Migration Summary October 2014*, November 2014, p. 2.

A. Demographic, social and economic profiles

Based on the quantitative analysis, profiles of 15 to 24 year-old non-migrant and migrant residents were established to identify salient contrasts and points of comparison. This section is not an assessment of the Somaliland and Puntland youth, as the sampling methodology did not aim to provide representative demographic or socioeconomic data on a given population but rather put the most salient differences between migrants and non-migrants into demographic, social and economic perspectives.

- [DEMOGRAPHIC PROFILE](#)

Gender – Majority of the respondents were male (65 per cent in Bossasso and up to 82 per cent in Hargeysa). In Puntland, the difference was less marked, with women nearly twice as likely to respond. The female response rate varied by city of residence following the regional trend, with a slightly higher rate in Puntland’s capital and a slightly higher rate in Somaliland’s economic hub.

Age – The mean age of respondents was almost 21 – and slightly less for Burao, where respondents averaged 20. This is perhaps attributable to the city’s recent growth. While migrants tended to be only a little older (six months to a year) than non-migrants in the 15–24 range, the proportion of them 20 years or older was significantly higher, perhaps reflecting an age selection element in the decision to migrate. Migrants are more likely to be married than non-migrants, especially in Puntland.

Marital status – The vast majority of youth had never married though significant minorities were married, more so in Puntland than in Somaliland, and more frequently in the capitals than in economic hubs. There was no discernible difference in the proportion of married youth between women and men despite the age bracket.

Household size and heads of household – Average household sizes among the target population is eight members, with families in Somaliland having one more member (8) than in Puntland (7). The proportion of youth serving as head of household varies from city to city and region to region. Youth are more than twice as likely to be the head of household in Somaliland (22%) as in Puntland (9%). Capital dwellers are 30–50 per cent more likely to be the head of households than youth in commercial hubs. One youth in four heads a household in Hargeysa, and in Somaliland, some 15 per cent of teenagers head households.

- [SOCIAL PROFILE](#)

Education – Half of the non-migrants interviewed had a high school or secondary school degree, while one in four had no formal education or primary school education only. One in four non-migrant respondents had obtained an associate’s degree or higher. Considering the education profiles of both Somalilanders and Puntlanders, two points should be kept in mind: (1) a bias towards the more educated Somalilanders and Puntlanders, as some research was carried out on university campuses; and (2) by contrast, teenagers (15–17) are not likely to attend university, which create a second bias towards the less educated.

Interviewed migrants’ education profiles are relatively similar to those of non-migrants, but they display a higher proportion of higher education, with close to 40 per cent of migrants having obtained an associate’s degree or higher (compared to 25% for non-migrants):

- 80 per cent of Puntland migrants with an associate degree, 68 per cent of Puntland migrant with a bachelor's degree.
- By contrast, the majority of uneducated migrants encountered in Puntland are not originally from Puntland: 77 per cent of those with no formal education and 62 per cent of those with primary school education are from South Central Somalia.

Social and political influence – In Somaliland, more than 1 youth in 3 stated not participating in decision-making, and half of them found it at least “difficult” to access decision makers. In contrast, residents of Puntland generally described such access “easy”, with less than 1 in 20 indicated the access “difficult”. There does not appear to be further distinction between political and commercial centres beyond the regional one. The proportion of migrants reporting limited or difficult **access to the decision-making process** was the same as that among non-migrants, with the same large proportion in Somaliland.

- **ECONOMIC PROFILE**

Income – Household income is notoriously misreported, so only general trends are worth discussing. In the survey sample, household income per person had a mean of about USD 75/month, though the median was a mere USD 20. Three quarters earned below the World Bank's global poverty line at less than USD 2/day, and 64 per cent lived in extreme poverty at less than USD 1.25/day. Considering extreme poverty across cities and migration histories, we find higher incidences of poverty in the commercial hubs and among internal migrants.¹³ Regarding the proportion (percentage) of youth living in extreme poverty (less than USD 1.25/day) in each city and each migrant class, it is worth noting that:

1. Poverty rates are higher in the commercial hubs than in the administrative capitals; and
2. Exceptionally lower poverty rates were recorded for internal migrants in Hargeysa or returnees in Burao.

Table 3 – Percentage of youth living in extreme poverty (less than USD 1.25/day)

| Cities | Internal migrant | Non-migrant | Returnee | Total |
|-----------------|------------------|-------------|----------|-------|
| Bossasso | 88% | 74% | 63% | 68% |
| Burao | 60% | 59% | 29% | 54% |
| Garowe | 84% | 74% | 64% | 66% |
| Hargeysa | 22% | 68% | 77% | 57% |

Although household debt was reported by a small minority (14%) only, it should be kept in mind that debts (and remittances) are often perceived as sensitive topics by household respondents, which may bias their answers towards underreporting. With this caveat in mind, internal migrants and mixed migrants reported debt at considerably higher rates (17 and 21 %, respectively), while returnees and non-migrants reported debt only 11–12 per cent of the time. Households in Somaliland were nearly twice as likely to hold debt (18%) as those in Puntland (10%).

¹³ The exceptionally low incidences of poverty of internal migrants in Hargeysa and returnees in Burao are likely a statistical artefact of the small number of respondents in these groups.

The ratio of debt-to-household income is a measure of how long it might take a household to repay its debts, so that they can achieve a stable monthly surplus. While most households reported no debt, the 14 per cent that tended to carry approximately one month's income in debt ($\log(\text{ratio})=0$), with a quarter of these carrying three months or more. 4–5 per cent of internal migrants and mixed migrants carried debt equivalent to three months income or more, while only 2 per cent of non-migrants and no returnee did.

Employment – For both migrant and non-migrants, the distribution of employment activities varies between regions and gives insight into the kind of economy functioning in each:

- **Sectors** – Surveyed households in Puntland dedicate themselves mostly to commercial activities, such as trade and small business, while in Somaliland, a more agrarian economy dominates with pastoralists, farmers and skilled workers;
- **Unemployment** – Somaliland carried nearly twice the weight of unemployment as Puntland, which was also confirmed in the qualitative assessments conducted in provinces with socioeconomic leaders; and
- **Intraregional differences** – Comparing capitals to commercial centres, we find the latter more heavily populated by people in agriculture and trade, while government jobs and employment with international organizations are more prevalent in the capital. Interestingly, unemployment is much higher in the capital of Puntland than its commercial hub, while the capital of Somaliland enjoys a lower rate than its commercial hub.

In terms of **employment activities**, migrants were less likely to be public servants or entrepreneurs, and slightly more likely to be skilled or unskilled workers. In all other sectors, the differences were not significant. However, if we consider only internal migrants, we find them considerably more likely to be pastoralists, farmers, artists and homeworkers than non-migrants. Internal migrants are less likely to consider themselves unemployed.

B. Migration history

This section aims to provide specific information on the respective migration histories and profiles of the surveyed groups. The objective is to identify relative differences between non-migrants, returnees, internal migrants and IDPs to: (a) better understand the nature of the youth-employment-migration nexus for each group; (b) tailor action-oriented recommendations to the characteristics of each group.

- [SOMALILAND AND PUNTLAND AS PLACES OF DEPARTURE AND ORIGIN](#)

While much attention is paid to Somaliland and Puntland as places of departure, the four urban centres visited – Garowe, Bossasso, Hargeysa and Burao – also function as destination cities for both returnees and internal migrants.

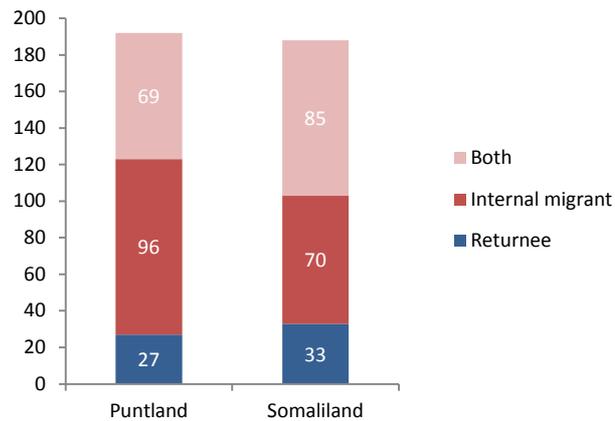
- **Somaliland and Puntland are departure and transit regions for youth migrants.** They are located along two primary mixed flows migratory routes: (a) the northern route to North Africa through Somaliland, to Ethiopia or Djibouti and Sudan; and (b) before the political situation in Yemen deteriorates, the eastern route to the Arabian peninsula, via Bossasso to Yemen and potentially other countries on the Arabian Peninsula where they stay or further migrate towards Europe as well. These routes are not mutually exclusive: Djibouti and thus Somaliland can be transit points for both Yemen and the eastern route, as well as Sudan and the northern route.
- **Somaliland and Puntland are also points of destination for Somali migrants, as well as economic migrants from neighbouring countries, particularly Eritrea, Ethiopia and Kenya, despite their low levels of development and capacities.** Particularly, Puntland is considered to be one of the main hubs for irregular migration, as Bossasso is seen as the epicentre for human smuggling in the Horn of Africa, with 25 per cent of migrants from the Horn of Africa estimated to pass through Bossasso. Many migrants spend significant amount of time in Puntland and Somaliland, and the status of “destinations” of both areas requires further investigation.¹⁴

The research specifically targeted urban migrants, as discussed earlier, so as to understand who comes to urban centres, why and whether they intend to stay or not.

- In Puntland, internal migrants comprised half of all migrants, with 36±6 per cent returnees who became internal migrants after their return, signalling instances of secondary migration and displacement.
- Less than one fourth of returnees in Puntland remained in their principal place of resettlement. In Somaliland, internal migrants comprised just over a third of migrants, but the proportion of internal migrant returnees was the same as in Puntland.
- Somaliland’s capital harbours relatively few youth who are internal migrants. Returnees (settled and displaced) comprised three quarters of its migrant population. And while the proportion of returnees who had migrated inside Somalia is more than 5 out of 6 in Burao, it is less than two thirds in Bossasso, Puntland.

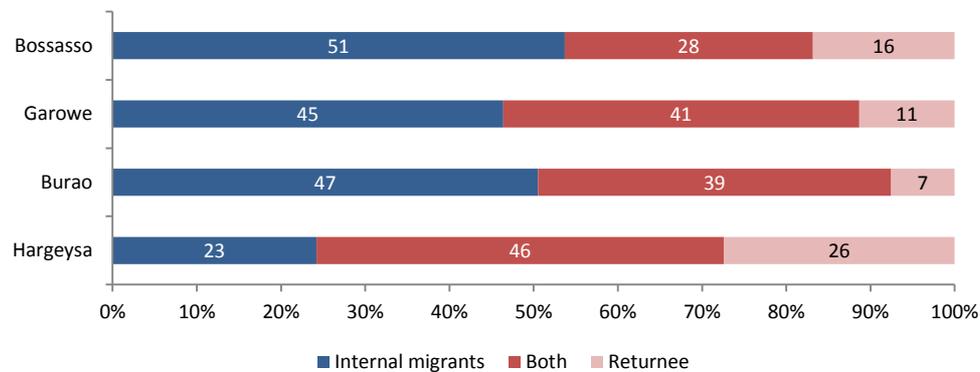
¹⁴ Samuel Hall, *Market Opportunity Mapping in Somalia – A Value-chain Analysis and Rapid Market Assessment in Baidoa and Beletweyne Provinces* (for the ILO, 2014), p. 6.

Figure 1 – Migration history of migrant youth interviewed



In Hargeysa, where the government is located, migrants were more likely to have lived abroad – suggesting some truth to claims that returning members of the diaspora make up a material portion of the government there. It was often suggested that: (a) the current government prefers diaspora ministers; (b) even Director Generals are mainly diaspora; and (c) well-paid jobs at NGOs and the United Nations (UN), as well as advisory positions in governmental institutions are given to returning diaspora. One of the reasons given for this phenomenon was that a good command of English was required for jobs at NGOs.

Figure 2 – Respondent migration status by city (migrants only)



- RETURNEES

There is a saying: “Today he is an irregular migrant, tomorrow he is diaspora and the day after tomorrow he is a minister.” Also DGs are mainly from the diaspora.

– (Somaliland National Youth Organization (SONYO), Hargeysa)

This observation was made repeatedly by focus group participants and key informants, but it is based on two prejudices: (a) a significant number of returnees are thought to come back from Europe, the United States and other developed countries; and (b) returnees are considered better off than host community members. These two assumptions will be analysed below, as they play a key role in driving migration; yet this is not the reality.

The reality of return 1: Returnees are not necessarily better off

One case study participant in Burao noted that while “Migrants, especially women, are less likely to find employment [...] this only applies to internal migrants as those coming from Europe often have better chances of employment compared to locals”. The tendency towards preferring employees educated abroad in the public sector was confirmed by the quantitative data, as public employers were more likely to have more employees having studied abroad, particularly in Puntland.

In reality, many migrants come back destitute via the same routes they had left. Only a very small number of returnees come back through assisted returns programmes. Returnees are often seen sceptically by potential employers who do not understand why a person who made it abroad and was resourceful enough to live in a foreign place would want to work again in Somaliland.¹⁵

Returnees have less of an advantage when they come from neighbouring countries such as Djibouti, Ethiopia, Uganda and Yemen, where educational and employment opportunities are more limited.

Returnees face additional issues such as the inability of speaking Somali or the local dialect fluently, as well as the feeling of being alien to the local lifestyle, both of which can render finding employment more difficult.

Not being able to speak Somali fluently is a big challenge for me. The culture and the people here are really challenging too. Some of the behaviours of people here are often really strange, which I just don't understand them. It is really proving the difficulty to fit in – everything you do seems to be wrong in their eyes. It is very frustrating.

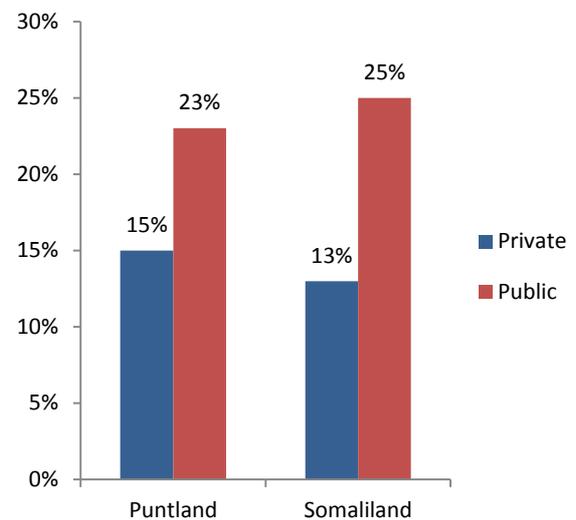
– Female case study participant, migrated from the Syrian Arab Republic, Hargeysa

Returnees may see no solution to their problems in Somaliland or Puntland, pushing them to migrate again abroad. Confirming this difficult socioeconomic integration, an FGD participant in Bossasso noted that “Migrants have their own networks, but in a larger community, they are less connected and therefore less likely to be hired.”

The reality of return 2: Most (90%) are from Africa not Europe or North America (3%)

The dual assumption that Somali returnees are coming back from North American and European education and labour market systems, and that they are more likely to find jobs is challenged by the results of the quantitative survey. First, the vast majority of the respondents interviewed returned from Africa, and not from Europe or North America. Second, the reality experienced by most migrants on returning to Somalia is that of a very difficult integration within an environment that is already undermined by multiple political, social and economic issues. The social stigma attached to living abroad naturally depends on the type of migration considered:

Figure 3 – Per cent of employees having received their education abroad by sector and region



¹⁵ Key Informant Interview, Craig Murphy, IOM Regional Mixed Migration Project.

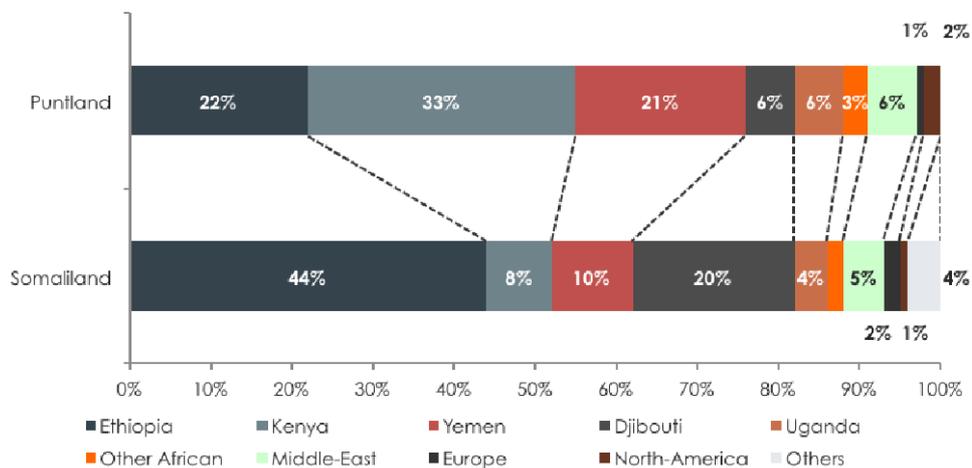
It is one thing to migrate to the UK and be sent back after 6 months; it is another to live in a protracted refugee situation in Dollo Ado or Dadaab for 20 years, with one or two generations born in the camp, and voluntarily return to your home country. For the latter returnee category, there is generally no real income perspective, no network anymore, and their land has been grabbed.

– UNHCR Somalia

Out of the 26 per cent (108 respondents from Somaliland and 82 respondents from Puntland) of the total sample who reported being migrants from abroad, 90 per cent has migrated to Africa and 7 per cent to Middle East; by contrast, only 6 respondents (3%) said that they had returned from Europe or North America. In this regard, for most returnees, the educational and skills background has to be put into the perspective of specific national education, economic and social systems: returnees from the Somali diaspora in Europe or North America are more likely to have benefited from minimal education standards, whereas Somali returnees from Kenya or Ethiopia are often barely literate.

The figure below shows that the five main countries of residence before return account for 87 per cent of respondents' answers (in green on the graph). Interestingly, these five countries are also the five core Member States that signed the Addis Ababa Commitment, under the UNHCR's Global Initiative for Somali Refugees (GISR). This unprecedented and global political initiative not only shows that neighbouring East African countries have perceived the potential humanitarian, social and political risks associated with the presence of Somali refugees; it also highlights the awareness by UNHCR and its partners of the difficulty for those refugees to reintegrate in their home country.¹⁶

Figure 4 – Returnee country of residence



Returnees were asked to further explain their living conditions while they were out of the country. There are considerable differences by region and age group; while significant proportions of teenage migrants in Somaliland reported having lived abroad, in Puntland, young adults were twice as likely to have lived abroad as teens.

¹⁶ The United Nations Assistance Mission in Somalia (UNSOM), the African Union, the Intergovernmental Authority on Development (IGAD) and the United Nations Economic Commission for Africa (UNECA).

- In Somaliland, people who have lived abroad mainly did so because of economic reasons (16% of Somaliland migrants) and for family reasons (11%), while 10 per cent state having been born abroad; and
- In Puntland, on the other hand, 11 per cent of migrants state that they lived abroad because of conflict; 11 per cent cite family reasons while 3 per cent say they were born abroad.

Overall, it shows the complexity of discussing return to Somaliland and Puntland with a mix of voluntary and forced migration and a spread across countries with unique and diverse educational systems and labour market profiles. In turn, these experiences impact the outlook of youth, including both their skills and migration intentions.

Migrants who had lived abroad were asked when they had moved (back) to Somaliland or Puntland. It is interesting to note that, in general, the return phenomenon is relatively recent: about three quarters of international migrants arrived within the last four years (less than a year for 16%, one year ago for 22%, two years ago for 23% and three years ago for 11%).

Figure 5 – International migration by region and age group (%)

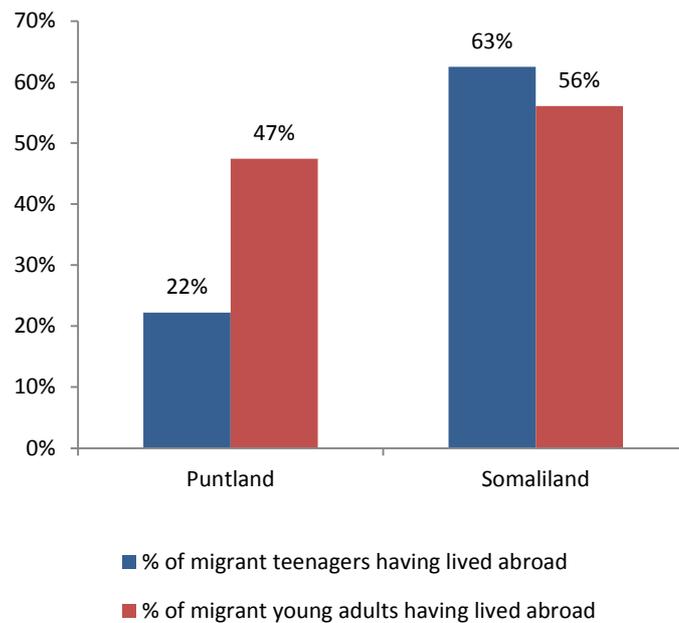


Figure 6 – International migration by refugee status while abroad (%)

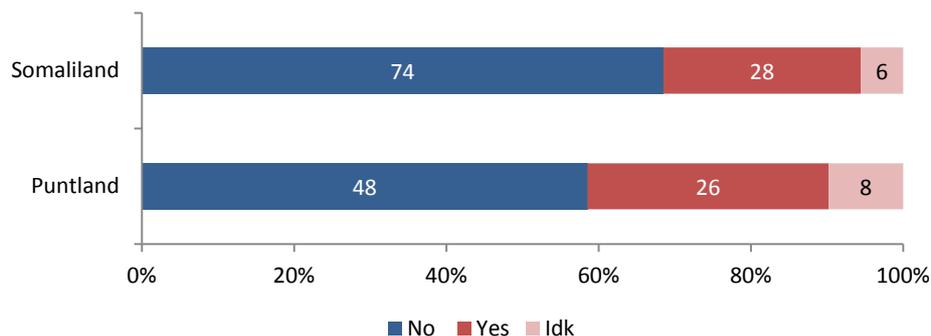


Figure 7 – International migration by time spent abroad (in years)

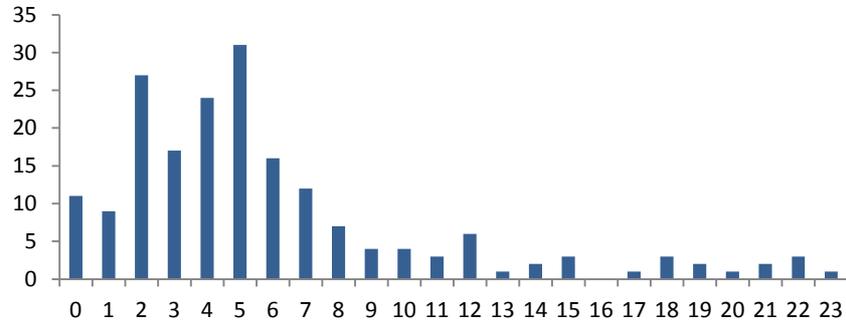
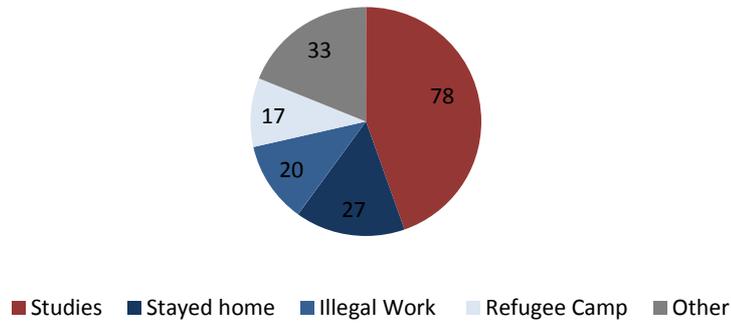


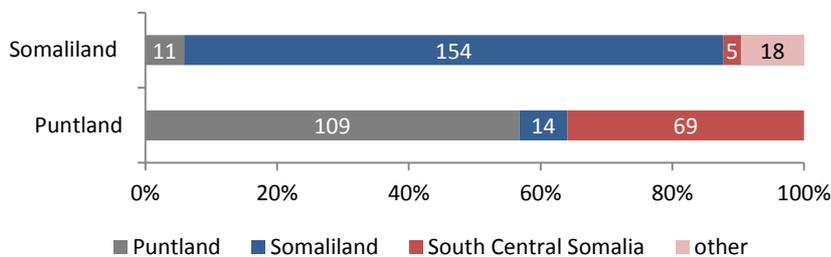
Figure 8 – International migration by occupation



• INTERNAL MIGRANTS

Looking at the region of origin against the region of residence, it is found that among internal migrants and internal migrant returnees, most moved within their own region, though more than a third of Puntland’s residents had been displaced from South Central Somalia.

