

European Union Somalia Gender Analysis Study



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LIST OF ABBREVIATIONS

| | |
|--------------|---|
| CEDAW | Convention on the Elimination of all Forms of Discrimination of Women |
| EUMS | European Union Member States |
| EU | European Union |
| FGD | Focus Group Discussion |
| FGS | Federal Government of Somalia |
| GA | Gender Analysis |
| GBV | Gender Based Violence |
| INGO | International Non-Governmental Organization |
| KII | Key Informant Interview |
| NGO | Non-Governmental Organization |
| SIDRA | Somali Institute for Development and Research Analysis |
| SurveyMonkey | An online research tool that can be used for surveys, etc. |

Executive Summary

This gender analysis study of Somalia was carried out between October and November 2016 with the aim of providing a foundation for the implementation in Somalia and Somaliland of the EU “Gender Action Plan Gender Equality and Women’s Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020 (GAP II)”, which has been formally adopted by the Council in October 2015 and which provides the framework for the European Commission's (EC), the European External Action Services' (EEAS) and European Member States' (MS) approach to gender equality through external relations for the period 2016-20.

The study was carried out in 5 locations in Somalia and elaborate consultation were made with the Somalia European Union Delegation office as well as with EU member states and implementing partners in Nairobi. To collect key data, qualitative enquiry were carried out using a variety of instruments including extensive review of literature, a public survey of 534 respondents, focus group discussions at five locations (Mogadishu, Baidoa, Kismayo, Hargeisa and Garowe) and interviews with 21 key informants drawn from a wide range of organizations and professional background.

The key results of the study are summarized below:

- i. Gender inequality persists on Somalia and has many causes, key among these tradition and culture which defines community acceptable roles for men and women. These roles take root early in life, starting from the family setting and extending to the neighbourhood and the larger community.
- ii. Because of gender inequality, women are not able to access fully the benefit of development including such benefits like education, health, employment.
- iii. There are many laws and legislation drawn to address gender inequality but many of these have not been passed or are not enforced. Sex and gender-based violence continue to be tolerated and the rights of girls and women continue to be violated. In some cases, there are laws that discriminate against girl and women. Despite these challenges, many opportunities exist to address gender inequality.
- iv. Few women are in influential positions politically and economically and women have limited representation in decision making even on that affects their lives.
- v. At the local level, there is limited awareness and understanding of the magnitude of the gender inequality problem. Organizations that are engaged in promoting gender equality are seen to be working for foreign interests.
- vi. The successful model woman is seen as one that has been successful in taking care of the home. Women who fight for women rights and aspire to go beyond the home maker role are seen to oppose men and to be going against the culture and religion.

- vii. The contribution of women in the development of the Somali society takes place behind the scene and is not documented. This lack of full participation of women has in development robs the Somali society of the valuable contribution of women in development and leads to political, social and economic losses.
- viii. Although gender inequality poses such a big challenge to the Somali women, the efforts they make to address this problem are largely uncoordinated. Similarly, women rarely support each other when such opportunities arise. Women are therefore in some cases, their own enemies.
- ix. The absence of female leadership in the education sector has greatly contributed to the absence of female students in school as well as their performance. This situation has led to lower performance of women in education and subsequently lower participation of women in social, politics and economic spheres.

Recommendations

Building on the conclusions drawn by this study, a number of recommendations are made to the various stakeholders currently involved in the common cause of women's empowerment and gender equality in Somalia.

Recommendations to the Federal Government of Somalia and Federal State Members

The federal government of Somali and federal state government should:

- i. Make efforts at aligning the National Development Plan and the National Gender Policy with the GAP II.
- ii. Support efforts towards harmonising the Federal National Gender Policy with the Regional Gender Policies.
- iii. Support aggregation of gender equality efforts and also invest and support for research and studies on Gender Equality and Women Empowerment (GEWE) in Somalia through the National Gender Policy. This will address the fragmentation in the work being done by various actors towards achieving gender equality.
- iv. Identify, engage and work closely with gender champions throughout Somalia to move forward GEWE agenda and work in the country.
- v. Undertake training and capacity building to change attitudes and beliefs that cause inconsistent application of laws; deal more forcefully with domestic violence, address FGM render it illegal and punishable, and amend provisions that prevent rapists from being charged should they marry their victims; among others.