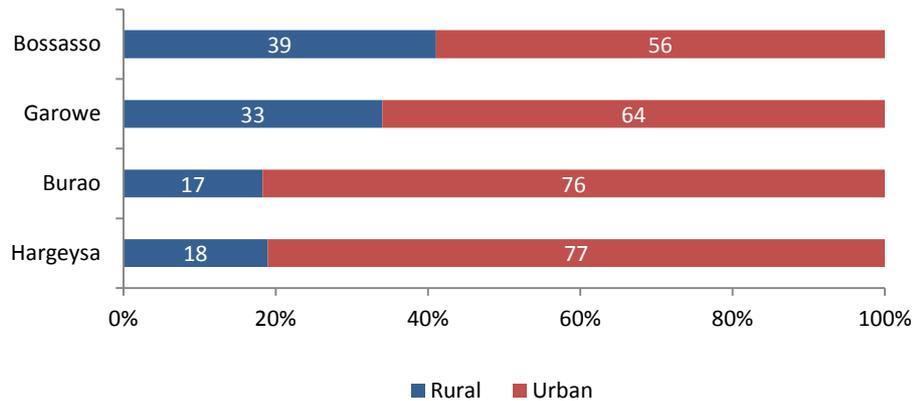
Figure 9 – Migrant region of origin by region (internal migrants and internal migrants-returnees)



The first dimension to bear in mind when analysing the situation of young migrants in all the surveyed cities is that they originated predominantly from another urban environment, with significant variations. Overall, migrants in Puntland were much more likely to come from a rural environment than those in Somaliland; while in Puntland, about three migrants out of eight came from rural areas,

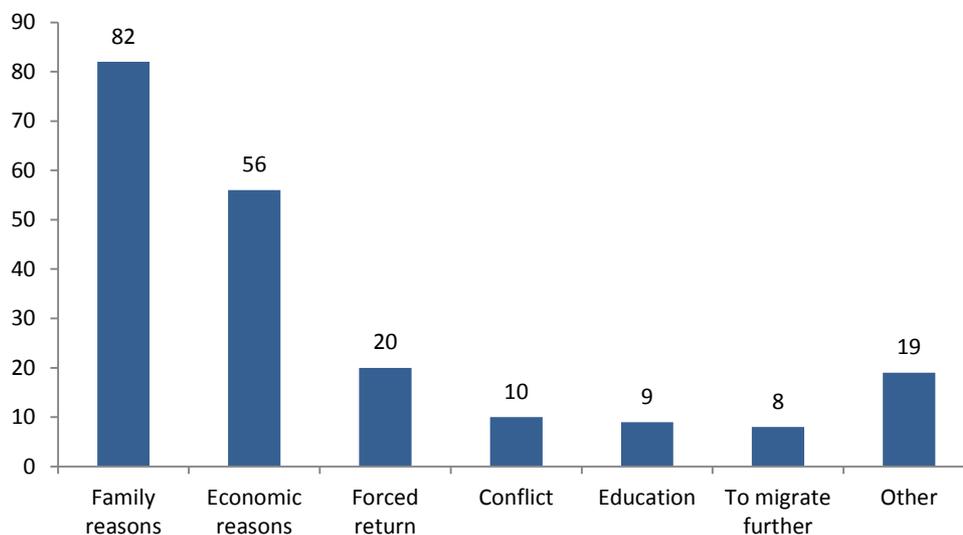
which was less than one out of five in Somaliland. This is a difference well beyond the margin of error. There were no dramatic intraregional differences from city to city, though Bossasso had a slightly larger rural contingent.

Figure 10 – Rural vs. urban area of origin by city



In Puntland, **internal migrants** comprised half of all migrants, in addition to the 36±6 per cent returnees who were also internal migrants. Less than one fourth of returnees who ultimately settled in Puntland remained in their principal place of resettlement. In Somaliland, internal migrants comprised over a third of migrants, but the proportion of internal migrant returnees was the same as in Puntland. Somaliland's capital, Hargeysa, harbours relatively few internal migrants: returnees (settled and displaced) comprise three quarters of its migrant population. While the proportion of returnees who had migrated inside Somalia is more than five out of six in Burao, it is less than two thirds in Bossasso, Puntland. Family reasons ranked first as the drivers of internal migration, followed by economic reasons and forced migration – whether forced returns from abroad or conflict at home – that led them to continued internal migration.

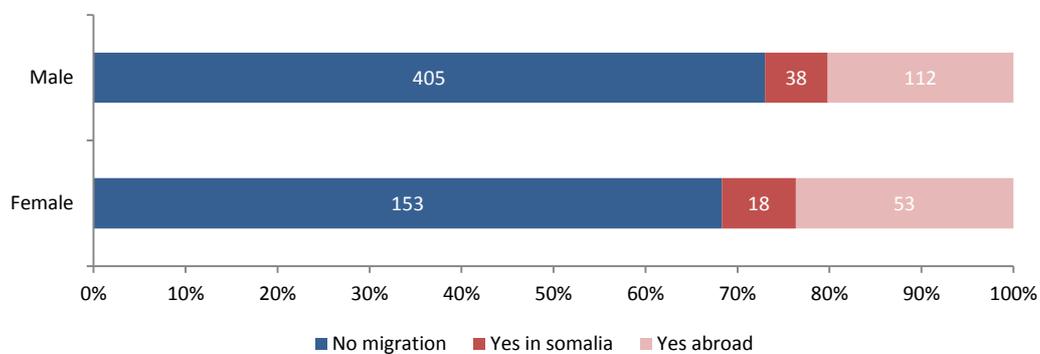
Figure 11 – Drivers of internal migration



C. Migration intentions

Many youth are reluctant to admit migration intentions prior to departure (See [Box 1](#)). Nonetheless, both quantitative and qualitative research found that many youth do have a plan to migrate. **Of the youth interviewed, 1 in 5 youth – 21 per cent – reported planning to move abroad and 7 per cent planning to migrate internally. Qualitative research suggests that the portion of youth planning to migrate is higher.** Case study respondents, for example, nearly unanimously stated that they wished to go abroad, so did FGD respondents. Key informants similarly underlined the frequency of migration. In Garowe, this phenomenon was illustrated: “It is very common, sure that if we go to the six nearest houses we will find at least one who has gone to Europe. Nearly each and every day a neighbour leaves.”¹⁷

Figure 12 – Youth intention to migrate by gender



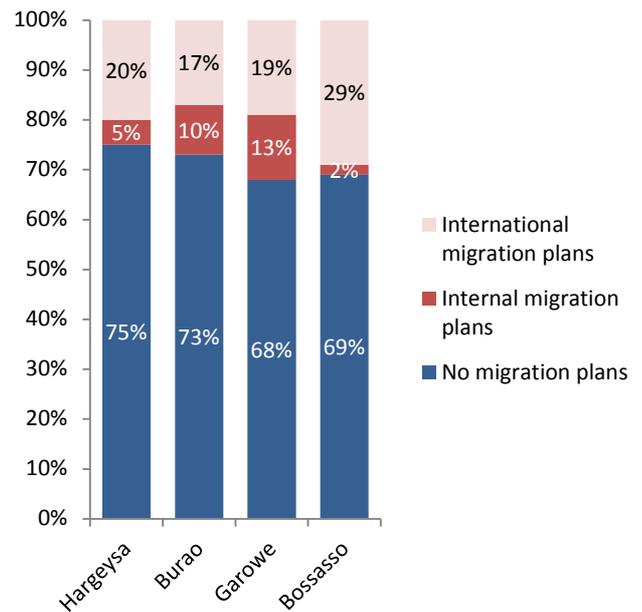
- [KEY DIFFERENTIATORS IN MIGRATION INTENTIONS](#)

The quantitative research is most interesting not in its evaluation of the prevalence of intentions to leave but rather in what it suggests about **who** wants to migrate and **why** – that is, comparisons among those who admit to migration intentions. Overall, 72 per cent of youth respondents state not having any plans to move to another location. 21 per cent have plans to move abroad, while only 7 per cent intend to move to another place within Somalia. Several primary factors stand out as differentiating who wanted to migrate and where they wanted to go.

¹⁷ Key Informant Interview, KAALO, 6 December 2014.

Figure 13 – Migration plans by current location

Geographic differentiator – Differences in migration intentions by location reflect common migration paths. More people aspire to move from Puntland than from Somaliland. Figure 13 highlights the importance of Bossasso as a departure location for points outside Somaliland and Puntland, with a comparatively higher proportion of youth citing international migration plans. Bossasso is the point of departure for most of those wishing to go to Yemen and then onward to other Gulf countries. The political situation in Yemen will naturally impact these trends and may: (a) deter youth from Bossasso to migrate on the short term; and (b) revise their plans and take alternative migration routes on the longer run.

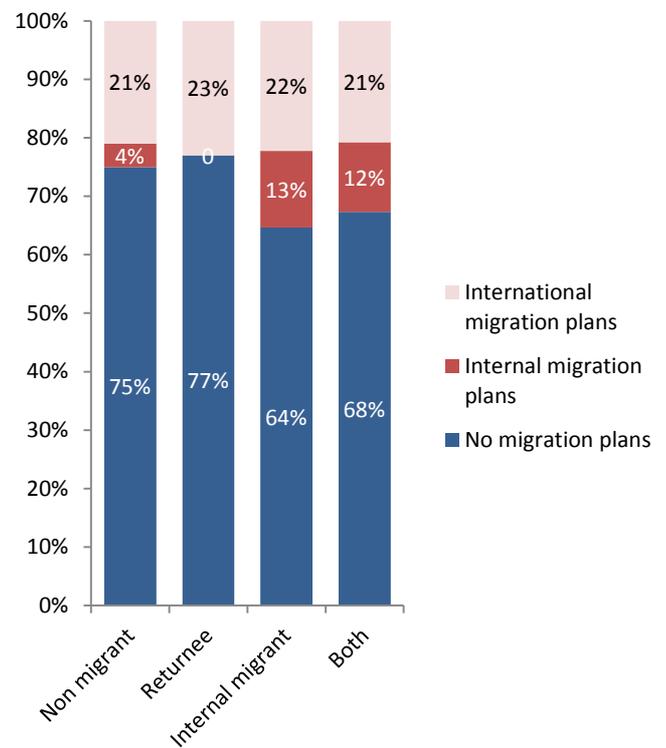


Migration history – Migrants with different migration histories report different migration intentions. Those who had already migrated internally were much more likely to report the wishes to do so again, often citing desire to reunite with family as the main reason for their move. This suggests that internal migration from the major cities of Somaliland and Puntland is primarily a return to one's place of origin. This is important to note in considering measures to reduce migration or mitigate factors prompting migration, as internal migration will presumably not respond to the same campaigns as other forms of migration. **Even negative previous experiences abroad do not dissuade youth from trying again.**

I travelled to Ukraine in 2009 on a student visa with the aim of crossing into Western Europe. However, at my first attempt, I was arrested at the border and jailed for six months and then released. I came back and currently enrolled in a nursing school, and I also want to live here for a few more years before heading back.

– Male FGD participant, educated youth,
Hargeysa

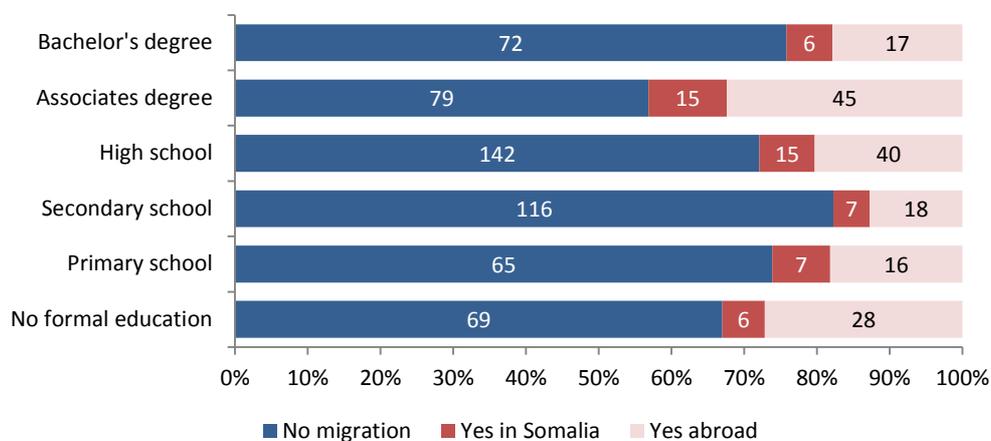
Figure 14 – Migration plan by history



Educational differentiator – Youth at either end of the education curve are more likely to report migration intentions. Despite the frequency with which the phenomenon of brain drain was evoked, **respondents with a bachelor’s degree were less likely to report the desire to migrate.**

- However, students at the associate degree level and with no formal education at all formed the two groups most likely to report migration intentions, at 43 and 33 per cent, respectively, of respondents with that education level.
- This supports the theory that those most likely to move have either: (a) no prospects due to lack of education and skills; or (b) are not finding jobs at the level that they would like.
- This does not, however, mean that brain drain does not exist. As will be examined in the next section, there is a mismatch between skills learned at university and jobs available leading the youth to wish to migrate. However, it does not make educated youth from Somaliland and Puntland more likely to wish to migrate.

Figure 15 – Youth intention to migrate by educational status



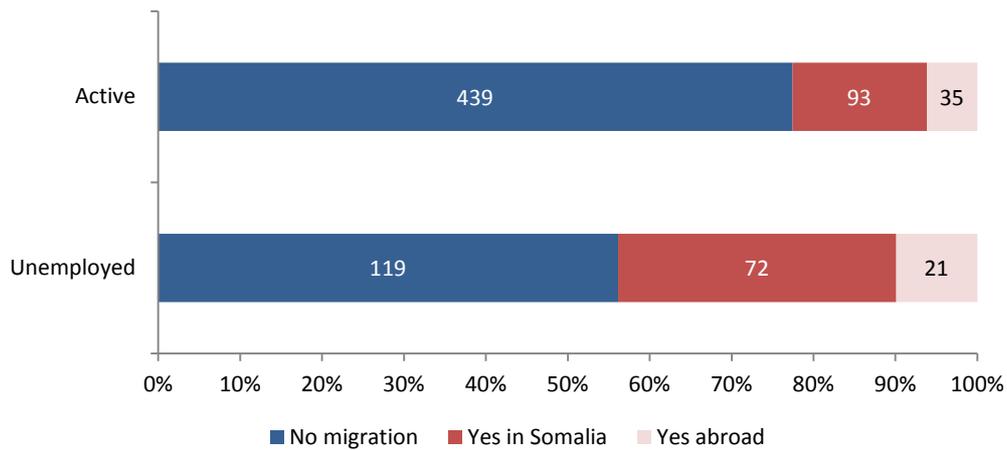
(Un-)Employment – The most significant differentiator observed between youth who wished to migrate and those who did not was self-identification as unemployed. While only 28 per cent of youth overall reported migration intentions, 44 per cent of those self-identifying as unemployed reported migration intentions. This supports that which came out from the qualitative research: the desire for (better) employment opportunities is the biggest driver of migration abroad, whether directly (to find a better job) or indirectly (to allow youth to, for example, pursue education leading to a better job), as will be examined in the next section and highlighted by this quote:

Our focus is mostly on south central – but you have generally the same problems in Somaliland and Puntland. In Somaliland, youth are leaving because of the lack of opportunities: not because of insecurity, but because of unemployment. In the special arrangement for Somaliland, it is very clear that they have their own priorities relevant to their context: programming needs to fall under this.

– UNDP, Somalia

Finally, unemployed youth are considerably more likely to plan on migrating than youth who have jobs.

Figure 16 – Youth intention to migrate by employment status



Box 1 – Two types of migration departures: Hidden and open

In Somaliland and Puntland, youth are reluctant to confess their migration intentions or plans due to fears that the government or their families may prevent them from leaving. In many cases, close friends and even family only find out about youth's decision to leave after they have already left the country.

Youth will never tell us about their plans to migrate; they keep it a secret. I only found out that my brother had plans to leave the country when he called from Sudan.

– One of the enumerators in Somaliland

The Ministry of Planning in Garowe pointed out that:

[Youth] do not tell parents or family members and sneak away. If the parents become aware, they will ask the police to prevent their child from going. Families only find out about their child's migration when they get the call from smugglers in Libya [asking for ransoms].

In contrast, a common phenomenon in Somaliland is investing in the in the youngest, most able-bodied family member. In this case, the extended family pools resources to get the person on a boat to Yemen or Europe with the expectation that, if successful, the migrant would send money back to the family. While it would be the most able-bodied male family member to take on this role traditionally, IOM pointed out that females were increasingly chosen over men, as they are believed to send more remittances back. This phenomenon of irregular migration based on a family decision was not pointed out at all in Puntland. The decision to choose one family member to be sent abroad is based on the fact that some succeed, giving others hope to do the same:

They think one person abroad will save them all.

– IOM Regional Mixed Migration Project

D. Drivers of youth migration

There is primarily one issue [why youth migrate]: there are limited opportunities in Somaliland and Puntland

– Ministry of Planning, Garowe

The majority moved voluntarily, though a higher percentage of residents in Puntland mentioned the threat of force, and nearly three times as many reported it as the sole motivation, compared to Somaliland. When considering motivations for migrating by region of origin (push factors), the threat of force was a motive in 12 per cent of migrants from Somaliland and Puntland, but it was for almost 50 per cent of migrants from South Central Somalia.

Figure 17 – Forced migration by region: Somaliland and Puntland

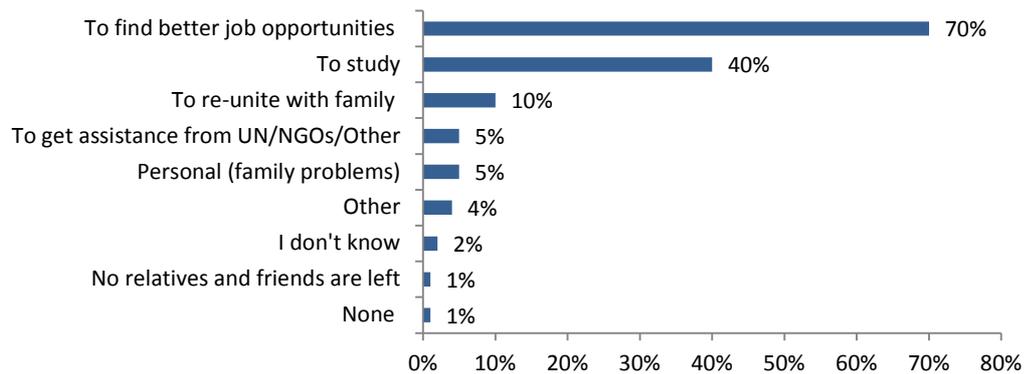


- **LACK OF EDUCATION AND EMPLOYMENT OPPORTUNITIES**

According to the UNDP Youth Frustration Index for Somalia, the most common reason why young people felt frustrated is the lack of employment opportunities in their home country.¹⁸ In practice, this means that a significant proportion of Somali youth may migrate to neighbouring countries in search of better livelihood and employment opportunities. The strong connection between youth unemployment, and more generally limited or lacking income-generating activities and the aspiration to migrate was brought up repeatedly in Nairobi, Puntland and Somaliland. While, as will be described in the next section, unemployment is not only caused by a lack of jobs, but also by a lack of jobs desirable for Somaliland and Puntland's youth, the high youth unemployment rate is perceived as the main driver for youth's intention to leave Somaliland and Puntland, despite all challenges and risks involved.

¹⁸ See www.undp.org/content/dam/rbas/report/HDR-Somalia-2012-E.pdf, p. 75.

Figure 18 – Reasons for intended migration (multiple answers possible)



Indeed, as shown in Figure 18, “better job opportunities” is a migration motivator for 70 per cent of youth intending to migrate. The second most popular reason, “to study”, is not unrelated to this, as studying abroad is viewed as a path to better or different job opportunities.

- The main challenge in our community is the lack of good educational facilities. My ambition is to become a microbiologist, but there isn't any institution offering this currently.
– Male case study participant, internal migrant, Hargeysa
- If we establish the fishing and salt industries, and do it well, it will create jobs help stopping the youth migration. People run because they don't see any future here, when they are young, they can take the risk.
– Chamber of Commerce and Industry Hargeysa
- An individual family has an average of 5 persons and they might all be unemployed and the only choice is to migrate, no matter how risky it is.
– Secretary General, Chamber of Commerce Industry and Agriculture

Likewise, a lack of up-to-standard educational facilities was also pointed out as driver of youth emigration from Somaliland, particularly of already highly educated ones. In case studies, FGDs and conversations, the desire to obtain scholarship from a university abroad to pursue the studies that are either not offered in Somaliland or could not be pursued for other reasons, was particularly prevalent among already educated youth. There seems to be a widespread notion among students, as well as employers, that the right education can only be obtained abroad.

I want to look for scholarships or apply to universities in Europe or the USA and see if I can get admitted. If so, I will ask my family to raise the money to help me move.

– Female case study participant, alumna of the IOM Internship Programme, Burao

Reinforcing this notion, in asylum countries (and especially Kenya or Ethiopia), the lack of quality education in Somalia was often mentioned as the main reason for refugees not wanting to return, since parents want the same educational opportunities for their kids as they experienced in the camps or in their country of asylum:

Education is an investment for the future. In Nairobi, Eastleigh, life is getting more and more difficult for us and I would love to rebuild my country. But there is no education and no perspectives for my children. Why would we leave a flourishing economy and go back to Garowe?

– Interview with Somali refugee in Eastleigh, Nairobi, Kenya

- **THE ATTRACTIVE IMAGE OF THE SOMALI DIASPORA**

As was touched on in the previous section, there exists a perception in both Somaliland and Puntland that government jobs are more likely to go to the diaspora who returned home. While one key informant tried to put a positive spin on this:

In the situation of Puntland, if you are a diaspora and you have a foreign passport, it is more likely that you would get the government jobs. The returnee diasporas are very common in the government jobs. The reason might be that the leaders think these people have experienced more things that they can apply on the ground.

– Development Alternatives Inc., Garowe

The result is that foreign passports have, for many, become perceived as a necessary item to attain certain jobs. Therefore, even those youth who might otherwise have wanted to stay may be persuaded to leave for their future in-country job aspirations.

For those who want to go abroad, some wanted to strictly go because they wanted to obtain a foreign passport because they said well-paid jobs go to diaspora Somalis as international workers while the same opportunities aren't given to locals. Therefore, they believed if they have any western passport it would mean better paying employment.

– Mixed migrant youth FGD, Garowe

Box 2 Voices from the Somali diaspora in Europe

“They think we live in Paradise” – February 2014 – Diaspora group discussions with Somalis in Sweden, Finland and the Netherlands conducted by UNHCR.

Methods: Between 10 and 16 February, Melita H. Sunjic, from UNHCR-Brussels, undertook missions to Sweden (Borlänge and Stockholm-Rinkeby), Finland (Helsinki) and the Netherlands (Purmerend) to hold FGDs with a total of 111 Somali refugees ranging from the ages of 15 to 65. The following key findings are direct quotes from the UNHCR note, which fully corroborate both the quantitative and qualitative findings of the present study. It also nuances the actual relevance and potential effectiveness of quick impact awareness campaigns.