Recommendations to research institutions

Research and other knowledge institutions should:

- vi. Carry out systematic research to fill the many knowledge gaps that exist on women empowerment and gender analysis. The findings of this study provide the starting point for new research.

- vii. Develop tools that will enhance policy makers' understanding of the needs of men and women and in transforming and strengthening the impact of gender equality in Somalia.
- viii. Play a key role in collecting, aggregating and availing all data, information and knowledge on women empowerment and gender equality through knowledge portals and repositories.

Recommendations to Somali women

Somali women should:

- i. Continue to use all available international instruments in and outside of Somalia to fast track strategy to address women exclusion, transform gender power relations and actively involved women in social movements and activism.
- ii. Not accept gender inequality as a "fact of life" but instead seek equality and lobby for gender equality analysis to be used as a tool, approach and methodology for social, political and economic change in Somalia.
- iii. Come together and work closely together across geographic divides to coordinate their gender equality efforts and giving each other the necessary support. They should be role models to younger Somali women who don't have experience yet and give them opportunity to develop themselves and be confidence.

Recommendations to the European Union and Donors

The Somali European Union delegation should:

- i. Create awareness about GAP II in Somalia. For a wider reach, the GAP II should be translated into Somali language and printed for wide distribution among Somali institutions. For the general public, a popular annotated version of GAP II should be compiled giving only key information and distributed to the public.
- ii. Harmonize GAP II priorities with those of the Somali National Development Plan (NDP). The delegation should also harmonize its GAP II focus areas (selected from among GAP II objectives) with the NDP.
- iii. Conduct sustained community dialogues aimed at transforming identified negative social norms on women and gender issues through gender transformative approaches. Specifically, the EU should target elderly and influential women who tend to justify traditional gender roles, relations and responsibilities. Similarly, EU should support effort to remove misconception that the roles assigned to women based on traditional and cultural beliefs have a religious foundation.
- iv. Provide support to the government and implementing partners in developing and adoption of strategies, policies and legislations aim at creating awareness about GEWE. However, these tools need to go hand in hand with lobbying and advocacy to create awareness and educate Somali men and women about their rights.
- v. Support the involvement of women in education sector and especially in the early childhood education. Through its education program, EU should support strategies

and programs that will increase female students in school and improve their overall performance.

Recommendations to implementing organisations

The EU implementing partners (and other implementing partners) should:

- i. Organise GAP II information and sensitization sessions for the government stakeholders that work on gender issues in Somalia, including the Ministry of Gender & Human Rights Development, Ministry of Planning and International Cooperation (MOPIC) and the concerned ministries and institutions in Somaliland.
- ii. Work closely with respective civil society actors through a multi sector effort to end violence against women. Possible areas of action can include policy advocacy and dialogue to encourage revision of laws to ensure gender equality and non-discrimination.
- iii. In collaboration with the relevant government institutions, undertake training and capacity building to change attitudes and beliefs that cause inconsistent application of laws; support effort to deal more forcefully with domestic violence, address FGM by supporting efforts to render it illegal and punishable, and support amendment of provisions that prevent rapists from being charged should they marry their victims; among others.
- iv. Support line ministries and other national institutions, along with Civil Society Organizations to increase the number of secure shelters for abused women and children and supply trained staff in these facilities and support other related needs.

Recommendations to the media

The media should:

- i. Support policy dialogue and advocacy with government and non-government organisations through talk shows and strategic adverts.
- ii. Produce and air quality shows, features and programs on gender equality and women empowerment
- iii. Organise information/sensitization sessions about the GAP II in Somalia.