Push factors: *“Both primary and secondary migration of young (mostly male) Somalis is triggered by insecurity, high unemployment, a lack of educational opportunities and, in certain areas, forced recruitment by Al Shabab militias.”*

Feedback from ‘survivors’: *“On arrival in Europe, survivors do not report back about the horrors they had to undergo, particularly if sexual violence was involved. So people in Somalia and in the refugee camps in first countries of asylum do not get the full picture.”*

Cognitive dissonance: *“Push factors are so strong that reports about the dangers of the voyage not taken seriously (cognitive dissonance) and have little deterrent effect. People are prepared to gamble with fate, an attitude that would be a challenge to change through a campaign only.”*

Clandestine preparations: *“As parents do not give their minor children permission, but try to prevent them from leaving, the minors make clandestine preparations and only contact their families for money once they get stuck or, worse, kidnapped and held for ransom.”*

Boofis syndrome: "This urge to leave is described as a psychological syndrome (in Somali language: boofis), mostly affecting young men, and which is exacerbated by examples of friends and relatives who made it to Europe."

Unrealistic picture: "Most Somalis have an unrealistic picture of Europe before they depart. 'They think we live in paradise,' one woman said. Somalis in their homeland expect they will immediately get a job and housing once they arrive."

Income-generating projects and educational opportunities: "All focus groups agreed that secondary migration from camps in Ethiopia and Sudan could be as good as stopped if income-generating projects and educational opportunities were on offer for Somali refugees in the camps."¹⁹

THE ROLE PLAYED BY SOCIAL MEDIA

Social media and networks have contributed to widening the chasm between the image and reality of migration abroad; while not confronted with the dangers of the migration paths there or the challenges in finding employment and housing, youth see pictures of fun activities and sights that do not exist in Somaliland and Puntland. Facebook and other forms of social media were repeatedly given as a reason for migration and a reason for the increase in migration. The ease of propagation of overly positive and often staged images of migrant life abroad through sites such as Facebook confirms potential migrants in their optimistic views of opportunities outside their home countries and promotes migration. Even well-educated youth, who may have been recipients of IOM and other awareness campaigns, reported being surprised at the "reality" of Europe when they went.

Facebook and social media have also played a fascinating role. I myself have been to Europe and did not see what I had in mind. Everyone asked me why I was going back to Somalia. But I did not have a pleasant life there in Europe. So, I know they have taken good pictures of parks and buildings and summertime it looks nice. And people, they think, why do we live in such a desert place.

– Puntland Development Research Center (PDRC), Garowe

This renders the communication and awareness-raising strategies of organizations such as IOM even more crucial – as they must not only map the main social media used by Somali youth, but also understand adequate ways to engage youth into a larger critical debate to properly inform their decisions; it also confirms that the potential of those campaigns should not be over-estimated, considering the strong attraction.

THE KEY ROLE OF THE MIDDLEMEN (MAGAFE) IN MIGRATION

One word came up repeatedly in interviews – *magafe*. As described by the Deputy Minister of Planning in Garowe, *magafe* means a "person who never misses". These people have contributed to the rise in migration through Libya by enabling youth to leave without money. "Sub-magafes" in Bossasso, Hargeysa, Garowe and others recruit youth to travel abroad. They do not ask for money,

¹⁹ Melita H. Sunjic, *They think we live in Paradise, Diaspora – Focus group discussions with Somalis*, (Brussels, UNHCR, 2014).

but once the youth have arrived at the destination, the magafe calls families and threatens to cut off body parts or kill the youth unless a ransom is paid. Families are forced to pay these ransoms mainly by selling property.²⁰ In many cases, the sub-magafe may first ask questions about the property of the targeted youth to ensure they get their money's worth.²¹ Efforts to combat these activities are limited by the positive perceptions of life abroad. Despite multiple awareness-raising campaigns educating youth about the risks involved in the journey, as well as the life as irregular migrant in the place of destination, the chance of succeeding and the culture of only believing when seeing seem to be more powerful. Youth sneak away as they believe that: (a) their families would not give them the money to leave; and (b) they will be able to earn the money back quickly.

BOREDOM AND LACK OF LEISURE TIME ACTIVITIES

As pointed out by a returnee from the Syrian Arab Republic:

The lifestyle is very different from what I am used to – there is completely no social life.

– Female case study participant, migrated from the Syrian Arab Republic, Hargeysa

While a lack of employment and income-generating opportunities and perceived bigger job opportunities abroad seem to be the main driver for the youth to migrate abroad, a lack of recreational opportunities for them in Somaliland is a factor for a perceived better life outside of Somaliland that should not be neglected. Enumerators, as well as KII, pointed out that “there was nothing to do for youth in Burao and not even in Hargeysa”. Particularly, the Ministry of Youth, Sports and Tourism outlined that:

There are no facilities for entertainment: no libraries, no youth centres. Even in schools there are no facilities for entertainment. This situation results in two issues: he or she migrates, or they join criminal gangs.

– Ministry of Youth, Sports and Tourism, Hargeysa

In Hargeysa and Garowe, sports facilities were especially mentioned as being something appealing to youth. A Turkish company has recently opened several fields for football, which is highly popular among the youth, with synthetic turf in Hargeysa. Also in Garowe, there are two fields where one can reportedly find half the young people in town there:

This is the only place where we can catch up with our friends and play football, talk, without being watched by our parents or taking risks for our safety.

– Male focus group participant, Garowe

GREENER GRASS SYNDROME, COGNITIVE DISONANCE AND AWARENESS

Finally, the qualitative and quantitative findings of the present study corroborate the assessment of the Somali diaspora in Europe – the greener grass syndrome plays a key role in individual decision-making processes.²² As often observed by focus group participants, the desire of youth to migrate is

²⁰ Key Informant Interview Deputy Minister of Planning, Garowe, December 2014.

²¹ Key Informant Interview PDRC Garowe, December 2014.

²² Ibid.

not directed at a specific country or even continent, but is part of a more general aspiration to leave the region towards a brighter future in Europe, the United States or Asia.

I have thought of moving to Europe, the USA or even Asia.

– Male case study participant, internal migrant, Hargeysa

Aware of this, in the latest Declaration of the Ministerial Conference of the Khartoum Process, representatives of European Union countries, the European Union Commission and the African Union defined “Assisting the national authorities in stepping up prevention measures, such as information campaigns to improve awareness of risks of irregular migration, with special regards to trafficking in human beings and smuggling of migrants” as one of the key areas of cooperation.²³ This is also reflected in the strategic direction of most bilateral and multilateral donors supporting migration projects. IOM and other implementing partners are encouraged to implement awareness-raising campaigns intended to curb the flow of irregular migrants from Somaliland, particularly towards Europe and the Arabian Peninsula. There are 3 very large IOM billboards in Hargeysa – as well as 16 other billboards in 7 additional locations – that give warning of the risks of *tahrib* (clandestine migration, generally through smugglers); the same information is displayed at the Migration Response Centre.

Although such campaigns are useful in that they inform the population of the risks of irregular migration, the common agreement among stakeholders was that: (a) awareness campaigns might contribute to change the perception of the risk on the long run, but they are unlikely to have any short-term or structural impact; (b) success stories of peers who managed to get to “the promised land” have much more impact on the decision to migrate irregularly – irrespective of the risks involved. This cognitive dissonance phenomenon is synthesized by a key informant:



IOM awareness campaign signs, Hargeysa, December 2014

Photo credit Samuel Hall

Somalis say: seeing is believing. That’s why they go even though they know it will be difficult.

– SONYO, Hargeysa

I am in touch with some of the family members. They are doing fine. All of them are working and seem to be doing fine. Some complain about life being tough and having very little time for themselves to relax. But other than that, they are okay.

– Female case study participant, alumnus of IOM Internship Programme, Burao

Therefore, there is a common understanding among implementing partners and Somaliland’s administration that **only successful livelihood programmes are likely to reduce the number of irregular migrants** from Somaliland, rather than awareness-raising projects.

²³ Declaration of the Ministerial Conference of the Khartoum Process (EU-Horn of Africa Migration Route Initiative) (Rome, 2014). Available from <http://italia2014.eu/media/3785/declaration-of-the-ministerial-conference-of-the-khartoum-process.pdf>

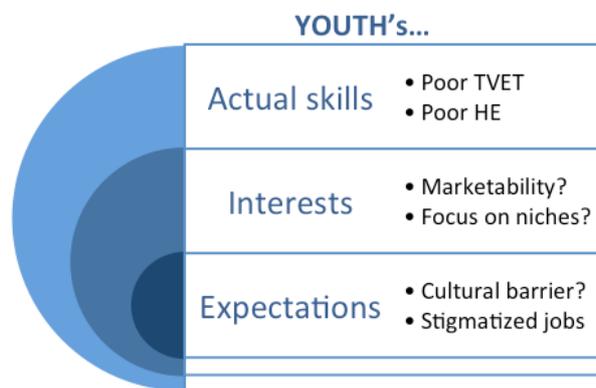
3. THE YOUTH-EMPLOYMENT-MIGRATION NEXUS

Unemployed and underemployed youth represent a huge untapped resource for social and economic development in Puntland and Somaliland. Economic growth and social stability depend on the youth-employment nexus; in other words, on the capacity to generate actual “demographic dividends”, by creating skilled and unskilled jobs for the local youth. In this regard, a proper understanding of youth as a driver entails two correlated operations: (a) integrating returnees; and (b) preventing youth from leaving the local labour market. This section provides a detailed overview of the supply and demand sides of the local labour market, as only a thorough understanding of the perceptions, actual skills and professional expectations of both employers and employees can lead to sustainable skills development and job creation for the youth.

A. Obstacles to youth professional integration

During the preliminary phase of the survey, the research team first sought to identify the key structural obstacles to the integration of youth by the surveyed urban labour markets. Most key informant respondents and focus group participants stressed the following obstacles: (a) reluctance from youth to accept “degrading” jobs; (b) focus on a few niches and lack of marketable skills; and (c) failure of technical and higher education actors.

Chart 2: Subjective and objective obstacle to employment: Ex-ante assessment



This pre-assessment points to a triple mismatch or misalignment between the supply and demand sides: youth’s expectations, interests and skills are not aligned with local labour markets. The field assessments conducted in the four surveyed urban areas confirm this initial analysis, while deepening its causes.

- AN OUTDATED VOCATIONAL TRAINING SYSTEM

As confirmed by the Somaliland Labour Force Survey, which found an unemployment rate of 46 per cent among vocational training graduates in Hargeysa, vocational training programmes in Somaliland and Puntland are limited in their impact on employment.²⁴ NGOs implementing technical vocational education and training (TVET) projects, employers and government officials outlined a number of problems:

- 1) **Duration:** Many TVET programmes only offer Level 1 education – meaning basic and very short training lasting from three to six months in the chosen profession, which would not allow graduates to become an expert, but rather work as unskilled labourers:

Local organizations are funded by international organizations, which sometimes do not plan projects well – they are giving a very short period of time – three, six months to give a skill – this is not enough to give one a good level on marketable skills. For example, three months cannot make you a good electrician.

– Puntland Non-State Actors Association (PUNSAA), Hargeysa

- 2) **Relevance:** TVET programmes are often based on subjective assessments from potential beneficiaries, asking them what they would be interested in learning, which often leads to the identification of the same set of skills (such as carpentry, masonry, tailoring, beautification and plumbing). As these have in some cases been offered for several years in the same/nearby locations, local markets may become saturated. Also, this generally fails to promote new skills and sectors:

We have to come out of the box and see other innovative fields as the existing market is saturated, especially in Garowe, which is small. We need to look for trainings in sectors that will lead to self-employment. They should not wait for someone to employ them, in Puntland it is very rare.

– Norwegian Refugee Council (NRC), Puntland

- 3) **Selection criteria:** The focus of many programmes is on extremely vulnerable, illiterate and destitute youth, which leaves out primary/secondary school graduates who would urgently need vocational trainings to find a job.

We are now really thinking of coming up with something new; I think it is high time. Illiteracy in Somaliland is not really high, so youth has at least gone to school. We think it would be better to work together with the Ministry of Education, the vocational education framework, which has been set up, and the commission. We are doing a very thorough market survey to see what other skills can be taught and are needed on the market.

– Norwegian Refugee Council (NRC), Hargeysa

- 4) **Resources and efficiency:** There are many structural and organizational gaps: these gaps are namely: (a) the lack of regulation around certification, qualified teachers and trainers; (b) the absence of job placement, internships or apprenticeships for trainees to gain practical experience; and (c) the lack of follow-up support that would promote self-entrepreneurship.

On a more optimistic – albeit modest – note, it is worth noting that some organizations have been trying to institute change on these front: Save the Children, for example, with its current European

²⁴ ILO, *Labour Force Survey Somaliland 2012, Report on Borama, Hargeisa, Burao* (conducted in Collaboration with the Government of Somaliland, with technical support provided by ILO, 2012b)

Union-funded Vocational Training Programme aims at improving the vocational training system in Somaliland by specifically targeting previous trainees to upgrade their skills. NRC, meanwhile, has instituted the Youth Education Pack (YEP) programme in Puntland, which complements vocational training with literacy and life skills components.

- LIMITS OF HIGHER EDUCATION

In 2013, there were over 50,000 students enrolled at higher education institutions (HEIs) across Somalia/Somaliland. 35 per cent of these students were enrolled in Somaliland, 16 per cent in Puntland and 49 per cent at universities in South-Central. After Mogadishu University, the University of Hargeysa is the second biggest university in Somalia/Somaliland with roughly 3,900 students, closely followed by Amoud University with about 3,800 students enrolled in 2013. The current total number of lecturers across all Somali/Somaliland universities is currently 2,501 making the overall student-lecturer ratio on average 21:1 with however substantial variations between universities. While the biggest universities in Somaliland – the University of Hargeysa (ratio of 20:1) and Amoud University (18:1) achieve better than average ratios, East Africa University in Puntland has one lecturer per 30 students, which could also be interpreted as indicator of higher quality education in Somaliland vs. Puntland.²⁵

Notably, out of the 118 lecturers in East Africa University by the end of 2011–2012, 35 were bachelor’s degree holders, 72 were master’s degree holders, only 11 were PhD holders, and out of the 200 lecturers at the University of Hargeysa, 187 were bachelor’s degree holders, 10 were master’s degree holders and only 3 were PhD holders.²⁶ By contrast, in the past 20 years, Somalia has experienced a sharp growth in the number of private universities with quality that is below international standards.²⁷ While large numbers of youth move to Somaliland’s urban centres to pursue a higher education, several youth in Hargeysa and Burao pointed out that they would prefer to study abroad because of the low quality of education in Somaliland.

- POOR LINKAGES TO THE LABOUR MARKET

A recent market assessment conducted by Samuel Hall for the ILO in Somalia in 2014²⁸ identified structural weaknesses of the labour market that prevents youth from accessing employment, such as a fundamental lack of jobs, restricted female economic participation, and a closed job market due to recruitment through family or clan networks or skills gap due to lack of relevant skills training.²⁹ While

²⁵ B.A. Gardaad, *Puntland Youth: Challenges, Prospects and Opportunities* (PDRC, Garowe, Puntland, 2013).

²⁶ The Heritage Institute for Policy Studies (HIPS), *The State of Higher Education in Somalia: Privatization, rapid growth, and the need for regulation* (The Heritage Institute for Policy Studies, Mogadishu, Somalia, 2013).

²⁷ S.S. Mohamed and M.U. Ibn Affan, “Evaluating Quality Performance of Somali Universities”, (2012) *Kuwait Chapter of Arabian Journal of Business and Management Review* 1(12):70–85.

²⁸ Samuel Hall, *Market Opportunity Mapping in Somalia – A value-chain analysis and rapid market assessment in Baidoa and Beletweyne Provinces* for the (ILO, 2014), available from

<http://samuelhall.org/REPORTS/ILO%20Market%20Opportunity%20Mapping%20in%20Somalia.pdf>

²⁹ Ibid.

corroborating these conclusions for Puntland and Somaliland, our KIIs point to three specific contradictions of the local labour market:

- Technical and higher education actors do not provide youth with marketable skills: Both tertiary education and vocational trainings have been pointed out as not suitable to equip students with skills needed in the labour market. While there is a common perception that degrees and certificates are a major prerequisite for obtaining qualified jobs, the fact is that higher education in Somaliland and Puntland does not equip youth with necessary skills to find employment. In addition, it is not recognized abroad or among international employers as university experience.

You have a multitude of private universities and private training institutes, yet a lot of people with low levels of education as most institutes are not up to standard. It is even worse in Puntland [than in Somaliland].

–European Union Field Officer, Hargeysa

- Most unskilled Somali youth are reluctant to accept jobs perceived as “degrading”.
The youth living in Somaliland and Puntland have nothing else to do and want to find a job according to their supposed skills. For unskilled people there are a lot of jobs, but they have to import the labour force from Ethiopia and in Puntland. As a result, you will mostly have IDPs doing those unskilled jobs. Available jobs are not adequate for Somalis: it’s a cultural problem. There is this paradox that there is high unemployment and empty jobs.

– European Union Field Officer, Hargeysa

- Most students focus on a few niches (IT, business) while other directly marketable skills are ignored: According to the Heritage Institute for Policy Studies (HIPS):

The majority of students are enrolled in information technology (IT) and business administration courses. Although HEIs across the country are offering a wide range of courses, approximately 44 per cent of students are enrolled in variants of information technology, business administration, and social science courses.³⁰

The problem is that most youth do not have marketable skills; several case study participants mentioned that the field of study they would have actually liked to pursue or pursued abroad was not taught in Somaliland, whereby the participants had to choose a subject that was not their initial preference. The result of a higher education system with virtually no practical training elements is that unemployed young academics that do not stand a chance to find adequate employment other than through clan structures, which makes it particularly hard for migrants:

There are many youth who have completed university, but don’t have jobs. This is a bit discouraging. It is one of the main reasons many youth drop out of school.”

– Male case study participant, internal migrant, Hargeysa

- [LACK OF AN EFFICIENT FINANCIAL SYSTEM](#)

In the ILO 2011 *Puntland Enterprise Survey*, half of the surveyed micro-, small- and medium-enterprises said that the priority measure to improve their business should be access to credit and financial services (50%), while 30 per cent mentioned “improved infrastructures and services”, and 20

³⁰ Heritage Institute for Policy Studies, 2013.

per cent “business services”.³¹ The lack of a functioning banking/investment sector was pointed out as a hindrance to foreign direct investment and economic growth and subsequent employment in Somaliland and Puntland.

The government is lacking capital and investment to create jobs. Creating jobs requires investment to take place. [...] There is no modernization, just primitive systems. If you ask people here for example why they do not improve livestock production, people will say they do not have the money, there are no banks from whom you can borrow money, there are no foreign direct investment.

– Senior Project Advisor for Development Associates International (DAI), Garowe

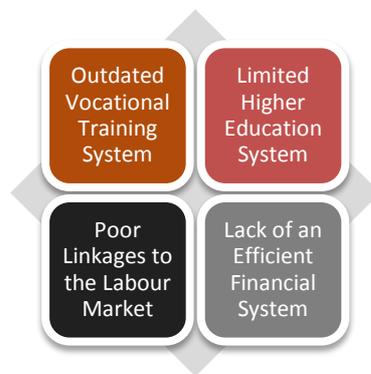
In this regard, the recent opening of Dahabshil’s first actual bank in Hargeysa can be seen as a step towards the development of a proper banking sector in Somaliland.

The situation is further challenged in Somaliland by its political status: several members of the government (Ministry of Planning, Ministry of Youth, Sports and Tourism and Chamber of Commerce) and INGO representatives mentioned that local economic growth was severely hampered by the fact that Somaliland was not internationally recognized as a State and therefore could not have direct access to international loans and had only a very limited support from the international community:

One of the difficulties apart from investment is that there is no budgetary support to the Somaliland government or state. Therefore, there is very little investment in large infrastructure, which is a potential driver for employment. It is not likely to happen, unless there are specific windows from the World Bank, because of the lack of recognition. Youth is paying a high price for the status of the state.

– UNDP, Hargeysa

Chart 3: Subjective and objective obstacle to employment: Ex-post assessment



While the next steps of this analysis focus on specific indices, it is worth noting that both the ex-ante and ex-post assessments corroborate the idea of a disconnected youth-employment-migration nexus:

For Somali youth, there is little chance, if any, to receive a proper education in Garowe, Bossasso, or Hargeysa. The secondary and higher education systems are still extremely limited in terms of capacity and quality; and the vocational training institutes do not prepare young students for the actual labour market. The bottom-line is that the existing structure this study has identified – out-dated vocational system, poor education system, absence of linkages to the labour market and lack of any financial system – creates a disincentive for most youth to look for a job and a strong push factor for migration.

– World Bank-Somalia, Mogadishu

³¹ ILO, *Puntland Enterprise Survey 2011*, (conducted by Puntland University, with technical support provided by the ILO, 2011)

B. Rapid stakeholder mapping

This subsection focuses on the initiatives towards a better professional integration of Somaliland and Puntland youth. As highlighted in the conclusions of this stakeholder mapping, initiatives still suffer from significant gaps in terms of situational analysis, strategic coordination and programming. While every international or national actor has its own agenda or funding cycle, some efforts can probably be made to collectively improve the effectiveness, sustainability and impact of existing and future employment generation schemes.

- [GOVERNMENTAL POLICIES AND ROAD MAPS](#)

Somaliland's youth, despite making up the majority of the society, feels currently excluded from decision-making processes and marginalized in government planning:

Another challenge is the disunity among youth. The fact that we are not organized in any meaningful way to pursue and advocate for our interests has meant that we do not get good representation in the Government.

– Female case study participant, Burao

The current efforts of SONYO and the Ministry of Youth, Sports and Tourism to develop: (a) a road map for youth engagement that will particularly target migration and employment and will be presented at the National Youth Conference; and (b) the National Youth Policy currently drafted by and supported by development partners show that there is a realization for the need to give youth a more central role in policy and development planning.

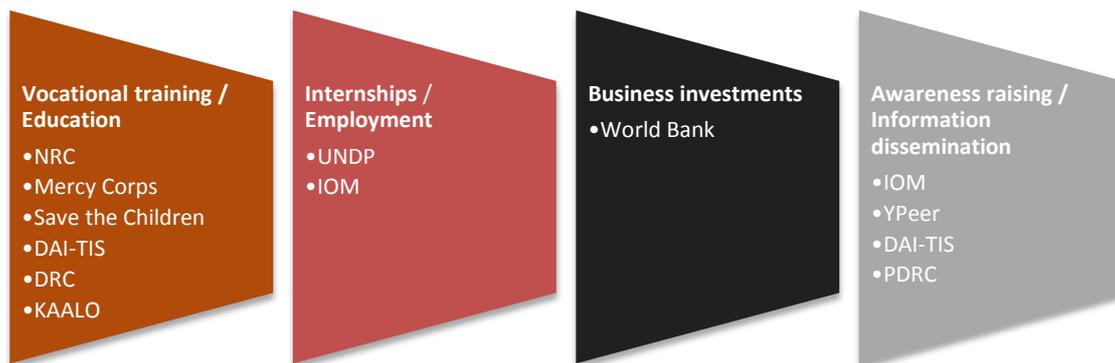
However, in the Somaliland National Youth Policy, migration is not treated as a specific topic but as a crosscutting issue. Similarly, migration is given scant attention in Puntland's 2014–2016 priorities, beyond a call to improve immigration controls at borders to prevent human trafficking. More encouragingly is the focus on the economic difficulties of youth, with the recognition that “unemployment is relatively high particularly amongst youth”.³² However, the solution proffered is that of “employment expansion and skills development” and the methods used to attain this are not detailed.

- [ONGOING PROGRAMMES](#)

Initiatives promoting youth employment and mainstreaming displacement into broader development plans can be divided into four main categories: (a) vocational training and education; (b) internship and job placement; (c) business investments and structural reforms; and (d) awareness raising and dissemination. The subsection below gathers the information directly collected during face-to-face interviews with international and Somali organizations working under those specific umbrellas.

³² Puntland State of Somalia, *The Puntland Priorities, 2014-2016*, (2014), p. 7.

Chart 4 – Key stakeholders in youth-oriented programming



NRC: YEP Programme in Somaliland offering level 1, 2 and 3 education. Targeted populations are solely the most vulnerable – illiterate IDPs and refugees. It offers 10 months of training (including exam periods). Started out in Hargeysa and Borama, the programme currently has five centres; the programme in Borama was phased out in 2010, and started in Erigavo due to greater needs there (particularly high number of IDPs). Current number of students every year: 600 new students in total for the 5 centres, and each centre held 120 students for the last two years (2013 and 2014). The YEP programme is also present in Puntland.