CHAPTER 1: RATIONALE, OBJECTIVE AND PURPOSE

1.1 RATIONALE FOR THE GENDER ANALYSIS IN SOMALIA

The EU recognizes that gender inequality is a critical factor that impacts negatively on development. The study seeks to address gender inequality and power dynamics that affect decision making and negotiations over resources, income and opportunities in Somalia. The effectiveness of development programmes in addressing the needs of the targeted population groups critically hinges on gender dynamics. In recognition of this, EU implements gender-sensitive, community-based interventions leading to active and meaningful participation and leadership of both women and men in project activities. The EU seeks to implement gender-sensitive strategies to ensure gender equity in access to, control over, and benefit from resources in Somalia.

The study aimed to facilitate the implementation in Somalia and Somaliland of the EU Gender Action Plan “Gender Equality and Women’s Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020” (GAP II), which has been formally adopted by the Council in October 2015 and provides the framework for the European Commission’s (EC), the European External Action Services’ (EEAS) and European Member States’ (MS) approach to gender equality through external relations, in 2016-2020.

Somalia is a fragile country ranked among the poorest countries in the world with its people living with less than one US dollar per day. Gross domestic product (GDP) per capita and human development outcomes are now among the lowest in the world. Since 1991, the country has undergone and suffered from a prolonged civil war which led to the breakdown of the state institutions, political fragmentation and prevalence of anarchy and insecurity and displacement of the people coupled with recurrent natural disasters of drought and floods causing wide spread of famine and malnutrition among the most vulnerable of the population. Women and children remain among the most marginalized in communities in relation to equitable access to basic human rights. Marginalization of women and children, which is not unique to Somalia, is exacerbated by culture and traditions which in many societies have been instrumental in passing on a culture of oppression and submission.

Gender Inequality reflects injustice, discrimination and unfair distribution of resources and influence within societies. The concept is often the root cause of poverty within societies particularly amongst women and girls. Gender Inequality has also been noted to be a critical barrier to the attainment of the Sustainable Development Goals (SDGs). Given the proven link between gender inequality on one hand and poverty and slow pace of development on the other, it is imperative therefore that interventions aimed at tackling poverty, be informed by a gender analysis. To adequately address challenges posed by gender inequality in development initiatives, there is need for strategic direction and focus to be informed by an analysis of this concept - hence this GA study commissioned by the EU.

1.2 STUDY OBJECTIVE AND PURPOSE

1.2.1 Study Objective

The overall objective of the research aimed to facilitate the implementation in Somalia and Somaliland of the EU Gender Action Plan “Gender Equality and Women’s Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020” (GAP II), which has been formally adopted by the Council in October 2015 and provides the framework for the European Commission's (EC), the European External Action Services' (EEAS) and European Member States' (MS) approach to gender equality through external relations, in 2016-20. It aims to place gender equality and the empowerment of girls and women at the heart of the EU’s external actions, focusing on four pivotal areas - three thematic and one horizontal:

- i. Ensuring girls’ and women’s physical and psychological integrity
- ii. Promoting the economic and social rights / empowerment of girls and women
- iii. Strengthening girls’ and women’s voice and participation
- iv. Shifting the Commission services’ and the EEAS’ institutional culture to more effectively deliver on EU commitments.

1.2.2 Study Purpose

The purpose of this contract was to hire a short term consultant to support the EU Delegation (EUD) to Somalia to undertake the initial phase of the GAP II implementation through a broad range of research and info-training activities, notably:

- i. Organise information/sensitization sessions about the GAP II for the EUD staff and the networks/thematic groups of partners, and Government stakeholders that work on gender issues in Somalia, including the Ministry of Gender & Human Rights Development, Ministry of Planning and International Cooperation (MOPIC), who will in the future be the National Authorising Office (NAO), concerned line ministries, as well as, key ministries from Somaliland;
- ii. Carry out a comprehensive Gender Analysis (GA) in Somalia and Somaliland, which represents the first mandatory step of the GAP II implementation. The GA should collect all existing information from the EUD and relevant stakeholders, looking at each focal sector of future EU cooperation under the 11th European Development Fund and thematic programmes in order to identify the GAP II thematic objectives that could be pursued, and that provide sufficient analysis for future individual programmes under those concentration areas;
- iii. Support the Gender Focal Person and all the staff of the EUD to Somalia to set up a sound implementation of the next steps of the GAP II, based on the findings of the GA and according to the provision of the Guidance note for DEVCO HQ and EUD operational staff, distributed by DEVCO Unit B1 to all relevant services of the Commission.

CHAPTER 2: RESEARCH METHODOLOGY

2.1 GUIDING FRAMEWORK

This study was conducted in 5 cities of Somalia - Garowe, Baidoa, Kismayo, Mogadishu and Hargeisa using qualitative and quantitative research methodologies. Due to the recent violent conflict in Mudug region the team was not able to travel to Galkacyo. Also owing to lack of flights, the team could not travel to Baleedweeyn.

The qualitative methodology was chosen for its flexibility in allowing thick descriptions of phenomena. It was ideal for a gender analysis of this nature considering the complexity, sensitivity and relativity of analyzing gender issues that are shaped by diverse cultural meanings both at household and community levels. The quantitative methodology allowed for an in-depth investigation and analysis of the community decision making practices using field based observations, participatory focus group discussions with community men and women participating and interviews with key people/stakeholders at five regional levels. A review of programme documents and related literature was also carried out to enable contextualization of the research topic as well as of the programme's goals and objectives.

This gender analysis benefitted from the findings of five focus group discussions (FGDs) combining both male and female participants and held in Mogadishu, Garowe, Kismayo, Hargeisa and Baidoa between October 3rd and November 7th 2016. Participants represented included youth, elders, businesspeople, civil society activists, religious leaders, minority groups, majority clans, school teachers, parents. Details of participants are provided in Annexes. The consultants specified the range of participants to be invited.

2.2 INCEPTION MEETINGS AND REPORT

An inception meeting was held between the consultants and the EU team in Nairobi in October of 2016. The inception meeting articulated the consultant's understanding of the Terms of Reference, Scope of Work and the Research Methodology was presented to the EUMS, EU Program staff and Civil Society Organizations based in Nairobi. The Inception Report also contained the GA work plan and tools for the analysis.

The purpose of the Inception meeting was to establish a common understanding of the Terms of Reference and the Scope of Work. The consultant made presentations during the Inception Meetings articulating and outlining the scope, target beneficiaries, planned activities and areas where activities will be implemented. The comments from the stakeholders provided inputs into the study from the inception period to the finalization of the study. The presentations enabled the consultants to have a deeper understanding of the research study and the context in which the Gender Analysis was being carried out. The consultants were given programme documents for the literature review process at the meeting and logistics for the GA were also finalized.

2.3 DEVELOPMENT OF GENDER ANALYSIS TOOLS

The Gender Analysis for the EU Gender programme was guided by the following frameworks: the CR Gender Toolkit and CIDA Gender Analysis Tools for gender and conflict analysis and the USAID ADS 205 on Integrating Gender Equality and Female Empowerment in USAID's Program Cycle. The GA investigated the following Core Areas of Inquiry:

- i. Local understanding of gender
- ii. Gender Roles, Responsibilities and Time Use
- iii. Household Patterns of Power and Decision-Making
- iv. Access to and Control over Assets and Resources
- v. Meaningful Participation in Public Decision-Making

GENDER ANALYSIS in the study ToR is defined as “a tool for examining the differences between the roles that women and men play, the different levels of power they hold, their differing needs, constraints and opportunities, and the impact of these differences on their lives.