Mercy Corps: Youth livelihoods and economic empowerment programme in Somaliland, Puntland and Galmuduug, providing access to non-formal education, as well as institution-based Level 1 and Level 2 education. In addition, Mercy Corps supports the Government of Somaliland in developing a Vocational Education Framework.

Save the Children: European Union-funded institute-based vocational training in cooperation with six TVET institutes in Hargeysa and Borama. Save the Children offers level 1 and level 3 institute-based training on 14 different skills. For enterprise-based training (only level 1), Save the Children cooperates with CARE International among others.

DAI-TIS: Under the Transition Initiatives for Stabilization Programme (TIS), DAI has implemented several youth-specific programmes in Puntland targeted at reducing the appeal of piracy. The work began in coastal communities with the high rates of piracy, where DAI did awareness raising and more targeted programming around skills development. In some places, it worked really well, in others less. Some people ended up starting up own their own businesses, but generally the programme did not generate much employment.

KAD: (Kaalo Aid and Development) has a programme in Puntland, partnered with many UN organizations and focuses on three primary sectors, namely education, livelihoods and youth empowerment. The NGO has implemented vocational training programmes in the past and currently has European Union-funded projects in the fishing industry to promote the job creation.

United Nations Development Programme (UNDP): offers very limited initiatives in the youth/employment sector

1. **Labour-intensive programmes** for the rehabilitation of the Burao airport or for water management and disaster prevention in areas like Burao.
2. **Youth for Change Programme: the joint initiative** with ILO and UNICEF looks at youth employment from the angle of youth integration providing for youth with vocational training and civic awareness for youth. The ILO manages the economic reintegration component of the programme. Participants learn the basics of entrepreneurship and commerce or vocational skills and are supported to start work placement. In this context, the ILO also

supports the development of employment intensive investment programmes aimed at providing short-term employment for each beneficiary that also benefits the community.³³

World Bank Somalia Private Sector Development Re-engagement Project (SomPrep II): One of the main components of SOMPREP-II, a USD 29 million project for Somalia, co-funded by the Danish International Development Agency (DANIDA), is the Somaliland Business Fund (SBF) which ended in December 2014. With some preference for the priority areas of fisheries, gums, resins and solid waste management, the SBF has awarded more than USD 10.5 million in grants to 175 investment projects, as well as matching private investments of an additional USD 10 million since 2012. Larger grants above USD 50,000 went to support renewable energy and solid waste management projects. When fully operational, the businesses are expected to generate at least 3,000 jobs, of which about 40 per cent are expected to be for women.³⁴

Selection criteria were:

- Jobs created for young people and women;
- Introduction of new technologies; and
- Introduction of new manufacturing techniques.

SomPrep II also supports banking, investment climate and regulatory reforms, as well as public-private partnerships (PPPs) for developing the Port of Berbera and a solid waste management initiative for Hargeysa. Continuous policymaking and analytical work back these initiatives. Other projects supported by SOMPREP-II include: (a) Managing Household Waste in Hargeysa; (b) Supporting the Fisheries Sector; and (c) Upgrading Berbera Port.³⁵

Youth Peer Education Network (YPEER): A network of the organizations funded by the United Nations Population Fund (UNFPA), YPEER has had several programmes focused on youth in Garowe. With UNICEF, YPEER is implementing a “youth for change” programme – work to rehabilitate youth and give them basic knowledge of peace building, and also training on Islamic values and culture (peace). The programme lasts for six months and goes through a peer-to-peer approach. In 2013, YPEER had partnered for six-month TVET trainings at the youth centre with focus on skills with potential for entrepreneurship (such as tailoring and electricity).

Puntland Development Research Center (PDRC): While a research organization, PDRC, has been responsible for a project aimed to raise awareness of youth in terms of peace, awareness and security. This project tackles the problems of youth through a mobile audio-visual unit. The unit goes to schools and youth centres to show films that talk about youth-related issues, such as piracy, peace, insecurity and democracy. After the show, PDRC facilitates discussions.

- [FUTURE PROGRAMMES](#)

IOM: The IOM Mixed Migration project is currently trying to develop a project with the Department for International Development (DFID) on livelihoods, while duplicating the Japanese-funded seven-month soft-skills training and internship programme launched in Borama (border-town between

³³ ILO, *Somalia: Youth for change* (2014). Available from www.ilo.org/global/topics/green-jobs/projects/africa/WCMS_209928/lang--en/index.htm

³⁴ United Nations Social Development Network (UNSDN), “Creating new businesses, jobs and a better future in Somaliland”, (30 July 2014). Available from <http://unsdn.org/creating-new-businesses-jobs-and-a-better-future-in-Somaliland/>.

³⁵ Ibid.

Djibouti, Ethiopia and Somaliland), to place graduate students in challenging, paid internship assignments with Somaliland local and regional authorities and private companies.

UNDP: A study is currently undertaken to assess the possibility for a youth/woman business centre that would provide business-related services. At its assessment stage at the time of this study, if plans proceed as planned for 2015, the centre would be providing training regarding preparing a curriculum vitae (CV), applying for jobs, drafting a business plan, among other services.

Somaliland Development Fund (SDF): The SDF is developing a number of new projects, including one on youth employment. The concept note was approved in early 2015. The focus is on increased income among youth through participation in public work programmes, as well as enhanced linkages between training institutions and policy makers. The proposed volume is EUR 2 million; DANIDA is calling for funds to cover the complexity of this topic.

World Bank Somaliland Private Sector Development Re-engagement Project: the project is planned to continue, with a stronger interaction with the Government of Somaliland.

- IDENTIFIED GAPS AND CHALLENGES

Six major gaps have been identified in the programming above:

1. **No projects specifically focus on migration and employment:** Migration is treated as a cross-cutting issue: employment creation and education initiatives often fail to acknowledge the diverse needs of migrants and non-migrants.
2. **Donor programming and priorities have not directly targeted employment creation for youth:** Development efforts are mostly not targeted directly at employment creation for youth. Employment creation and a potential positive effect on young people wanting to stay in Somaliland or return is rather treated as cross-cutting issue or by-product of the actual programme:

The basic challenge you find as an agency is mobilizing funds for employment creation projects. Most of our funds are targeted at Justice/Rule of Law. Civil service reform that is to a large extent related to the donors in Somalia/ Somaliland.

– UNDP, Hargeysa
3. **Vocational training programmes narrowly focus on basic skills:** Most Vocational Training Programmes only offer Level 1 education and have been training students in the same professions for the past years. The low levels of skills taught in the course of most vocational training programmes do not enable graduates to find adequate employment nor start their own businesses.
4. **Less-vulnerable youth are left out of programming:** Most vocational or youth development programmes target the most vulnerable youth, while the higher educated ones who are a fundamental source of economic development remain underutilized.
5. **Follow-up sessions to past projects are limited and rare:** Very few (particularly long-term) tracer studies are conducted to actually determine which vocational skills offer the most promising employment opportunities, which type of business start-up support lead to sustainable businesses and what the biggest challenges were faced by vocational training graduates.
6. **Limited focus on reasons to stay in Somaliland and Puntland.** Organizations focus on why leaving Puntland and Somaliland is dangerous, but do not try to give youth positive arguments for staying.

C. NEXUS INDICES: Similarity, requirement and perceptions

The first two subsections shed light on key structural and contextual issues of the youth-employment nexus – issues that represent strong push factors, as shown in the initial section of this report. However, to understand which effect employment perspectives and forecasts may or may not have on migration, it is essential to understand who is more likely to get these jobs. Should youth be unlikely to receive them, the job opportunities noted will have little effect on migration decisions.

To this end, this section compares current employees of the businesses interviewed to the profile of the youth interviewed, to understand which youth have profiles most similar to those people already employed – and therefore understand which attributes may actually be favoured by employers, regardless of what they claim and how this may differ by region.

Such nexus indicators allows for the development of programming to combat any biases, as well as set the ground for the subsequent examination of skills match and/or mismatch in order to understand why some opportunities are going unfulfilled or being filled by people from abroad, while, paradoxically, young people from Somaliland and Puntland migrate abroad.

Beyond the profiles of Somali youth and the profiles of their prospective employers, the nexus indicators reveal trends in how well youth are suited to the employers in their city of residence. These indicators come in three kinds:

MODELING MATCH AND MISMATCH:

How do employees compare to youth?

The profile similarity nexus

Compares characteristics of present employees as reported by their employers to the characteristics of youth themselves

The requirement nexus

Measures how well youth meet the requirements expected by employers of new hires, and

The perceptions nexus

Compares the importance of various characteristics and circumstances of new hires to employers to youth' perception of the importance of these elements.

C.1. Profile similarity index: Inclusion in the labour market – comparing youth profiles to the profiles of current employees of businesses surveyed

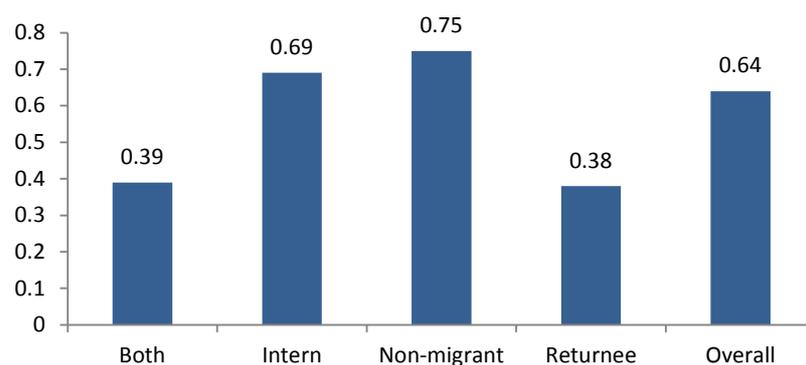
The question raised by the profile similarity nexus is simple: how similar are youth to people currently employed in terms of gender, age and experience abroad? The profile considered three aspects of employee/youth profiles: gender, youth and experience abroad.

- The gender aspect is the percentage of employees having the same gender as youth.
- The youth aspect is the percentage of current employees who are aged 15–24.
- Experience abroad is a composite of whether youth/employees have lived abroad, been educated abroad, worked abroad and/or acquired skills abroad.

The score is computed by taking a weighted average of the percentage of employees at a given firm having the same background in each category as the youth, the weights having been determined through principal components analysis to reflect the greatest score variation among the youth/employer combinations. The profile similarity nexus does not directly imply employers' hiring preferences. The prevalence of a profile may be a reflection of that profile's prevalence in the workforce (that is, supply driven) rather than a preference for the profile (demand driven). To examine the drivers of employment in greater detail, the characteristics the employers expect from prospective hires are considered, as well as the youth's ability to meet those expectations.

Migration profiles vs. inclusion: Comparing the migration histories of current employees to youth, it is found that internal migrants and non-migrants bear a high degree of similarity to current employees: internal migration is not a discriminant in hiring choices of employers. However, youth with any experience abroad bear little resemblance to the current workforce. **This might reflect a preference among both public and private sector employers for non-returnees, but more likely reflects a relatively small representation of these youth in the labour pool.** This trend is constant across all four cities, though internal migrants suffer a slightly wider similarity gap in Burao and Garowe than in Hargeysa and Bossasso.

Figure 19 – Experience abroad by youth migration history



Gender vs. inclusion: Males fit the current employee pool better than females. In the public sector, young women will find more of their own already employed than in the private sector. Garowe's young women have a relatively high-gender profile similarity to the current employees due to the greater propensity of the businesses in the city to hire women. By contrast, and as often mentioned in the individual interviews conducted with socioeconomic leaders, UN representatives and other stakeholders, there are clear sociocultural barriers to female employment.

Women, seem to have more difficulty to get the experience needed even though they have the academic background.

– UNDP, Hargeysa

In general, most focus group participants or key informants consider that traditionalist sociocultural norms, even in urban areas, explain this gap. Moreover, and as argued by a university teacher from Garowe, a poor economic situation is generally not conducive to female employment: “It is true of both Somaliland and Switzerland: when the economic environment is getting worse, female employment suffers relatively more than male employment.”³⁶

Figure 20 – Gender profile similarity by city

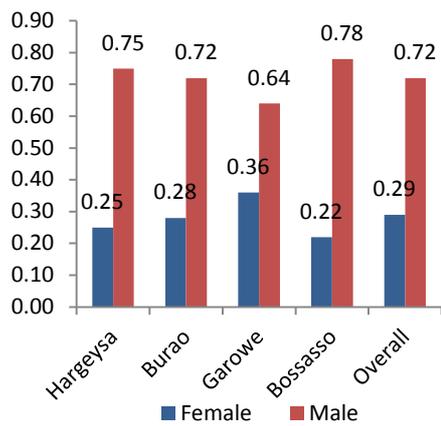
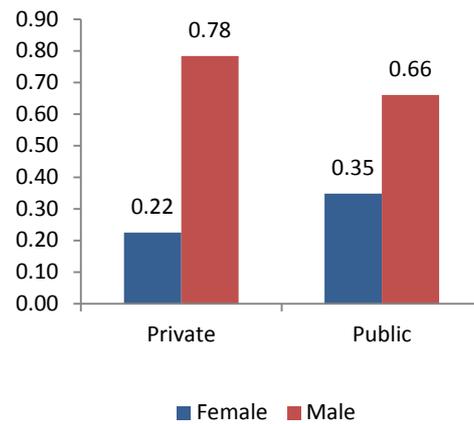


Figure 21 – Gender profile similarity by sector



Age vs. inclusion: Youth comprise more significant part of the current workforce in Puntland than in Somaliland, with a particular dearth of current youth employment in Hargeysa. If employers continue to hire as they have, Puntland youth are more likely to find employment. Female employers appear to be more amenable to hiring youth, as are businesses in the private sector, by a wide margin. Youth are better off in employment opportunities in Puntland, especially Garowe, if current employees are used as a measure.

Figure 22 – Profile similarity: youth by city

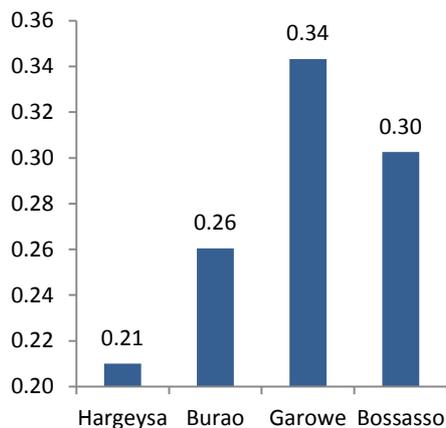
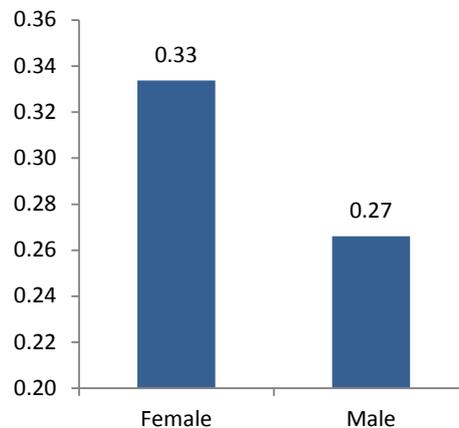
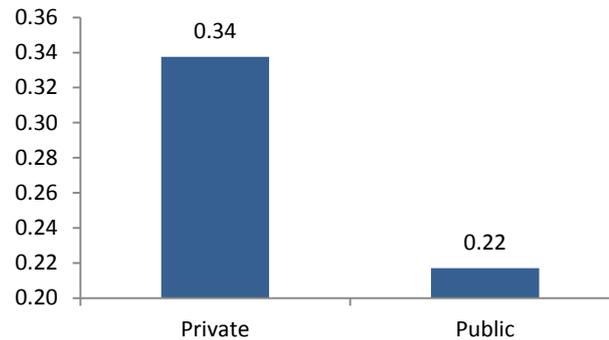


Figure 23 – Profile similarity: youth by employer gender



³⁶ N. Otobe, *Global economic crisis, gender and employment: the impact and policy response* (ILO Employment Sector, Geneva, 2011).

Figure 24 – Profile similarity: youth by sector



To conclude on this first index, it is worth noting that empirical observations and FGDs tend to confirm the findings of the *profile similarity index*. The table below suggests that youth are best off in female-run private sector businesses in Puntland, particularly if they are male and non-migrants. There is no assurance that businesses will continue hiring people with the same profile they have hired in the past though.

Table 4 – Affinities between youth and employee profiles

| ATTRIBUTES | SIMILARITIES AND AFFINITIES OBSERVED |
|----------------------------------|--|
| Gender and Sector | Young women are more likely to be employed in the public sector; males are more prevalent in the private sector. Overall, however, youth are more likely to be employed in the private sector. |
| Youth and location | Youth are more likely to be employed in Puntland than in Somaliland, particularly in Garowe. |
| Employer gender and youth | Female employers are more likely to employ youth than male employers. |
| Migration and employment | Non-migrants have profiles more similar to those currently employed than migrants. |

C.2. Requirement index: Marketability and skills match

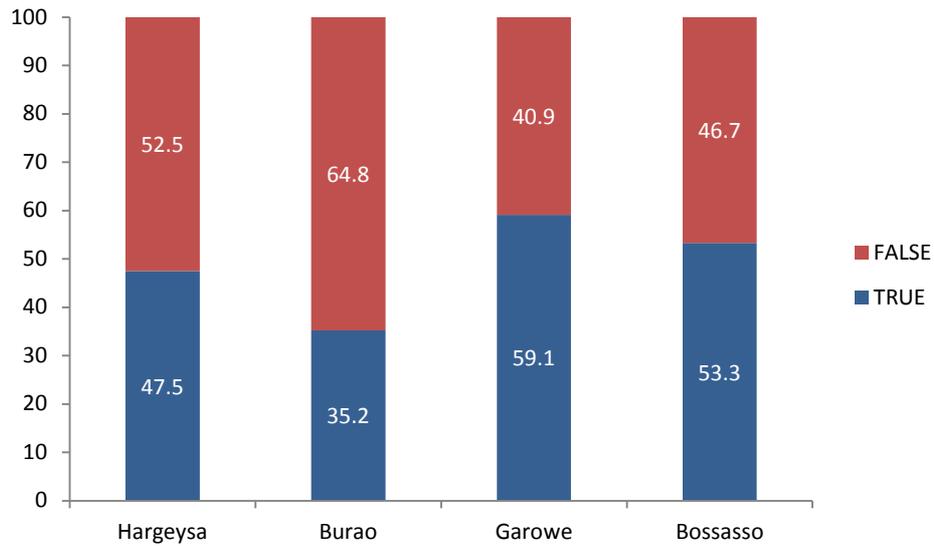
The second index sheds more light on the actual skills mismatch on today's labour market in Somaliland and Puntland. What is the ability of youth to meet the **requirements** employers reported for new hires? The skills mismatch was examined through the requirement index: the ability of youth to meet the employers' requirements for new hires on three fronts: (a) formal education; (b) competence in a number of particular skills; and (c) language skills, both spoken and written (Somali, Arabic, English, Kiswahili and Amharic). For each of these three categories, a homogeneity analysis was performed to see how likely, if each youth were to apply for a job on offer in his/her city, s/he would be to meet the requirements of the job. High scores reflect a good match between employers' requirements and youth's abilities.

The requirement index/nexus was compiled from a comprehensive list of skills employers could indicate as required and youth could indicate that they have. Even a variance optimised composite of the skills required and possessed provided little clarity since in each case, very few skills were required or possessed. Thus, the incidence of unmet requirements was quite sparse and uninformative. However, when the incidence of youth meeting all the employer's skills requirements are considered, there are important distinctions found.

Regional variations: The lack of skills strongly varied by town and zone when the intersection of all met dependencies is taken.

- **Zones:** Only 27 per cent of youth/employer combinations present a match with regards to the stated requirements. The match was dropping to 19 per cent in Somaliland, with commercial hubs' employability rates about 4 percentage points lower than administrative capitals. In the union of all their requirements, the public sector in Somaliland appears more accommodating of youth than the private sector, although in each individual measure, the requirements were higher, on average.
- **Cities:** In Hargeysa and Bossasso, around half of youth-employer combinations result in the youth meeting all educational and skills requirements, while in Burao and Garowe, 40 per cent or less do.
 - Bossasso's situation is due to a combination of low requirement standards and a high number of college graduates there. Bossasso's employers, in particular, distinguished themselves by rarely requiring specific skills. Hargeysa also did well on the education nexus, with high levels of youth education meeting high requirement. Hargeysa's high unmet demand for administrative and management skills is offset by its high degree of labour supply sufficiency in most other categories.
 - Burao exhibits unmet demands for more technical skills: beautician, restaurant services, mobile phone repair and tailoring. Garowe exhibits a need for skilled labour, such as plumbing, masonry, electrical work and welding, noting that these are sectors of opportunity in Garowe.

Figure 25 – Requirement nexus: Youth meeting all requirements by city



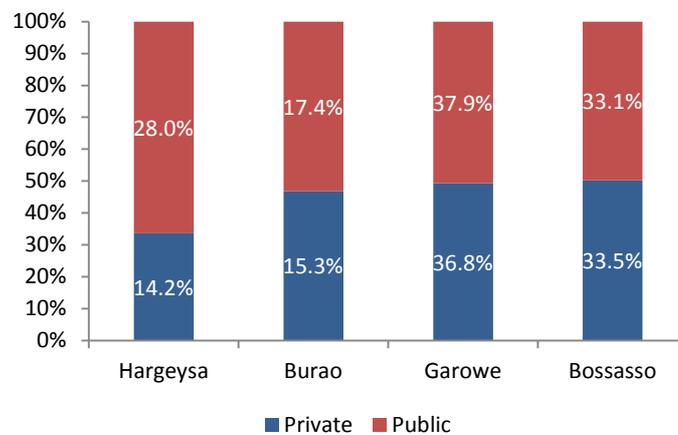
Public and private sectors: The public sector's more demanding educational requirements meant that less than two thirds of youth met these, compared to more than three quarters in the private sector. Larger companies were more demanding than smaller ones (less than 10 employees) in terms of education. Public sector employers generally had higher standards, and thus the ability of the youth to meet requirements for public sector jobs is much reduced (except, oddly, in Bossasso, where the high level of education appears to trump all else):

On the one hand it is a good thing, as it shows that the public sector is less likely to hire unskilled people; on the other hand, it also shows that certificates and diplomas, which are often meaningless (in Hargeysa), are more important than actual skills"

– Businessman, IT services, Hargeysa

The public sector's more demanding educational requirements meant that less than two thirds of youth met them on average, compared to more than three quarters in the private sector.

Figure 26 – Requirement nexus: Youth meeting all requirements by sector



Migration history: In Hargeysa and Garowe, the administrative capitals, returnees had a marked advantage in meeting educational requirements over locals and internal migrants, suggesting that they acquired an education abroad that is now in considerable demand in Somalia.³⁷ This might suggest life elsewhere in Somalia may provide a skill set more appropriate to finding work in Hargeysa than life abroad, or even life in Hargeysa itself. In Hargeysa and Burao, internal migrants met education requirements more often than locals, while in Garowe and Bossasso, locals tended to do a little better than internal migrants, suggesting perhaps that Puntland's educational infrastructure was, in recent years, more effective than Somaliland's.

Figure 27 – Requirement nexus: Education by city

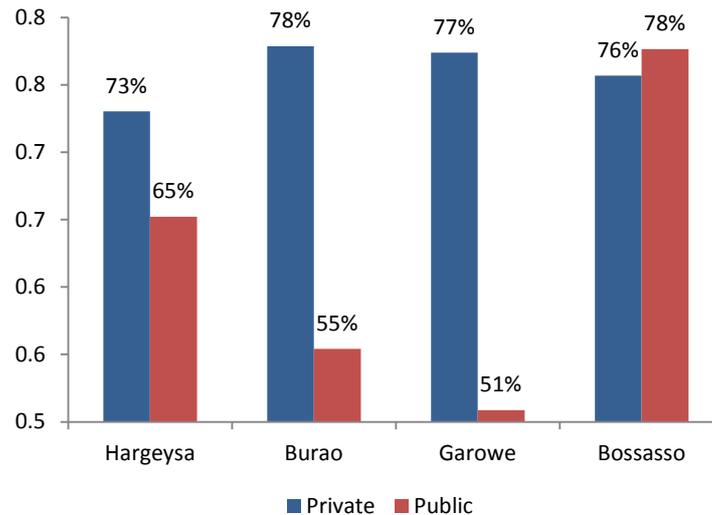
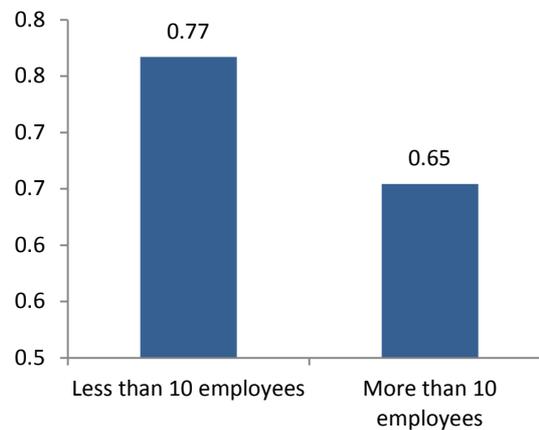


Figure 28 – Requirement nexus: Education by size of business



³⁷ Though there may be some type-bias towards those willing/able to migrate abroad, the data confirm that many returnees acquired their degrees abroad and were not generally more educated than internal migrants and locals when the degree obtained abroad is excluded.