The research was guided by the below-mentioned Gender Frameworks. The tools were forwarded to the EU for review and approval.

2.4 TRAINING OF GENDER ANALYSIS TEAM

A 2-day training was conducted for the Gender Analysis research team in Garowe. The objective of the training was to familiarize the team with the GA methodology and tools and to build the capacity of team members to carry out a Gender Analysis in Somalia. As part of the training, some testing of the GA methodology and tools was conducted in Garowe and the tools and methodology were refined based on feedback from the EU.

2.5 DATA COLLECTION METHODS

The Gender Analysis study mainly employed qualitative methods for data collection. The following methods were used for collection of data:

2.5.1 Literature review

In line with the consultancy TOR, an extensive review of programme literature and documents was carried out by the consultants on gender and women empowerment in

Somalia contributed to the overall gender analysis. The literature review was an important input for the gender analysis. The literature review enabled the consultant to have a deeper understanding of the programme background, its objectives, context and implementation ethos particularly with regard to Gender analysis. The complete literature review will play a key role in understanding the current state of gender equality and women empowerment in Somalia and will therefore be an important input for the gender analysis.

Some of the key literature that has been consulted so far includes:

- i. USAID Gender Equality Policy Draft national gender policy - Federal Government of Somalia 2015,
- ii. The Somalia Compact - Federal Government of Somalia 2014,
- iii. Gender in emergency food security, livelihoods and nutrition - FAO 2012,
- iv. Gender and conflict note for Somalia - LOGICA 2013,
- v. Social institution and gender index online database - OECD 2016,
- vi. Somalia gender equality and women empowerment strategy - UNDP 2011,
- vii. Gender in Somalia Brief II - UNDP 2014,
- viii. The Convention on the elimination of all forms of discrimination against women and its optional protocol. Handbook for parliamentarians - UN 2003, and
- ix. Joint Staff Working Document "Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020
- x. Council Conclusions on the Gender Action Plan 2016-2020
- xi. Guidance note on the EU Gender Action Plan 2016 – 2020 for DEVCO HQ and EUD operational staff

2.5.2 Key Informant Interviews (KII)

Twenty one In-depth-interviews were conducted with Key Informants such as EU program staff, EUMS and EU Partners in Kenya and Somalia. Likewise interviews were conducted with the Line Ministries from the Federal Somali government as well as with the Regional Administrations. Additionally program staff from EU partner organizations based in Nairobi and Somalia as well as other knowledgeable individuals from civil society organizations were consulted. Views and perceptions of gender issues and gender dynamics in Somalia were collected. See attached a complete list of all stakeholders, service providers and community leaders interviewed. The purpose for interviewing these key informants was to solicit information on gender dynamics in Somalia that have an implication on access, participation in decision making amongst others.

2.5.3 Focus Group Discussions (FGD)

Five Participatory Focus Group Discussions were conducted with both men and women from wider society and these included traditional elders, women's groups, youth, members from the IDP community and government officials. Participatory tools including social mapping, activity calendars and power mapping were used to facilitate the FGDs. Separate FGDs were held in some cases with women only.

The FGDs were conducted to enable community groups to discuss in detail the main forms and drivers of gender inequality, barriers to women empowerment and implications thereof for development outcomes (See annexes for list of FGDs conducted). Discussions were largely conducted in Somali though some contributions were given in English. For both men and women, the discussions were guided by the FGD questions. Relevant findings from the discussions have been cited in this update and noted as evidenced from the FGDs. FGD findings vary little across the five main regions, any significant variation is noted.

2.5.4 Public Questionnaire Survey

543 public survey questionnaires from the wider public in 5 regions in Somalia were conducted. The towns included Garowe, Baidoa, Kismayo, Mogadishu and Hargeisa.