Figure 29 – Requirement nexus: Education by sector

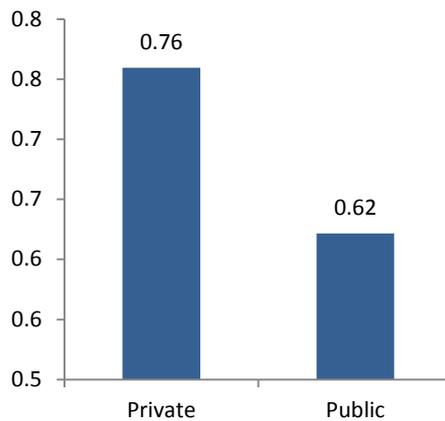
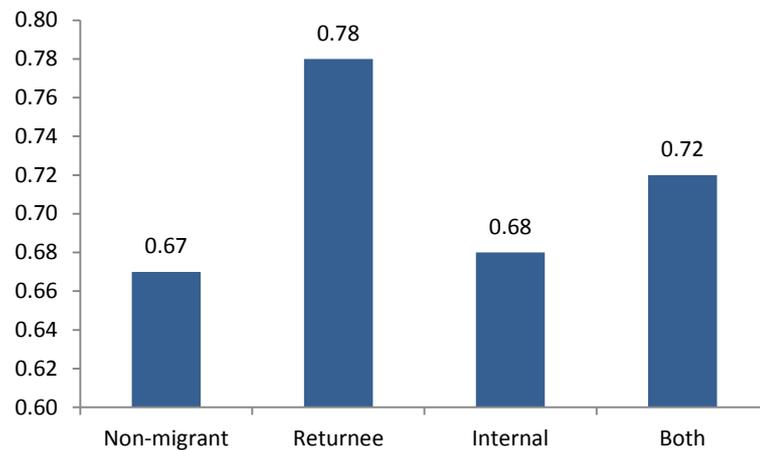


Figure 30 – Requirement nexus: Education by youth migration history

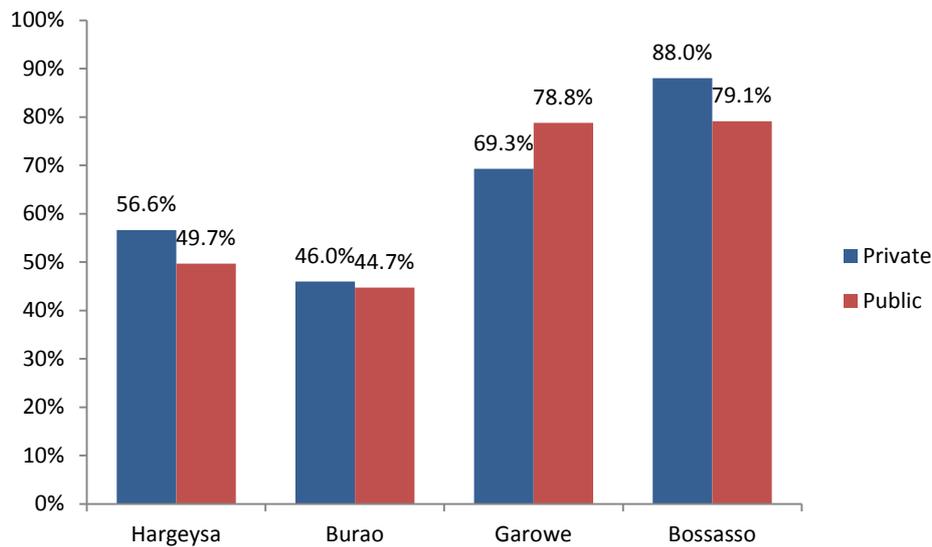


Literacy (Somali, Arabic, English): The third major requirement axis was **languages**, with employers asked at what level they would require new hires to speak and read each of five languages: Somali, English, Arabic, (Ki)Swahili and Amharic. Again, for each youth-employer combination in each city, it was determined whether the youth fulfilled the language requirements of the employer. Most businesses require advanced spoken and written Somali, though nearly 10 per cent of youth do not meet this requirement. Of greater significance, more than a quarter of all employers require basic spoken and written Arabic, which less than 5 per cent of youth have, and nearly half require various levels of speaking and writing in English, which just over half of youth possess.

- In general, youth in Somaliland met requirements about half the time, more often in the private sector than in the public, while youth in Puntland met requirements about four fifth. In Garowe, the public sector language requirements appear to be less onerous than the private sector ones.
- Shortfalls in language were partly due to insufficient literacy in Somali, with a tenth of Somalis insufficiently literate to the employer's needs.

- The most crushing shortfalls were a result of requirements for basic written and spoken Arabic, which few youth possess, and varying proficiencies in English, which about half of youth do not possess.

Figure 31 – Requirement nexus: Language by city and sector



Doers and problem solvers needed: To conclude on this second parameter and index – skills requirement – it is important to note that the most commonly lacking skills were business, administration and management, with the skill required but unmet in 9–10 per cent of combinations in each case.

There is a lack of capable youth. And by capable, I mean people who can make things happen, find solutions, be autonomous, etc. This is how a real business works and this is what I need.

– Wholesale employer, Garowe

Likewise, UNDP considers that “a lot of youth might have the university degree to apply for that qualified jobs but not the necessary experience”. However, such a repeated emphasis on business, administration and management should not be misunderstood: employers do not want pseudo-MBA students with abstract skills; they want doers, problem solvers, and collaborators able with marketable skills and directly employable capacities. Burao also exhibited unmet demands for more technical skills: beautician, restaurant services, mobile phone repair and tailoring. Garowe exhibits a need for skilled labour, such as plumbing, masonry, welding and electrical work. Hargeysa’s high unmet demand for administrative and management skills were somewhat offset by its high degree of labour supply sufficiency in most other categories. Bossasso’s employers again distinguished themselves by rarely requiring specific skills considering that the types of activity require less qualified or semi-skilled workers as it is less reliant on services and industries.

C.3. Perceptions index: Values, expectations and contradictions

The third and last index focuses on the differences between employers and youth with regards to values and expectations: both groups have contradictory views on the situation of the labour market, skills requirements, importance of demographic or sociocultural barriers and others. The perceptions index (C.3.2) synthesises in a more objective way the qualitative and descriptive information collected during the fieldwork phase (C.3.1), which paves the way to clear strategic solutions and programming opportunities.

C.3.1. Misperceptions and misunderstandings

To further investigate the correlation between employers' perceptions and expectations and those of the local youth, this section answers three main questions:

1. What are youth's chances of finding a job?
2. What are youth's favoured sectors and types of businesses?
3. How do young Puntlanders and Somalilanders perceive employers' expectations?

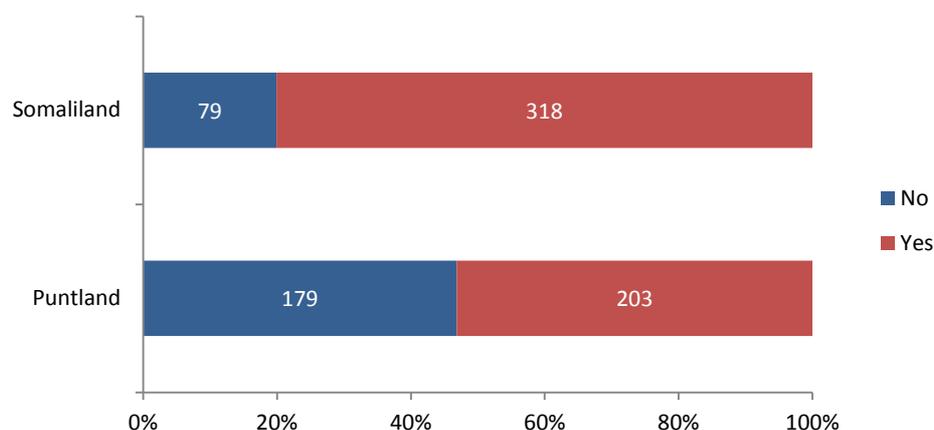
Active job search: What are youth's chances of finding a job?

When asked if they were actively and currently looking for a job, 67 per cent of the surveyed youth answered positively – with a notable difference between Somaliland (80 %) and Puntland (53 %). By contrast, there are no striking differences for other key variables, such as gender and migration status. According to focus group respondents and key informants, there is a widespread unemployment situation in Somaliland:

For the local youth and the rest of the community, there are probably more job opportunities in Puntland, but it does not mean that the situation is absolutely better there. It is only slightly and relatively better than in Somaliland, where the economic context is less favourable.

– UNDP, Somalia

Figure 32 – Percentage of youth currently looking for a job, by region

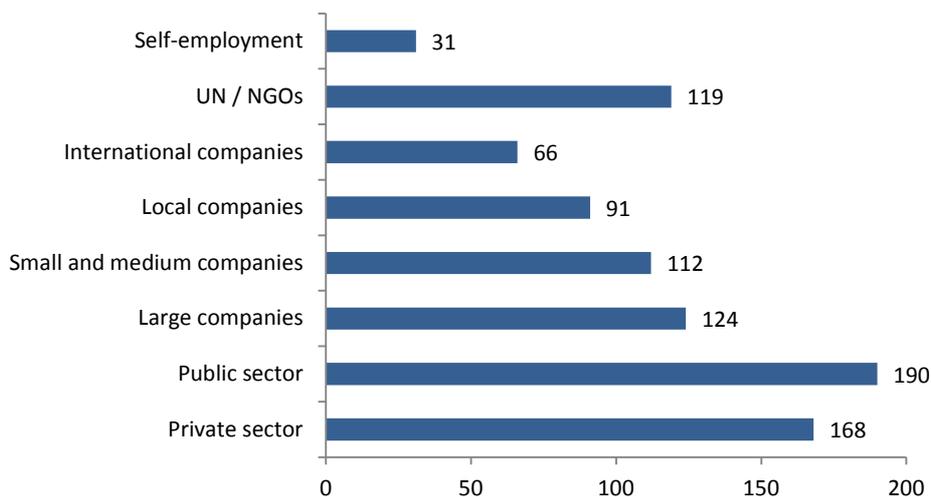


Favoured jobs and sectors: What are youth's favoured sectors and types of businesses?

Asked to specify which type of employers they would like to work for in priority, surveyed youth drew a nuanced profile of the “ideal” employer:

- **Entrepreneurship is not considered as an objective or a goal** per se, as “in today’s context, you cannot succeed alone” (Focus group participant, Hargeysa). By contrast, UN and NGOs are perceived as places where salaries are significantly better and where it is also “possible to keep learning new things” (Focus group participant, Garowe).
- **Local companies prevail over international companies (Figure 21)** – International companies rank second bottom after self-employment only because youth have realistic expectations of their ability to land jobs in those companies, not because they do not perceive them positively. Instead, qualitative data show that youth see international companies as offering better salaries, formal contracts and opportunities to work abroad.
- **There is no clear preference towards private vs. public sectors:** Both seem equally attractive for Somaliland and Puntland youth, with a slight preference towards the public sector.

Figure 33 – Preference of youth by type of jobs: Potential employers



Assumptions about employers' expectations: How do youth perceive employers' expectations?

Asked to specify which factors, according to them, were the most important to employers, most youth favour objective and non-discriminatory motives, as shown in the following graph.

- **A first group includes professional and educational dimensions:** Possession of required professional skills (83 % of “very” or “somewhat important”), work experience (82 %), education (80 %), literacy (76 %) and diploma (74 %).
- **A second group includes specific skills:** foreign language – 54 per cent, **network** (relations to other workers, relations to the owner and recommendations, with respectively 53 %, 54 % and 64 %) and personal ethics (58 %).
- The last group, with relatively lower rankings, is composed of potentially **discriminatory dimensions:** preference towards local (28 %) or non-local (16 %) employees, gender (29 %), youth (39 %) or older age (26 %), as well as clan affiliation (mentioned 25 times in “other”).

How to find a job according to youth and according to employers

If we now compare the two groups, it is important to note that youth tend to overestimate the importance of education/diplomas (respectively, +15 and +13 percentage points) while underestimating the importance of work experience (-11) and required professional skills (-5). Numerous interviews pointed out a skills mismatch between youth and employers: that is to say, that the youth did not have the skills required by employers. While educated youth feel entitled and empowered by their education, they experience the frustration that their education does not translate into (expected) work opportunities:

If a university graduate in Hargeysa is forced to sweep the streets, it creates a disconnection between their education level and the economic realities. Additionally, there is the family and societal expectation to get a job.

– IOM Regional Mixed Migration Project, Nairobi

This suggests that youth assume that having education or diploma equates to possessing actual professional skills, which is clearly not the point of view of most surveyed employers:

Nothing compares to experience in business. It is not about theory, but real life.

– IT services employer, Hargeysa

Moreover, the perception of the importance of personal relations differs markedly between employers and young job searchers, although it is unclear whether this is due to youth's misconceptions or employer misreporting (subjective bias). Lastly, employers and youth both agree that discriminatory factors such as gender and place of origin are of a lesser importance; by contrast, though, one in four youth feels that there may be discrimination against younger applicants, while only 8 per cent of employers agree.

Table 5 – Key variables for getting a job according to youth and employers

| Considered important or very important by... | Youth | Employers | Difference in % points |
|--|-------|-----------|------------------------|
| Relation to other workers | 53% | 26% | +27 |
| Relation to the owner | 54% | 27% | +27 |
| Age (older preferred) | 26% | 8% | +18 |
| Level of education | 80% | 65% | +15 |
| Certificate / diploma | 74% | 61% | +13 |
| Recommendations | 64% | 52% | +12 |
| Applicant's values | 59% | 52% | +7 |
| Foreign language skills | 54% | 49% | +5 |
| Place of origin (local preferred) | 28% | 24% | +4 |
| Place of origin (non-local preferred) | 16% | 14% | +2 |
| Literacy | 78% | 78% | 0 |
| Gender | 29% | 29% | 0 |

| | | | |
|--|-----|-----|-----|
| Age (younger preferred) | 40% | 41% | -1 |
| Possession of professional required skills | 82% | 87% | -5 |
| Work experience | 81% | 92% | -11 |

Local youth do not necessarily assume that the employment market is unfair to them

While some focus group participants complained about “nepotism” and other forms of prejudices against age or gender, the quantitative results draw a more optimistic picture of youth perception of the local labour market – with comparable results for the four surveyed locations. By contrast, it is precisely because most youth understand that the economic and employment situation is not favourable today in their country, that they do not consider that they are specifically disadvantaged:

It is probably more difficult for us, as we do not have any experience or contact, but it is difficult for everyone today in Puntland.

– Focus group participant, Garowe

The importance of clans

Migrants coming to Somaliland face difficulties in entering the job market because of their ethnicity, which is definitely nothing particular to Somaliland, as Kikuyus trying to run a shop in Kakuma would, for example, also face difficulties. Clanism adds a particular layer of exclusion for people who are either not from there Somaliland and/or do not have connections to people in positions of influence. Clanism and clientelism were pointed out as a major hindrance for youth who do not come from influential/ business families or who migrated to Somaliland to find jobs.

In Garowe, there are a lot of migrant workers, but in offices and the government they are less likely to be hired because they may not be of the right clan or lack the right connections here. They mostly work as day labourers.

– Case study, female respondent, Garowe

This is also true for rural–urban migrants who cannot fall back on clan networks in their new urban homes. Youth migrating from rural areas to urban centres often end up among the poorest strata of the population and have major difficulties coping with life in the “big city” and integrating into society.

We have difficulties in getting jobs for youth because the jobs are limited. If I establish a business, I first have to take relatives and people from my clan. It’s not who has the best CVs, but who you know. And those who are unfortunate, they get no job, that makes them migrate.

– Secretary General, Chamber of Commerce Industry and Agriculture

I think the main consideration is one’s clan. Before an employer, especially those in the private sector, considers you as a candidate, he/she must know which clan you belong to, who your family is etc.

– Female case study participant, Hargeysa

I believe the main criteria used both in the public sector (government) and private sector are clan-based. Jobs are given out to family members by those in positions of influence.”

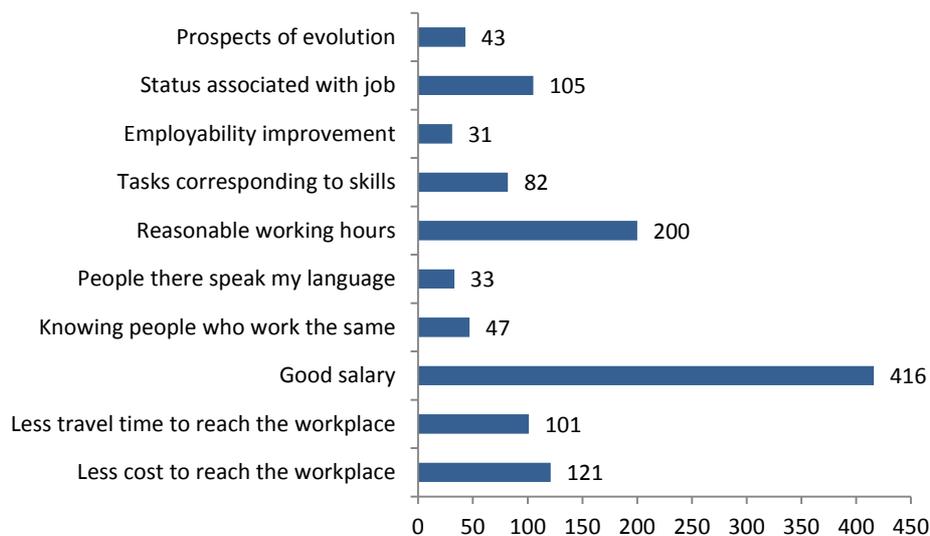
– Male case study participant, Burao

Quantitative data, however, suggests that the importance of clanism may vary by location. When asked what per cent of employees were related to them, on average in Garowe and Bossasso employers only reported 3 per cent and 4 per cent, respectively, while in Burao, they reported 6 per cent and in Hargeysa, a whopping 17 per cent.

Lack of longer-term career plans

The last important aspect to bear in mind when considering the actual expectations of youth vis-à-vis the local employment market is that most youth lack a long-term career plan and stay focus on short-term financial objectives. When asked to specify the primary factor considered in job search (multiple choice question), having a “good salary” is mentioned by 53 per cent of the respondents, “reasonable work hours” by 26 per cent, “less cost to reach the workplace” by 14 per cent, “status associated with the job” by 13 per cent and “less travel time” by 13 per cent; by contrast, “prospects of evolution” and “employability improvement” are only considered as priorities by 6 per cent and 4 per cent of the surveyed youth. It clearly suggests that most youth have short-term goals (money, image, work hours) whereas longer-term career development objectives (acquisition of actual skills) are often neglected.

Figure 34 – Primary factors considered in job search



Internships and apprenticeships are often missing from youth’s experience. It was pointed out in several KIIs that youth might have the degree or educational background, but no practical experience when trying to enter the labour force. Youth must be convinced of the importance of internships, but as one KII pointed out, this requires a change in mentality:

How do you change the mind-set of the Somaliland youth that they can do low paid jobs, that they can do internships; putting aside what you have learned, it is not the reality on the market.

– KII, ILO Hargeysa

Many youth state that they would not accept an internship offer, even when paid. This is particularly true of Puntland. On the supply side, internship opportunities must be offered. Several organizations have begun to do so, recognizing the importance of internships to providing youth with concrete work experience. IOM, for example, has begun a Qualified Expatriates Somali Technical Support Programme, a scheme that brings diaspora members back for capacity building and mandates that each time an external consultant is brought in, two interns to be hired locally.³⁸ In addition, IOM targets the public sector specifically through its internship programme under the Migration Crisis Operations Unit, as well as an internship project in Somaliland in partnership with local universities.

C.3.2. Perceptions index

The **perception** of importance of 16 attributes of a potential job applicant (such as work experience, values, age, gender, recommendations, skill sets and place of origin) in the decision to hire was compared between employers and youth, to measure the degree to which employers and youth valued different attributes. If employers have a very different set of priorities than youth think they do, this disjoint is bound to result in a failure and the frustration when youth set out to find gainful employment.

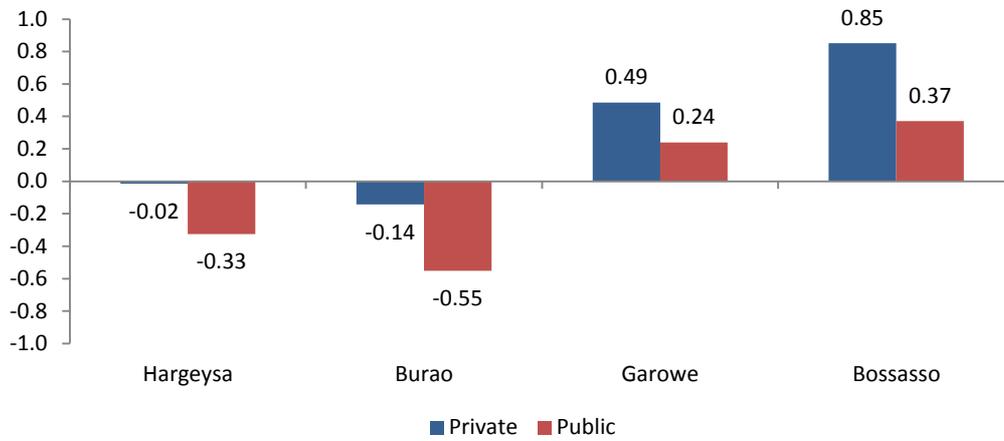
Scores on this index reflect the difference between the youth's estimate of importance and the employer's estimate.

- *Negative values* correspond to situations in which the youth gave a lower degree of importance than the employer; this means the youth underestimated the importance of the factor to the employer.
- *Positive values* correspond, conversely, if youth overestimated the importance of a factor to the employer.
- Accurate estimates of the importance of a factor to an employer by the youth result in values near *zero*. The overall perception score is a weighted sum of perception differences across all factors.
- A *composite "perceptions" score* was then computed using a weighted average of the scores for each attribute, the weights having been computed from the first principal component over all the youth/employer co-citizen combinations.

Results in the perception nexus varied quite radically from city to city and between private and public sector employers. Youth in Somaliland tended to underestimate the importance of factors to employers, only slightly for the private sector but considerably more for the public sector. Meanwhile, youth in Puntland overestimate the importance of these factors, much more so with respect to private sector employers than public sector employers. On the whole, it can be confirmed that public sector employers emphasize these qualities much more than private sector employees.

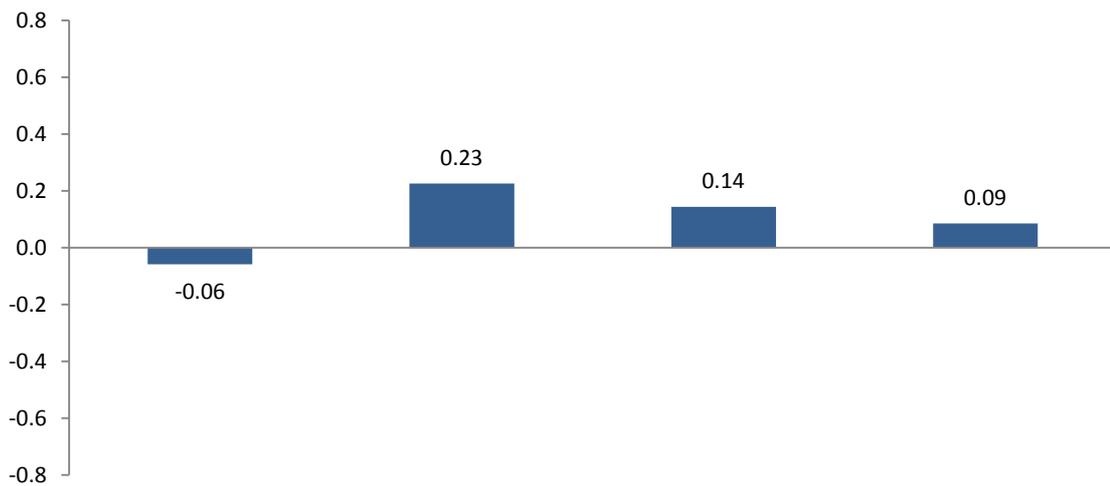
³⁸ Key Informant Interview IOM, MIDA, Garowe, 3 December 2014.

Figure 35 – Perception nexus: By sector and city



Interestingly, returnee youth who had also migrated internally tended to have lower (and thus more accurate) estimation scores of the importance of these factors. At the same time, both non-internal migrant returnees and internal migrants tended to overemphasise, especially the latter.

Figure 36 – Perception nexus: By migration history



Conclusions from the data:

Youth-employer interactions

In the absence of historical hiring data, nexus indices serve as a proxy to estimate the likelihood of a particular youth finding a job with an employer in a particular sector. This employability proxy is based on three common-sense measures: (a) similarity of the youth to people the employer has already hired; (b) ability of the youth to fulfil the employer's stated requirements; and (c) accuracy of the youth's perception of the employer's priorities.

PROFILE SIMILARITY. Puntland and Garowe specifically show a higher likelihood of youth employment. If employers continue to hire as they do, women will be more likely to find jobs in the public sector, while there is no specific preference for non-migrants across the board. Internal migrants fare the same as non-migrants, pointing to a successful rural–urban migration.

REQUIREMENT NEXUS. The education requirements are met most strongly by returnees – at an advantage point on education. Overall, on skills requirements, in Hargeysa and Bossasso, around half of youth-employer combinations result in the youth meeting all skills requirements, while in Burao and Garowe 40 per cent or less do. Language requirements fall short: more than a quarter of all employers require basic spoken and written Arabic, which less than 5 per cent of youth have, and nearly half require various levels of speaking and writing in English, which just over half of youth possess.

PERCEPTIONS NEXUS. Youth in Somaliland underestimate the importance of factors to employers, only slightly for the private sector but considerably for the public sector. Meanwhile, youth in Puntland overestimate the importance of factors, much more so on private sector employers than public sector employers. In both cases, there is a perceptions mismatch and misunderstanding of what employers want – and hence, youth not making informed decisions about their employment prospects, which in turn impact misinformed migration plans.

Through the use of these indices, we find that returnees, whether they have also migrated internally or not, have a distinct advantage over other migrant types as regards requirements for level education, particularly in Somaliland. However, with respect to skills and languages, all migrant types perform similarly, with much higher proportions of youth meeting requirements in Puntland. By the time all requirements are taken into consideration, Puntland's youth are twice as likely to meet them all as those of Somaliland.

Interestingly, internal migrants tend to overestimate the importance of decision factors more than any other type, and returnees tend to overestimate it the least. In these measures the systematically higher emphasis of these factors by public sector employers plays an important role.



It is very difficult to train Somali youth in today's context. They disregard technical and vocational trainings, while this type of skills is absolutely crucial for local markets.

– Government officer, SONYO, Hargeysa

4. Unlocking solutions for youth employment

We have to look at it more holistically than skills and jobs – it is about a sense of belonging, engaging them, valuing them, showing what it is so attractive about remaining in the homeland.
– KII, Nairobi

This research has delved into the relationship between youth employment and migration in Somaliland and Puntland. While unemployment and lack of income-generating opportunities are the key drivers in youth migration, it is far from the only driver: solving problems of unemployment will not remove all incentives to migrate.

To do so, it is recommended that stakeholders move beyond the existing youth-focused programmes that tend to have a “traditional” focus on education, trainings and information sharing; while these are not irrelevant, their impact has been in many cases limited. Trainings without follow-up investments often do not lead to employment, education, similarly, requires follow-up to be applicable from an employment perspective (albeit personally rewarding) and information-sharing and awareness raising are, as pointed out, particularly difficult in the Somali context of “seeing is believing”. More importantly, usual timescales should be revised:

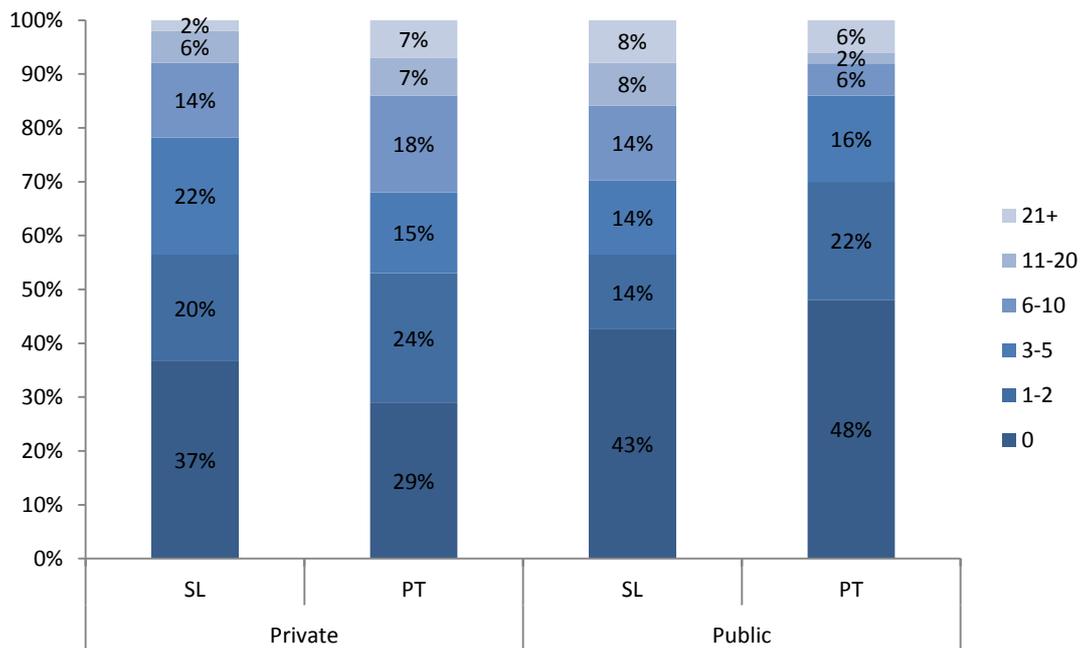
- **Sustainable vs. quick-and-dirty:** Long-term employment schemes should be prioritized to generate actual social and economic dividends:
You do not change people’s perspectives overnight. Programmes have to understand the root causes of migration and displacement.
– The Lutheran World Federation (LWF), Dadaab
- **Tomorrow vs. yesterday:** While most governmental initiatives, donors and assistance organizations focus on today’s labour market, it is important to bear in mind the economic potential of Puntland and Somaliland in 2020 or 2025:
The economic environment will be drastically different in five years from now, as both zones have a fantastic growth potential. The international community should probably prioritise alternative income generating activities, niches, and tomorrow’s jobs.
– FGD with employers, Hargeysa

Braced by promising perspectives, employers tend to be optimistic about the economic recovery and development of both zones:

I believe that Somaliland and Puntland have a real growth potential. Small companies are dynamic and bigger ones already attract foreign investors. If the diaspora helps us more, we will succeed in creating income and jobs for everyone.
– Director, Manufacturing Company, Bossasso

On the demand side, the chart below confirms a general feeling of optimism, as enterprises in the private sector are more likely to be planning on hiring at least one employee in the next year, particularly in Puntland.

Figure 37 – Number of people businesses in sector plan to hire in the next year, by region and sector (SL stands for Somaliland, PT for Puntland)



A. General recommendations for future programming

At a time when political and development actors are launching initiatives to promote the return of Somali refugees to their home country, sustainable, coordinated and ambitious employment and livelihood generation should be prioritized. Based on the programming gaps noted and the sectors of opportunities highlighted, the following recommendations have been elaborated for future programming.

- POLICY LEVEL: Focusing on both today's... and tomorrow's realities
 1. **Mainstreaming migration and displacement in youth development policies and strategies** targeted at youth development and empowerment and cooperate with SONYO in the development of the Road Map for Youth, which, in contrast to the Somaliland National Youth Policy, specifically targets migration.
 2. **Developing specific labour needs assessments based on:** (a) the actual needs of the labour market (supply side); (b) the objective capacity of youth and employees (demand side); and (c) the potential development of new activities in Somaliland and Puntland in 5 to 10 years from now. Programming should not be based on subjective and biased assessments of what individuals want, but rather on what the economic market actually looks like today, as well as what it may potentially look like in the future (such as new activities and innovative skills).
 3. **Promoting employment programmes focusing on skilled *and* unskilled jobs:** a medium and long-term perspective (2020–2025) should create a progressive and coordinated network of skilled and unskilled jobs, to meet the future demand of the labour and economic markets.

4. **Mixing traditional labour-intensive sectors** (such as agribusiness and fisheries) **and innovative promising sectors** (such as renewable energies and services in urban areas): an ambitious and balanced youth employment scheme should anticipate labour market needs of tomorrow (2020–2025), as the likely development of urban areas will deeply redefine both the supply and demand sides.
 5. **Promoting vertical integration in the agribusiness sector, with progressive focus on activities generating more added value:** While most vocational training and job creation programmes in the agribusiness sector focus on basic skills and labour-intensive activities, it is important to develop, in parallel, primary activities, such as logistics, packaging, marketing and sales, as those segments of the value chain generally capture a more significant proportion of the added value.
 6. **Increasing efforts to regulate the education sector through two initiatives:** (a) harmonise certificate from basic literacy levels for both children and adults up to TVET and higher education level; and (b) standardise the curricula between private and public education service providers to ensure the quality of education delivered.
 7. **Emphasizing the need to include youth in peace-building efforts to donors and the government,** from both an employment perspective and a youth empowerment perspective. This is especially relevant as traditionally peace-building has been a domain dominated by older men.
 8. **Exploring opportunities in developing pilot SEZs in Somaliland and Puntland.**
 - **Objective:** SEZs provide the following: (a) better infrastructures; (b) enabling business environments (land-use, private property rights); (c) flexible regulatory and fiscal measures; (d) semi-skilled and skilled labourers; (e) improved standards, making local products more internationally competitive. It would thus provide a signal to investors that the country is committed to supporting private sector development and could encourage higher levels of foreign investment.
 - **Funding:** PPPs could help set up the first SEZ, through a joint effort from public (municipalities, governmental agencies) and private actors – with potential funding from international donors or private partners for the initial investment.
- [EMPLOYMENT ENVIRONMENT: Favouring both national and... local levels](#)
9. **Promoting a national exchange between governmental institutions, educational actors and public/private sector players to align youth's skills on the reality of the market.** Two aspects should be prioritized: (a) providing high-quality education and vocational training to develop the skills in business, science, technology, engineering, as well as more technical fields; and (b) organizing career fairs where the biggest employers of Somaliland and Puntland visit universities to raise awareness of employment prospects of the different fields of studies, of the practical experience needed to find employment in the company and the internship/apprenticeship opportunities offered by the company.

10. **Tailoring support to more vulnerable youth groups (women, handicapped, pastoralist communities).** Taking the concerns of specific youth groups into account is critical for promoting social justice in the on-going social, economic and political development process in Somaliland and Puntland. In addition to mainstreaming gender concerns into all other elements, assistance should target female job-seekers.
11. **Fostering the interest of larger local and international employers in providing internships and practical trainings to youth** by: (a) creating awareness among bigger companies of the value of “shaping” the workforce the way they need it by providing internship/apprenticeship opportunities to youth; and (b) advocating with the government to promote fiscal measures favouring youth employment and practical internships.
12. **Exploring how labour-intensive programmes can be designed to provide more stable and sustainable income generation for youth (especially in peri-urban and rural areas).** Acceptance to a short-term labour-intensive programme could be harnessed by longer-term and complementary measures, such as job placement, vocational training and skills development.
13. **Encouraging the creation of entry- and intermediate-level jobs** that would provide the entry point for youth to get employment. In fact, it was pointed out that particularly the lack of entry-level positions made it hard for youth to gain ground in the labour market, as youth are faced with the paradox of needing experience to be able to gain experience.
14. **Pursuing a coordinated approach towards job placements and internships:** Currently, each organization providing vocational training, as well as IOM, approach potential employers individually in an uncoordinated fashion to secure internships and apprenticeships for their students. A more coherent and coordinated approach, particularly towards large employers, would be more powerful and improve the impact of the training programmes, decreasing the duplication of trainings in the same areas and improving the changes of youth finding employment afterwards.
15. **Supporting diaspora entrepreneurship and commitment to Somaliland and Puntland** by encouraging access to capital for young and small-scale entrepreneurs (through loans, competitions and risk-sharing mechanisms), and establish platforms that encourage regular dialogues between Somali youth and diaspora professionals.
16. **Aligning the curriculum to the market needs and connecting educators with employers:** An initiative by the Somaliland Chamber of Commerce to link industry sector representatives with universities and convince them to add practical training to the curriculum could be supported and taken to the Ministry of Education to include practical elements in the university curricula.
17. **Improving the knowledge on industries and supply chains to support local markets:** Two bottlenecks prevent local markets – such as fruit production – from achieving their potential in terms of employment generation and production. The first is the lack of knowledge on the key players, supply chain practices and harvesting techniques, for example in Somalia’s banana market. To facilitate investment into export business or support the supply chain, such information is required. Improving the knowledge on local industries and supply chains will, in turn, contribute to supporting local market development and employment generation. Building knowledge on industries and supply chains should be paired with vocational training and TVET programmes to supply the right skills and workers, in parallel.

- [PROGRAMMING INTERVENTIONS: From beneficiaries to doers and problem solvers](#)

18. **Developing recreational facilities/activities as integral part of youth policies and development programmes targeting youth**, with the dual goal of employment creation and quality of life improvement for the youth.
19. **Cooperating with business funds and entrepreneurship programmes**, such as the SBF that has supported 175 business initiatives with small to large grants over two years. Supporting young graduates from Somaliland’s universities or vocational training programmes to access start-up funding from the SBF or other funds will foster youth entrepreneurship and employment creation.
20. **Including start-up grants and support in forming cooperatives in programmes/provide microcredits to entrepreneurial youth**: Access to start-up capital for youth with good business ideas was pointed out to significantly improve chances for the youth to start their own businesses. Together with education and skills development, start-up financing was pointed out as the most important factor to succeed in business (such as grants, peer-to-peer lending, self-help groups and microfinance schemes).
21. **Improving university career counselling**. The universities bear a responsibility to ensure that their students are adequately prepared for the future and have the skills necessary not just to perform in jobs but also to apply for them. Career counselling should start from the beginning of the university cycle, before the students decide their final field of study so that they can base their decision on the market reality.
22. **Developing pragmatic areas of cooperation through mapping, sharing of best practices, monitoring and evaluation of programmes made public**:
 - **Coordinated consortia activities for youth**: While coordinating bodies and consortia for NGOs in Somaliland and Puntland are active, in many cases, youth-specific efforts are not coordinated. In particular, among vocational training programmes, research found duplication of trainings and overlap in target groups. It is recommended that research specifically focus on existing programmes and players to map out the best role for each organization and optimise overall efforts.
 - **Build on best practices and learn from successful programmes**, such as the cooperation project between ILO and SONYO, which trained university graduates in entrepreneurship skills and provided minimal start-up grants.
23. **Exploring innovative ways of raising awareness**: Since social media plays such an integral role in gathering information of the countries of destination and often encourages Somaliland and Puntland’s youth to migrate, new ways of reaching youth through social media campaigns should be explored. This has been highlighted as a key gap to be explored in other studies assessing the impact of information campaigns on migration out of Somalia, Somaliland and Puntland.³⁹ Overly positive and often staged pictures of youth who made it to Europe or the Arabian Peninsula could thus be balanced by images and testimonies portraying the “real journey” and “real life” abroad.

³⁹ Samuel Hall, *IOM Awareness Campaign: Enabling Informed Decision-Making Among Potential Migrants*, Endline Evaluation Report (IOM, 2015).

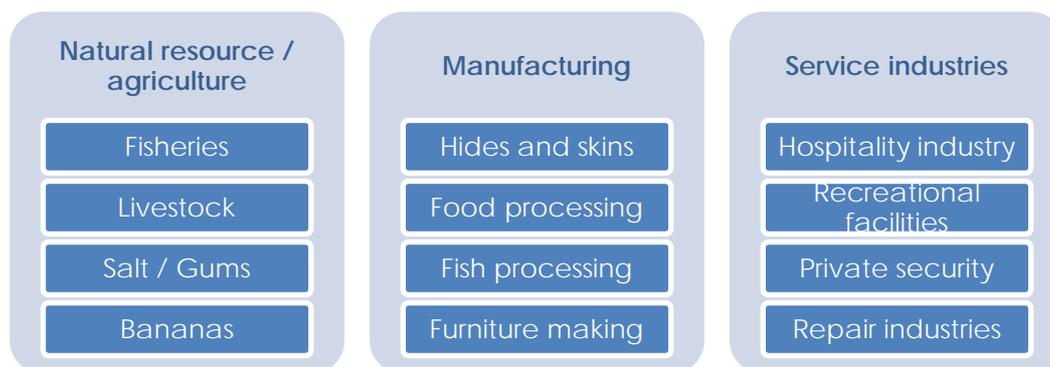
24. Specific to IOM's programmes in Somaliland and Puntland's urban settings:

- **Rolling out the IOM Internship Programme in Puntland:** The internship programme is widely known in Somaliland and has proven successful in being the entry point for youth towards employment. A strong interest in and the value of internships was expressed.
- **Piloting a Safety Net Youth Programme in Somaliland:** Expansion of the internship programme to target the most vulnerable groups (low literacy rates among male youth, female youth and internal migrants from rural areas) and the most in-demand sectors.
- **Developing a twofold approach for youth employment:** Generation of a labour-intensive programme targeting a higher number of youth beneficiaries, while developing niche activities aiming to promote more highly skilled activities (IT, services sector, more modern income-generating activities) to pave the way for tomorrow's markets while addressing the needs of today's.
- **Creating a specific focus on management, business and administration** to build the skills of youth as doers and problem solvers.

B. Sectoral recommendations

Over the course of the research, the following domains were underlined as potential industries to develop through investment and skills training.

Figure 38 – Potential growth industries



These sectors, however, are challenging, because in many cases, they require a change of mentality on the part of the youth involved, who are often: (a) looking down on blue-collar jobs; and (b) preparing for jobs as employees in organizations rather than learning the skills necessary to begin their own business. Several interviewees noted that the first step towards enabling these sectors to flourish would be to change the people's attitude towards manual labour and manufacturing since currently trade, which creates employment on a much smaller scale than processing and manufacturing industries, is preferred over manufacturing:

A real change in the mind-set is needed, they were all traders before, they cannot all trade, and they need to be changing from trading to manufacturing.

– EU Field Officer, Hargeysa

Fisheries:

One of the promising sectors, but it needs to have the equipment and skilled people, which we don't have. Fishing people are not that skilled. We need to have freezers, skilled people, and boats and other things. People are trying, as fishing sector is going up now, but the problem is, individuals are doing the business, not in groups. If you start with more stakeholders, your business will grow faster.

– Chamber of Commerce, Hargeysa

Creating fishing cooperatives – and strengthening those existing in Bossasso and Berbera – would allow for pooled investment and spread out risk. The biggest potential lies however in “whatever happens after the actual fishing”, such as fish processing and sale of processed fish products rather than the actual fishing. However, in this context, the big problem of illegal fishing in Somaliland and Puntland waters that is depleting the stock has to be noted; fishing cooperatives should only be promoted where there is sufficient stock.

Livestock processing: Right now, Somaliland mostly sends live animals to Gulf countries. Installing factories in Somaliland and Puntland would not only create employment, but potentially decrease costs for those buying the “finished” products. The same argument could be extended to fruit sector processing – with investments in key fruit production supply chains such as the Somali banana supply chain – could enhance already existing production and exports, supporting local producers’ access to a larger external market, and supporting local employment generation.

Bananas: Somalia was internationally known for its famous high-quality and tasty bananas. The country was the largest exporter in East Africa (to European and Middle Eastern countries) and “the banana value chain has employed up to 120,000/150,000 people in Somalia” (Managing Director, agribusiness industry, United Arab Emirates). After a gap of more than two decades, initiatives have been taken in South-Central Somalia (Shabelle) to help local growers export their productions to foreign markets. In Somaliland and Puntland, there is clearly a window of opportunity for local and international investors, as the demand from Saudi Arabia, United Arab Emirates, Gulf States, Iran and European countries is potentially significant.

“The potential is huge, everyone knows it in the Middle East. But it has to be a win-win situation: Somaliland and Puntland need investments, storage facilities, factories, etc. to be able to produce and transform bananas. Also, the other segments of the value chain must be developed as well: it can create new skilled jobs and increase the domestic profit”

– Somali Operating Manager, Agribusiness industry, Saudi Arabia

Salt and gums: Analysis on these sectors is currently lacking and requires further inspection. A rapid assessment of these sectors is required to highlight expected profits, and comparisons with the global market to ensure that investments would be profitable in these sectors.

Salt sector: Easy access to the sea and neighbouring Ethiopia as landlocked country requiring salt presents a big market for the salt industry, yet its potential needs to be carefully assessed. **Gums:** Currently, trees are used as charcoal. Gum production could be a promising sector to both help preserve the environment (by decreasing deforestation) and generate income. Yet more information is required on the current market and its potential for growth.

Hides and skins: Currently, mostly raw hides and skins are exported from Somalia/Somaliland. However, there is a history of leather making and processing hides and skins, which could be revived as promising sector of income generation and employment along the value chain.

I was looking for a belt this morning and I found something that is probably from China, there is a lot of potential, shoes, everything.

– EU Field Officer, Hargeysa

Repair industries: While appliances are easy to find in Somaliland and Puntland, key informants highlighted the lack of service industry around them. Currently, there are few people with the necessary skills to repair fridges, air conditioners, TVs and other appliances. This also holds true for mobile repairs, which, given the widespread nature of mobile phones in Somaliland and Puntland, are quite necessary.

Mobile repair is very much needed as well, very marketable, only small table and screws needed. If someone has higher skills in that, it would be good.

– NRC, Hargeysa

Food processing industries/Supporting supply chains in the food and fruit sectors: Currently, there are very few industries that are willing to invest in food (such as fruit, meat and fish) processing. This is partly due to two factors: first, a lack of information on the key players, supply chain practices and harvesting techniques; and second, a high running cost of facilities, poor distributions and physical barriers. To solve the first bottleneck – the lack of information – additional research is needed to encourage and facilitate potential investment into existing businesses looking for capital investment into supply chains. One promising industry in this regard is the banana market in Somalia.

Hospitality industry: In general, hospitality industries tend to employ youth. In Somaliland and Puntland, it is still relatively limited due to the limited number of hotels. Yet numerous hotels have been constructed in Hargeysa, and the training institute of the Horn of African Voluntary Youth Committee, for example, offers hospitality training. If the security situation allows, the hospitality sector could become one of the main employers in Somaliland. This is a potential area to effect change as there is a proportion of employees in this industry who are, at this time, migrants who have gained experience in the hospitality industry abroad.

Furniture: Almost all furniture that can be found in Somaliland and Puntland is imported from China (or Dubai on a much smaller scale). Carpentry is a profession traditionally taught at vocational training institutes. Increasing the level of skills taught in these institutes to allow graduates to produce high-quality furniture would open a new local sector for income generation and employment creation. Availability of materials and further cost analyses are required to ensure the viability of investing in youth employment in the furniture industry – hence calling for an assessment of the potential for employment generation through the local furniture industry.

Private security sector: There is currently only one private security company in Somaliland. It describes itself as a Hargeysa-based international Somaliland company and specialises in armed guarding, personnel and vehicle tracking and security technology. The company was founded and registered in 2009 and is the first ever Somaliland security provider that aspires to achieve international standards.⁴⁰ International NGOs, donors and UN agencies deploy their services, instead of relying on police or special protection units (SPUs). Physical risk solutions (PRS) operate throughout Somaliland and can also be found in Garowe. Supporting private security development goes hand in

⁴⁰ Physical Risk Solutions (2014), *About us*. Available from <http://physicalrisksolutions.com/page13.php>

hand with previous recommendations – notably in the hospitality sector. Tighter security provision – alongside structural improvements in security – will support the growth of the hospitality sector overall. PRS were not willing to be interviewed as employers in Hargeysa with reference to sensitivity of data and information. The team leader also expressed the notion that PRS would not want to draw too much attention to the private security sector in Somaliland in order not to attract potential competitors. Therefore, no information about the current number of employees, planned number of new positions, as well as demanded profiles could be obtained. Looking at the private security sector in Kenya and other neighbouring countries, PRS and other private security providers are believed to emerge into an important employer for youth in Somaliland and Puntland. It is therefore recommended to get more information on the profiles required and recruitment procedures.

Recreational facilities: A Turkish company built and is operating several football fields (with synthetic turf) in Hargeysa and charges an entry fee for playing. All enumerators confirmed that these are highly popular places for youth to spend their time. Similarly, in Puntland, youth gather to watch each other play football at the two fields.⁴¹ Throughout Hargeysa, a small number of other recreational facilities, such as gyms or entertainment centres with pool tables, can be found. However, there are still very few options for youth to spend their leisure time other than sitting in coffee houses or at home, providing a big potential for innovative recreational facilities, such as libraries, cinemas, internet cafes or concert facilities catering to the strong musical and arts culture in Somaliland and Puntland. This area is particularly interesting as, in addition to job creation, it would contribute to a more positive image of Somaliland and Puntland among the youth, diminishing the “soft” reasons to migrate.

⁴¹ Key Informant Interview, YPEER, Garowe, 12 June 2014.



The potential for job creation and growth is fantastic in this sector. Fisheries could attract a lot of young men but we need to invest in basic facilities, storage capacity, etc. Who can do that?

– Manager, Cooperative, Bossasso

Annexes

Annex I – Profiles of surveyed employers and organizations

Enumerators randomly interviewed a wide range of public and private sector employers so as to:

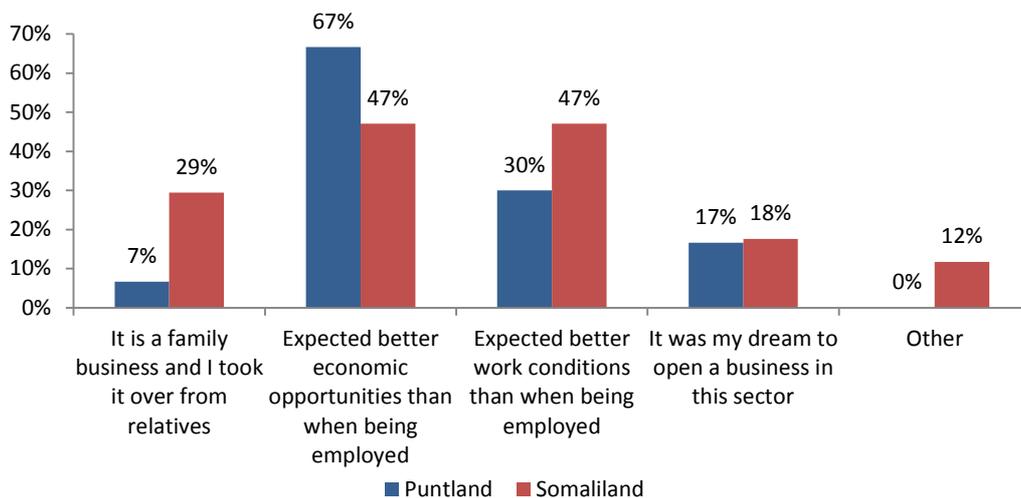
- Form a complete picture of the employment requirements in both the public and private sectors in each city (Bossasso, Garowe, Burao and Hargeysa);
- Identify growth sectors – where should youth be focusing their preparatory work in getting ready to join the job market.

If we focus on the profile of the respondents, on average, surveyed employers were 37 years old and 80 per cent of them were male. Owners in Somaliland were more likely to have taken over a family business than those in Puntland, and the main reasons cited by Somaliland owners were the expectation of better working conditions and opportunities, while owners in Puntland cited opportunities far more often than conditions:

I think that it is extremely difficult to get a job here (in Puntland) when you don't have good connections. Even if you manage to get a job, it will only keep you busy but will not allow you to make a living. So, I decided to create my own company with my uncle. We have 12 employees this month. It is sometimes difficult, but the economic situation is better and I hope to become rich and develop my activity in the future.

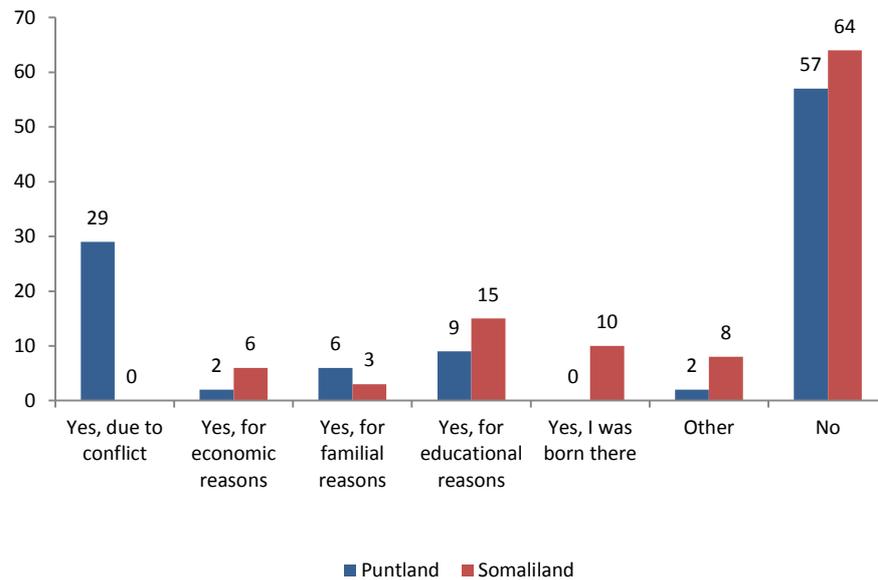
– Co-Director, agribusiness company, Garowe

Figure 39 – Reasons given by surveyed respondents to start their own business



A majority of employers had never lived abroad, though more than a quarter of employers in Puntland cited having lived abroad due to the conflict (23 per cent of employers interviewed in Bossasso and 33 per cent of employers interviewed in Garowe), compared to zero in the other two cities.

Figure 40 – Proportion of surveyed employers that have lived abroad



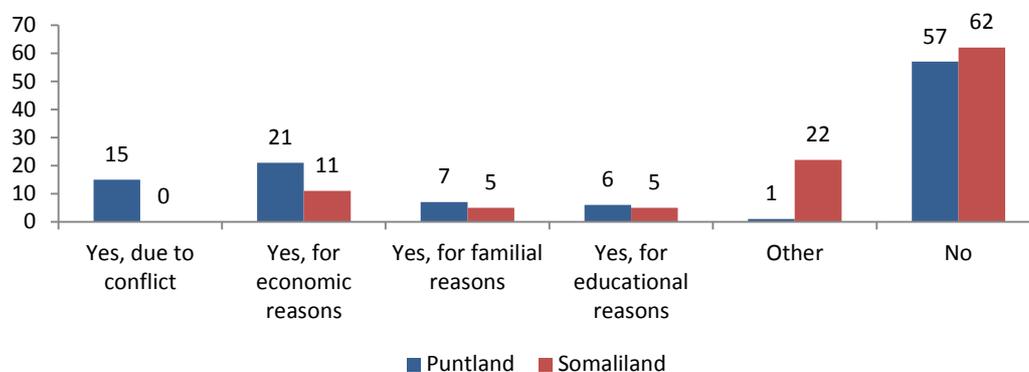
When asked if they had moved within Somalia, a significant percentage (15 %) of Puntlanders reported being internally displaced due to the conflict, while this was not mentioned in Somaliland.

By contrast, natural disaster was often mentioned in Somaliland among the causes leading to internal displacement. Economic, familial and educational motives are also strong drivers and were frequently mentioned in the FGDs conducted in both zones.

As a businessman, I need stability and Somaliland is relatively more peaceful these days. There are fewer risks of criminality in Hargeysa than in most other cities. Also, people understand the importance of education and development here.

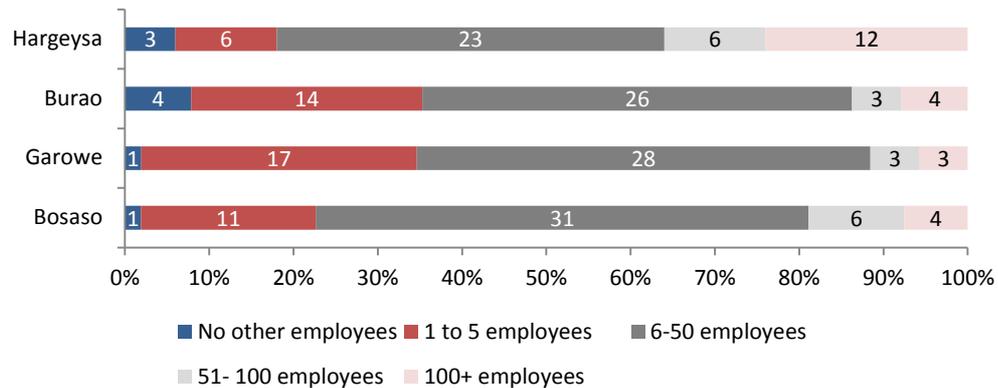
– Owner and director, IT company, Hargeysa

Figure 41 – Proportion of surveyed employers that have moved within Somalia



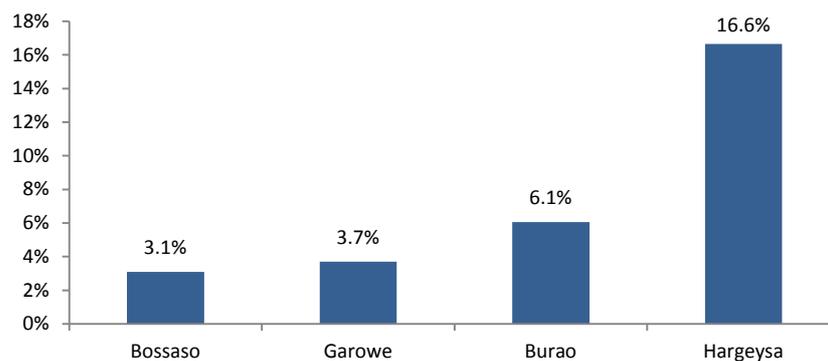
Company size: In terms of size,⁴² surveyed businesses in Somaliland tend to be larger, with a median of 20 employees to Puntland's 15, and Somaliland hosts more than a quarter of businesses with more than 50 employees, to less than a sixth of such businesses in Puntland. In particular, Hargeysa stands out for its 40 per cent of businesses with more than 50 employees.

Figure 42 – Number of employees of the surveyed companies (by city)



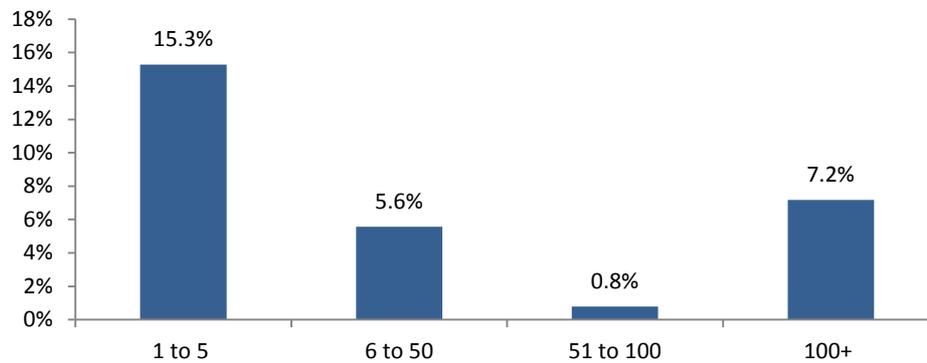
Business structure: The proportion of employees related to the employer is considerably higher in Somaliland than in Puntland, with 11 per cent vs. 3 per cent. This is mostly due to a much larger share of them in Hargeysa: (a) private businesses have more related employees than public sector structures with 11 per cent vs. 4 per cent; and (b) smaller businesses tend to be family affairs more often than larger structures, though the trend reverses inexplicably for very large structures. In Hargeysa, close to half of the employees of very small companies of less than six employees are relatives of the respondent.

Figure 43a – Percentage of employees related to their employer (by city)



⁴² To estimate the size of the surveyed companies, the median was favoured, as it gives a better picture of the reality in both Somaliland and Puntland, while minimizing the importance of outliers. In our survey, the minima were 1 (S and P) and maxima 423 (S) and 513 (P); the respective means were 55 (S) and 39 (P).

Figure 43b – Percentage of employees related to their employer (by business size)



Female employees: Overall, employers in the survey have 28 per cent of female employees at their place of work. While there is no major difference between regions, Garowe stands out as the city with the largest proportion of female employees in the sample. Females are noticeably more likely to be present in the public sector than in the private sector, at 34.2 per cent in the public sector vs. 21.9 per cent in the private. Women are better off in Garowe in both sectors, but the difference in the public sector is particularly stark.

Figure 44 – Percentage of female employees (by city)

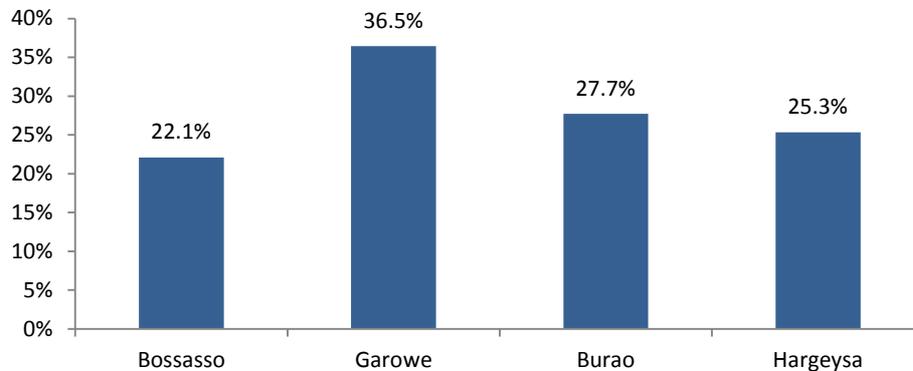
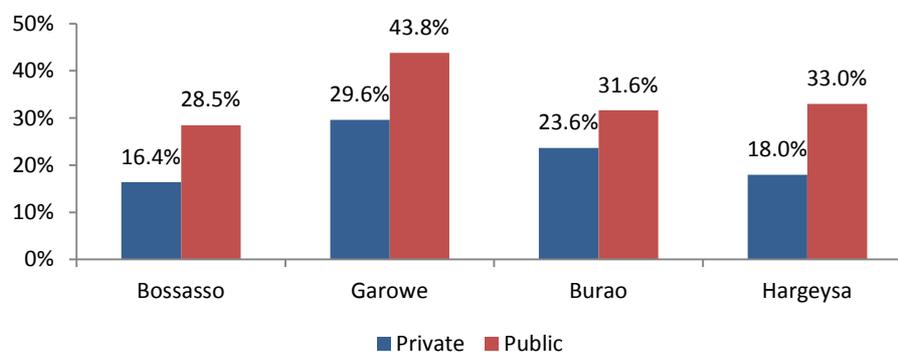


Figure 45 – Percentage of female employees (by sector)



However, a clear preference for male employees was noted in the qualitative work. This may explain why young women are as likely, if not more, to wish to migrate:

- Yes, I think women are less likely to be hired because the first priorities go to men. The main reason they give for this, is that men are the bread winners of the family and their income will benefit the family as a whole, while a girl's income may go to her husband and children.
– Female case study respondent, Garowe
- In the case of a male vs. female, the man will be hired because culturally men are seen to carry the responsibility of working outside the home for the family.
– Male case study respondent, Garowe
- My ideal job is to work as a medical doctor. [...] The jobs are available, but you must be qualified. Usually it is the men that get those jobs.
– Female case study respondent, Burao

Youth: The percentage of youth (aged 15–24) employed in the places of work of the employer respondents stands at 28 per cent.

- Youth are more likely to be employed in Puntland (32%) than in Somaliland (24%).
- The private sector is more likely to hire youth than the public sector, at 34 per cent vs. 22 per cent.
- A considerable difference exists between regions in the private sector: In Puntland, 40 per cent of private sector employees are youth vs. only 27 per cent of public sector employees in Somaliland. Although this is clearly related to the fact that a lot more private companies are small, youth's chances of being employed by a large private company (over 100 employees) are just as small as their chances of being employed by a large public company. Only 15 per cent of the employees of large private companies are youth, similar to their share of the workforce in large- and medium-sized public companies.

Figure 46 – Percentage of youth employees (by city)

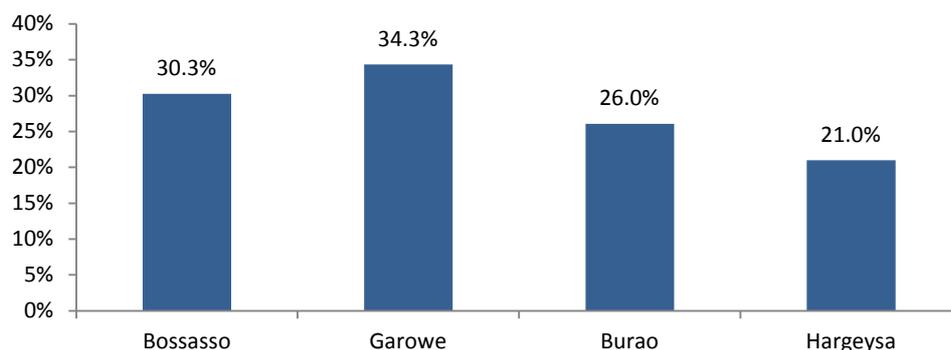


Figure 47 – Percentage of youth employees (by sector)

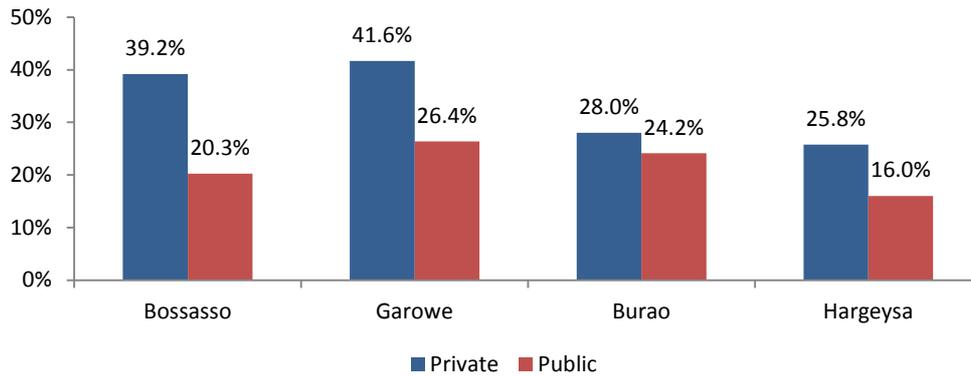
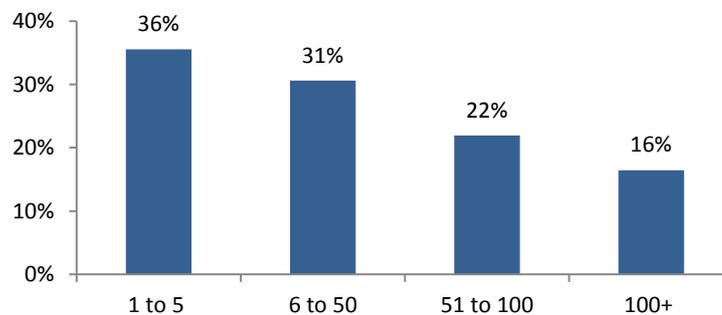


Figure 48 – Percentage of youth employees (by business size)



Employees' origins: Employers in Somaliland are more likely to have employees from the same city than employers in Puntland, with an average share of local workers of 75 per cent vs. 53 per cent. This is due to a strong majority of local workers in Burao. Overall, 5 per cent of employees in the places of work of the surveyed employers are of non-Somali origin. There is a striking difference between the regions, with Puntland employers having an average of 2 per cent of non-Somali employees, compared to 8 per cent in Somaliland.

Figure 49 – Percentage of local employees

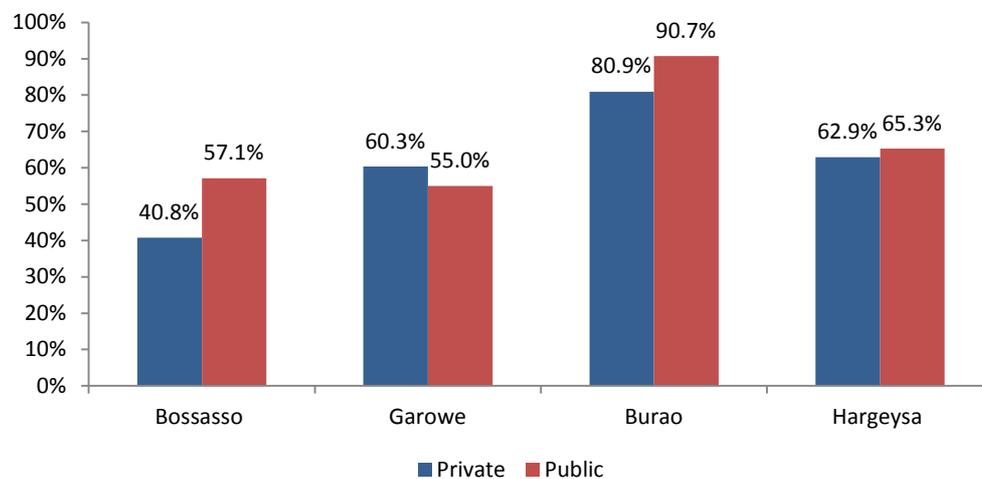
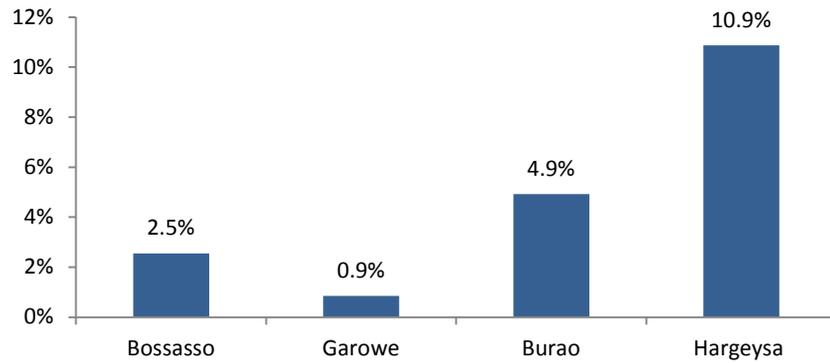


Figure 50 – Percentage of non-Somali employees



Experience abroad: 15 per cent of employees have lived abroad, with Puntland having a larger share, at 18 per cent compared to 11 per cent in Somaliland. Burao stands out as the city with the smallest share of employees having resided abroad, perhaps in line with its larger share in local employees.

Figure 51 – Percentage of employees who have lived abroad (by city)

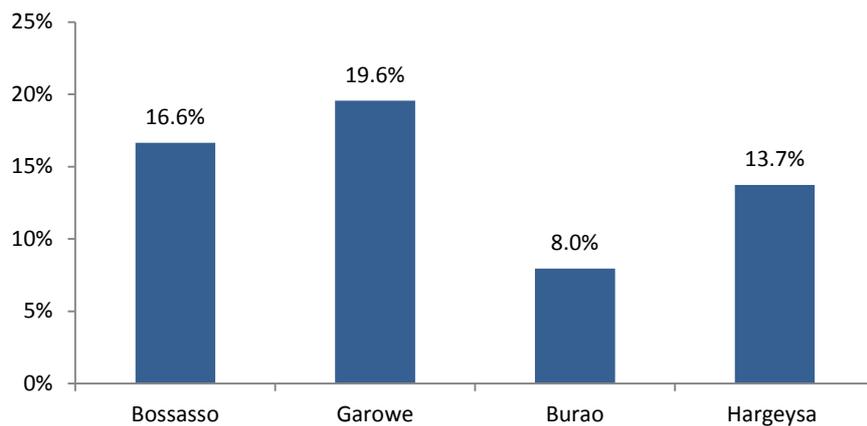
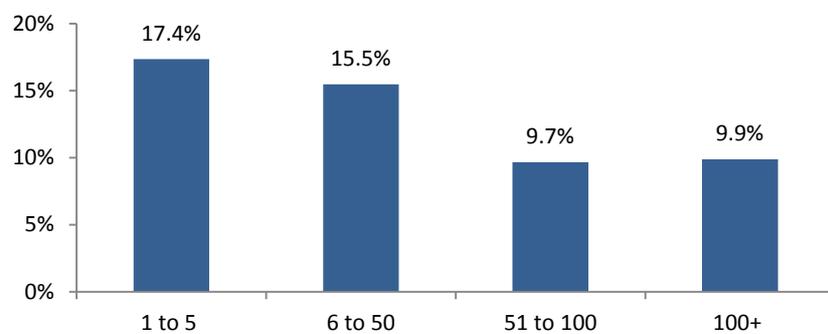


Figure 52 – Percentage of employees who have lived abroad (by business)



Education abroad: 19 per cent of employees have obtained their education outside of Somalia. In the capitals, one finds a larger percentage of the workforce having been educated abroad. A foreign education is clearly a greater premium among public enterprises than among private ones. Overall, 14 per cent of employees in the surveyed employers' places of work gained some work experience outside of Somalia. This is more often the case in Puntland (18 %) than in Somaliland (10 %) for which again Burao brings down the average.

Figure 53 – Percentage of employees having received their education abroad (by sector and region)

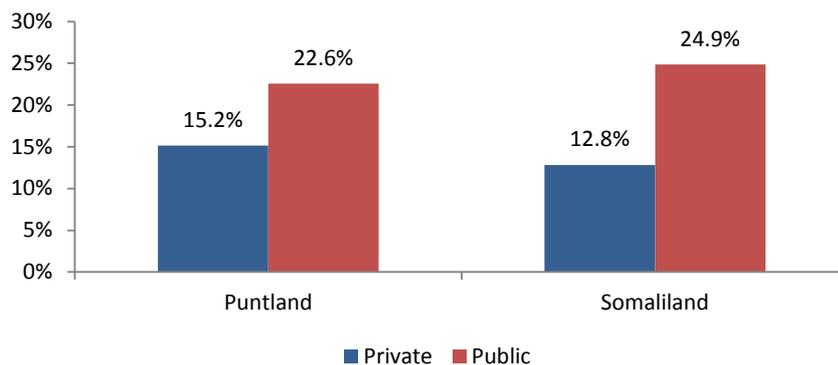
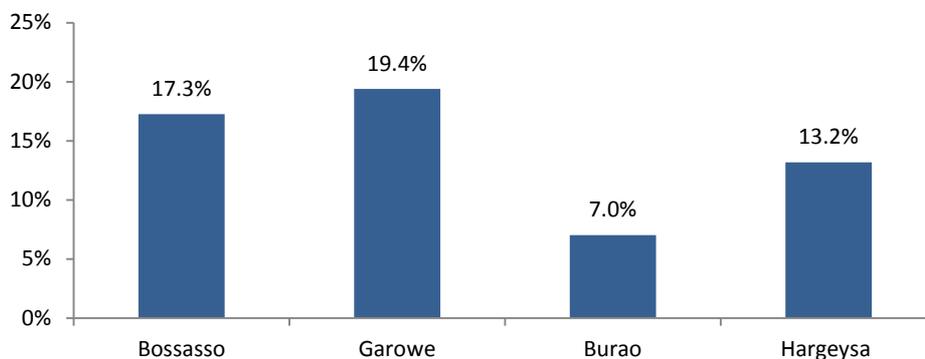


Figure 54 – Percentage of employees who have worked abroad by city



Annex II – Conclusions of the IOM workshop held in Nairobi (9 July 2015)

Investing in Somali Youth? *Exploring the youth-employment-migration nexus in Somaliland and Puntland*

Presentation of the findings and recommendations of the research commissioned by IOM and conducted by Samuel Hall East Africa in Somaliland and Puntland

Location: IOM-Somalia Office (Gitanga Groove, off Gitanga Road, Lavington)

Day and time: 9 July 2015 from 8:30 to 11:30

| | |
|---------------|--|
| 8:30 – 9:00 | Registration |
| 9:00 – 9:10 | Welcome and round of introduction |
| 9:10 – 9:15 | Introduction by IOM Somalia Chief of Mission – Gerry Waite |
| 9:15 – 9:20 | Keynote speech by a representative of the Embassy of Japan |
| 9:20 – 9:50 | Presentation of the findings by Samuel Hall East Africa – Hervé Nicolle |
| 9:50 – 10:00 | Refreshments and coffee break |
| 10:00 – 11:00 | Q&A and group workshops around five specific focuses: (a) rural–urban migration; (b) vulnerable groups (women, IDPs, returnees); (c) diaspora; (d) PPPs; (e) policymaking. |
| 11:00 – 11:10 | Syntheses of the discussions |
| 11:10 – 11:20 | Closing remarks by IOM |

Workshop 1: RURAL–URBAN MIGRATION

- ✓ How successful is rural–urban migration as a coping mechanism in Somaliland and Puntland?
 - Findings point to the fact that internal migrants fare the same as non-migrants: a successful rural–urban migration
 - Outcomes of rural–urban migration: Case studies
 - Individual resilience – How they cope with life in the “big city”

Generally, rural–urban migration was considered a successful coping strategy. That said, rural–urban migration was viewed as the only realist/available option for migrants to access livelihood opportunities. Key points are as follows:

Internal migrant/non-migrant: *Unemployment is common among all youth and a shared problem that creates a kinship vs. competition. This camaraderie is a tool and should be harnessed in future projects and peacebuilding activities.*

Individual resilience: *Youth are less dependent on clan presence and influence to determine where they settle. Social media and general commonalities – age, unemployment, interests and hobbies – make it easier for youth to move between social groups and settings. This allows youth to assimilate and provides them opportunities not afforded previous generations. This makes youth malleable and easy to influence; this is not always positive as it can lead to radicalization.*

Flexibility: *Youth are flexible. They often relocate on their own and are able to make further migration easily without family constraints and attachments to land or clan.*

- ✓ How can rural–urban migrants be integrated in the economic landscape?
 - They cannot fall back on clan networks in their urban homes. Often end up among the poorest strata of the population.
 - Economic migration is the aim. How fruitful is it?
 - Do they face unforeseen protection issues to be addressed?

Economic migration: Economic migration is often not successful. This is due to the lack of livelihood and jobs opportunities in Somaliland and Puntland. It is also strongly influenced by **perception**. Somali youth want to be “nobly” employed. They will not work in a sector they deem below their clan or status limiting already scarce opportunities. It is also this perception that makes reverse migration unrealistic as a move to the urban centre is considered progress and return to the village failure.

Protection: Youth often migrate alone in search of economic activities to support their families. This move, often out of need, is done with little contextual knowledge and few contacts on arrival. This leaves youth vulnerable and easily influenced. The lack of traditional family structure and need to belong can easily be used against them. This is further exasperated by failure to find a livelihood.

Perception and sensitization: Migrant youth must change their perception and attitude towards work in sectors they deem below their status. Sensitization campaigns with influential actors (such as celebrities and musicians) should be considered to support this shift.

- ✓ How large are internal remittances? Financial, social remittances
 - Household resilience – internal remittances’ impact?
 - Estimates of financial flows
 - Estimate of social remittances

Remittance: Youth are expected to send money home, as well as set up a base in the city for the family to migrate. This leaves little for the individual to survive on. Additionally, their need to be perceived as a success at home can lead them to borrow money ending up more vulnerable and in debt.

- ✓ Is rural–urban migration an intermediary step to further migration?
 - Successful coping strategy or leading to further displacement?
 - Assessing the migration cycle and links with irregular migration
 - Protection issues to be highlighted?

Further migration: “The first move is the hardest.” With no clear attachments or opportunities in a new place, youth tend to treat migration as the first move to the perfect solution.

Protection: Youth are incredibly vulnerable. Their aspirations and independent nature leave them unprepared to meet realities of city life without the traditional support structures. “The more they move, the more vulnerable they become and the more likely they are to be adapt negative coping mechanisms.”

A word on social media: Social media offers immediate access to youth groups. Humanitarians must find a way to better harness these networks and capitalise on youths desire to be “connected”. Interesting recommendations include the following:

- Project registration with social media accounts vs. mails or mobile phones;
- Linkages between employers and youth with similar interests; and
- Sensitization campaigns; perception and migration.

Workshop 2: CAPITALIZING ON THE DIASPORA

- ✓ Understanding the diaspora's involvement
 - Positive impact – Policymaking role of the diaspora – *In Hargeysa, where the government is located, migrants were more likely to have lived abroad, suggesting some truth to frequent claims that returning members of the diaspora make up a material portion of the government there.*
 - How can this contribute to greater awareness for the migrants/displaced/youth?
 - Negative impact – *What groups diaspora finance, what trade*

POSTIVE IMPACT – Policymaking role of diaspora and capitalizing on the diaspora

- *In terms of understanding the diaspora involvement, discussions on how to harness the potential of the Somali diaspora in the development in Somalia. IOM Somalia has been involved in capacity-building for institutions, PPPs and the government to help understand diaspora as “agents of change”.*
- *The diaspora investment in initiatives or business ventures in Somali creates employment opportunities.*
- *Impact needs to consider the two:*
 - ***Diaspora needs to be HUMBLE and the local population needs to be UNDERSTANDING***, which means that the diaspora need to know what they can contribute to but also be willing to learn from the local population. The local population needs to be understanding in terms of learning to work with the skills that they have.
- *Somali diaspora have a duty to rebuild the population but the length of time a diaspora has spent may determine whether there is a will to contribute.*
 - *For example, a member of the diaspora who has lived outside for more than 30 years working as a taxi driver may return and be seen as successful because of the resources he has brought back and the way he capitalises on how one is being viewed in the society.*
 - *Keep in mind the **BRAIN WASTE** experienced by those diaspora that took up any employment at the host country and cannot use their skills when they return due to lack of practice.*
- *Young women are challenging norms in order to have an impact:*
 - *Referring to the fact that some returnees do not know how to handle the difference in environment and dealing with integrating into Somali society, women are finding ways to adapt and challenge some of the barriers.*
- *Consider **DIASPORA PHILANTHROPY**.*
 - *There was a question about the definition of philanthropy, but the general idea was that the diaspora helps to fund initiatives or business ventures in the country, thereby contributing to national development. There is some evidence of this in practice but probably at a small scale.*
- *Somalis in general are very resilient and try to establish effective ways of staying connected to their country.*

- *The Government of Somalia needs to put systems and regulations in place to ensure that the contributions of the diaspora through financial and/or social remittances can have an impact and are **SUSTAINABLE**.*
- ***CLANISM** can be used positively to impact on the development of the country as if a diasporan from Hargeysa prefers to work in that locality, there is brain gain to the region and there are resources available.*
- *Social remittances can be used to plan a business, perform market analysis, identify niches, and manage and determine who has control.*
- *Potential to consider ideas such as **CROWDFUNDING** similar to the Kiva concept but where organizations can set up linkages between the local Somali population and the diaspora to support the development of businesses that would impact positively in Somalia.*
 - *Possible to research on how to scale up the impact of remittances on development so that they do not only impact on migrant households but also non-migrant households/communities.*

NEGATIVE IMPACT – What diaspora finance?

- *There is a concern that diaspora does not understand the terrain, having lived abroad for a long period of time, that development of policies could be hard-line and not take into account the needs of the local population.*
- *Key government positions have been occupied by the diaspora, but the impact they have has yet to be seen. The perception is that those who occupy government positions do not have the knowledge and skills to occupy a government position, nor do they understand the needs of the local population.*
- *There is a question on whether the remittances are having an impact at all at a macro level, as most are used for personal use but also the fact that it may be used to fund Al-Shabaab activities.*
- *Somali diaspora remittances have been used to set up small businesses, but they have failed because of competition, bribery and corruption. Somalia is high on corruption.*
- *Consider how the diaspora can also have a negative impact on development while in diaspora by transporting clanism at the destination country, curbing potential for collective development.*

- ✓ Capitalizing on the diaspora
 - Perceptions of the diaspora are strong – Are they valid?
If the diaspora helps us more, we will succeed in creating income and jobs for everyone.

– Director, Manufacturing Company, Bossasso
 - Support diaspora entrepreneurship – *by encouraging access to capital for young and small-scale entrepreneurs, establishing platforms that encourage regular dialogues between youth and diaspora professionals.*
 - Successes and failures?

SUCCESS, FAILURES and OPPORTUNITIES

Context is important to bear in mind as although there are good practices. There is a need to consider **Best fit NOT best Practices**, such as programmes rolled out in other African countries that have been successful will need to be contextualized to suit the Somali situation.

FAILURES

- United States Agency for International Development (USAID) has developed an initiative, which is “bond matching”, the basic concept being that the youth in Somalia develop a business plan that they pitch and USAID finds a number of diasporans who are willing to fund the initiative to set up the business that way there is a partnership established between the diaspora and the Somali youth.
- Migration for Development in Africa (MIDA) programme has been adopting a few strategies to harness the potential of the diaspora, but at the same time allow for transfer of skills through skills matching (such as working with one diaspora and two local Somali youth). Some other programmes used in the past that have failed include the use of diaspora bonds, which did not have the support from the government at the time it was rolled out.

SUCSESSES

- MIDA has adopted a **SKILLS MATCHING** programme that links the diaspora with the local youth in Somalia so that there is a transfer of skills and skills building.

POTENTIAL OPPORTUNITIES

International Rescue Committee is developing a strategy that they will pilot on diaspora remittances from San Diego to Puntland. Concept is to encourage the sending of remittances as usual and matching the amount sent to the families but one that will have an impact on the community. This will contribute to the development of businesses that may create employment opportunities for the youth but also improve livelihoods (**Need to find out more details on this**).

Workshop 3: INCLUDING VULNERABLE GROUPS

- ✓ Returnees
 - Who are “the returnees”? How can their education be capitalized upon? Returnees are at an advantage on education requirements.
 - What explains returnees’ lower level of debts? Are there lessons learned to draw for other migrant groups? On average 6 per cent less than others, around 11–12 per cent of them are in debt.
 - How to prevent returnees from unwanted displacement? Many returnees come back to their homeland where they join the ranks of those moving internally, from rural to urban areas, for economic reasons and in search of greater stability and opportunities.

- ✓ *Women*
 - *What programmes are targeting the public sector? Women will be more likely to find jobs in the public sector.*
 - *What programmes target female employers? Female employers are more likely to employ youth than male employers.*
 - *What are the sectors with the highest prospects for women's employment?*

- ✓ *IDPs*
 - *How is their status socially undermined by the employment they take on? IDPs mostly have unskilled jobs that others find degrading.*
 - *On-going efforts to address the education and skills gap among IDPs?*

1. RETHINK Women, IDPs and returnees not to be lumped under “vulnerable” as the message from this research is to focus on agency.

- Redefine what vulnerability is and what vulnerability criteria are.
- Very practical steps: UNHCR has reviewed its vulnerability criteria to include **young males/casual labour** with partners on the Yemen crisis, to be assisted to return with onward transportation.
- Same with refugees from Kenya: How to better integrate them in return plans? *See Samuel Hall's report on spontaneous returns: Youth are ready to return but then end up working for free in Kismayo; at least they have had a good education in Dadaab, but the situation doesn't provide for income generation for them upon return.*

2. PROFILING

- What is the profile of those coming back from Yemen? There are 23,000 returns from Yemen out of 240,000 registered refugees in Yemen living mainly in camp situations.
- What work did Somalis in Yemen do? *Mainly unskilled jobs*
- Makes you think about the link between education, skills and camp settings. UNHCR spoke of the education and skills provided in the camps.
- But do the camp-based education and skills match the local context of return?
- UNHCR says the following:
 - a. 80 per cent of those returned have the intention to return to South Central Somalia:
 - i. 51 per cent to Mogadishu;
 - ii. 13 per cent to Somaliland; and
 - iii. 5 per cent to Puntland (around Bossasso).
 - b. Somaliland remains a transit.
 - c. But 13 per cent is still sizeable.
 - i. What impact does/will that have on youth, employment and migration? On labour market dynamics? On further migration? How to integrate these people in addition to those already surveyed?

3. SOCIAL SAFETY NET in URBAN AREAS

- Pilot in Hargeysa/Somaliland
- Not necessary to target the most vulnerable. An urban social safety net for those who have skills and experience can be designed.
 - Create a cycle of productivity.

4. **Women: CHANGING PERCEPTIONS ON GENDER ROLES**

- Potential with Garowe and showcasing different gender roles? Female employers for instance
- Tapping into **leaders**
 - Whoever is recognized as an authority to help change perceptions of gender roles
 - Who can be your **advocate for change**?
 - Imams, religious leaders?
- Looking at joint men-women programming?
 - UNHCR mentioned a success story in Kismayo of the livelihood programme in the fishers (Part of the return/reintegration programme)
 - Consultative process include all community members, agreed on having:
 - Men taking care of fish production
 - Women taking care of selling the fish
 - Effective use of gender roles

5. **IDPs: Stigma to be addressed?**

- In Bossasso (Puntland), large IDP camps turn into migrant camps due to their vulnerability in “transit”. Vulnerability increases, and they are led to taking on less and less desirable jobs.
 - Stigma of IDPs
 - Confirmed by IOM
 - Per cent of IDPs from minority clans
 - Social exclusion
- UNHCR based on *Samuel Hall’s study on local integration of IDPs in Somaliland and Puntland* is looking beyond land and shelter to integrate IDPs
 - Need to change the approach as discussed in the Samuel Hall study
 - Looking at other factors of local integration
 - For example, in Galkayo, there are efforts to work on peaceful coexistence, create market to integrate IDPs and remove these divisions
- **Profiling**
 - Profiling of IDPs is needed
- Forced evictions
- Gatekeepers
 - Especially where IDPs are privately owned.
 - They take cut of livelihood support
 - Solution? Investing in IDP businesses to protect them from gatekeepers
 - Investing in businesses will be better as more protected from these risks than in kind or other donations/aid
 - Helping communities grow resilient by linking business and growth
 - Puntland is a more conducive environment.
 - Better relations with government (as mentioned by UNHCR)

Annex III – Key definitions

| Term and concept | Definition and standard | Source |
|-----------------------------|--|---|
| Migrant | At the international level, no universally accepted definition for "migrant" exists. The United Nations defines migrant as <i>an individual who has resided in a foreign country for more than one year irrespective of the causes, voluntary or involuntary, and the means, regular or irregular, used to migrate</i> . Under such a definition, those travelling for shorter periods as tourists and businesspersons would not be considered migrants. However, common usage includes certain kinds of shorter-term migrants, such as seasonal farm-workers who travel for short periods to work planting or harvesting farm products. | <i>IOM, Key Migration Terms</i> www.iom.int/key-migration-terms |
| Refugee | <p><i>A person who meets the eligibility criteria under the applicable refugee definition, as provided for in international or regional refugee instruments, under UNHCR's mandate, and/or in national legislation.</i></p> <p>A person who, "owing to a well-founded fear of persecution for reasons of race, religion, nationality, membership of a particular social group or political opinions, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country.</p> <p>Economic migrants do not fall within the criteria for refugee status and are therefore not entitled to benefit from international protection as refugees.</p> | <i>UNHCR Master Glossary of Terms, 2006 Rev.1</i> |
| Employment | <p>Persons in employment comprise all persons above a specified age who, during a specified brief period, either one week or one day, were in the following categories:</p> <ul style="list-style-type: none"> - Paid employment; - Self-employment. | <p>Organization for Economic Co-operation and Development (OECD) Glossary of Statistical Terms</p> <p>ILO definition</p> <p>http://stats.oecd.org/glossary/detail.asp?ID=778</p> |
| Employer | A person who operates his or her own economic enterprise, or engages independently in a profession or trade, and hires one or more employees. Some countries may wish to distinguish among employers according to the number of persons they employ. | <p>ILO International Classification by Status in Employment</p> <p>http://laborsta.ilo.org/applv8/data/icsee.html</p> |
| Self-employment jobs | Self-employment jobs are those jobs where the remuneration is directly dependent upon the profits (or the potential for profits) derived from the goods and services produced (where own consumption is considered to be part of profits). The incumbents make the operational decisions affecting the enterprise, or delegate such decisions while retaining responsibility for the welfare of the enterprise. (In this context "enterprise" includes one-person operations.) | <p>ILO International Classification by Status in Employment</p> <p>http://laborsta.ilo.org/applv8/data/icsee.html</p> |

| | | |
|--------------------|---|--|
| Skill | Skill is defined as the ability to carry out the tasks and duties of a given job. | ILO definition |
| Skill level | <p>Only a few broad "skill level" categories can usefully be identified for international comparisons. The 1976 version of the International Standard Classification of Education (ISCED) was used to define the ISCO-88 skill levels, but these definitions can easily be re-formulated with reference to the revised ISCED-1997. This formulation of the definitions does not mean, however, that skills can only be obtained by formal education or training. Most skills may be, and often are, acquired through experience and through informal training, although formal training plays a larger role in some countries than in others and a larger role at the higher skill levels than at the lower. For the purpose of the ISCO-88 classification system, determining how a job should be classified is based on the nature of the skills that are required to carry out the tasks and duties of the job not the way these skills are acquired. Nor is it relevant that the job incumbent may have skills not demanded by the job.</p> | <p>ILO</p> <p>International Standard Classification of Occupations</p> <p>www.ilo.org/public/english/bureau/stat/isco/isco88/anc2.htm</p> |

Annex IV – List of key informant interviews (Updated)

| Agency | Designation |
|---|--|
| Nairobi | |
| DAI TIS | Chief of Party |
| European Union Somalia Delegation | Advisor Education |
| IOM Kenya | Project Coordinator Mixed-Migration |
| Mercy Corps | CoP for Somali Youth Leaders' Initiative |
| Norwegian Refugee Council | Education Programme Manager |
| Save the Children / Education Cluster | Education Cluster Coordinator |
| UNICEF / Education Cluster | Education Cluster Coordinator |
| Hargeysa | |
| Chamber of Commerce Industry and Agriculture | Secretary General |
| DANIDA | Head of Office |
| European Union Somalia Delegation | European Union Field Officer |
| ILO Somaliland Programme | Head of Office |
| Migration Response Center | Director |
| Ministry of National Planning and Development | Director General |
| Ministry of Youth, Sports and Tourism | Director General |
| Norwegian Refugee Council | YEP Programme Manager |
| Save the Children International | Employment Promotion Officer |
| Save the Children International | Monitoring and Evaluation Officer |
| Save the Children International | Education Officer |
| Somaliland Business Fund | Team Leader |
| Somaliland NGO Consortium | Regional Focal Point |
| SONYO | Executive Director |
| UNDP | Head of Sub-Office UNDP Hargeysa |
| Garowe | |
| DAI TIS Team | Senior Project Advisor |
| DRC / Somalia NGO Consortium | Puntland Regional Focal Point |
| IOM | Bossasso, MCOPS Assistant |
| IOM | Garowe, MIDA Project Assistant |
| Kaalo Aid and Development | Programme Manager |
| Ministry of Labour, Youth and Sports | Minister |
| Ministry of Labour, Youth and Sports | Director General |
| Ministry of Planning | Deputy Minister |
| Ministry of Women and Family | Direct Manager |
| Norwegian Refugee Council | YEP Programme Manager |
| PUNSAA | PUNSAA Project Officer |
| PUNSAA | PUNSAA Democratisation Advisor |
| Puntland Development Research Center | Project Officer |
| Puntland Civil Service Commission | Chairman |
| UNDP | Area Project Manager – Garowe |
| YPEER | Project Officer |

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