2.5.5 Sampling

5 regions in Somalia were sampled for the GA. The coverage of these regions was done to enable the GA to capture the different and unique gender dynamics peculiar to each region. In each region 100 respondents were purposively selected. Members from the various backgrounds and sectors of society were selected in order to enable the research team to interact with as many different groups of people as possible.

2.5.6 Data Analysis-Reflections/Validation Workshops

The data collected was both qualitative and quantitative data, and as such, it was collected and verified immediately afterwards through content analysis in order for judgments and conclusions to be made as accurate as possible. A 1-day reflections workshop was conducted after data was collected in each region in order to enable the research teams to organize the field data into thematic areas of further enquiry. The participants of the FGDs and the respondents were then each asked to identify key gaps emerging from the data and to determine implications for outcomes

2.6 APPROACH TOWARDS ACHIEVING EXPECTED RESULTS

SIDRA conducted this study on Gender Analysis at the federal and state levels in close cooperation with the Gender Unit of the EU. In terms of approach towards achieving the

results of the study, SIDRA employed the following strategies and methods based on the expected results of the study;

- xii. Result 1: Increased coherence and coordination on Gender Equality within the EUD, amongst the EUD, the EU Member States and the Ministry of Gender & Human Rights Development in Somalia, as well as the Ministry of Women and Family Affairs in Somaliland.
- xiii. Result 2: GAP II objectives and methodologies are shared and disseminated among EUD internal staff and international partners and national stakeholders.
- xiv. Result 3: The Gender Focal Person (GFP) of the EUD to Somalia is adequately empowered to carry out her role for the next steps of the GAP II implementation.
- xv. Result 4: A comprehensive Gender Analysis (GA) of Somalia/Somaliland is carried out.

2.7 LIMITATIONS OF THE STUDY

This study faced a number of limitations as summarized here below:

- i. Inability to reach rural areas or pastoralist communities due to limited time and resources for the survey. Somali people 60% are nomadic people, knowing their views are crucial to get a better picture about gender analysis in Somalia.
- ii. Due to ongoing elections it was not easy to find all KIs ,as some where taking part of the elections or it was difficult to make appointments on the short time that was available
- iii. Too many people in the field collecting information, etc in the regions conducting
- iv. Limited time and distance between the identified locations for the survey as well as issues regarding availability of flights and alternative transportation means.
- v. People's perception about Gender is not a positive one; they think it's a western idea. This made less willing to participate.
- vi. Security reasons both as a researcher and as respondent, some women fear discussing gender issues could make them a target, especially in south central.
- vii. Given the scope of the study, limited time and the distance between the identified locations for the survey as well as issues regarding availability of flights and alternative transportation means.
- viii. People asking for payment
- ix. Security issues
- x. Lack of coordination of Somali women's efforts, movements and thereby impacting the data collection.

CHAPTER 3: LITERATURE REVIEW

3.1 SOMALI CONTEXT ON GENDER AND WOMEN EMPOWERMENT

Somali development partners consider gender and women empowerment as critical to achieving sustainable human development. Somali development partners have developed strategies for integrating gender in their programmes and activities. In addition to mainstreaming gender, development partner realize the need to undertake targeted actions that tackle the most recurrent inequality and discrimination among the most vulnerable women, men, girls and boys (UNDP, 2011).

Numerous challenges come out as limiting the progress towards gender equality and women empowerment. These include among other (a) civil conflicts and political instability; (b) extreme poverty; (c) prolonged droughts, food insecurity and widespread malnutrition especially among children, (d) limited access to health services and high child and maternal mortality rates; (e) limited access to and control of assets and property; and (f) negative religious and cultural practices (UNDP 2014; LOGICA, 2013; UNDP 2011; OECD 2016).

Somali has some of the world lowest human development indicators. The situation varies across the country. The relative stability and administrative structures in Somaliland and Puntland have led to modest gains in service delivery and recovery efforts compared to the rest of the country. However, weak political structures contribute significantly to perpetual low human development indicators (LOGICA, 2013).

A study on gender in emergency food security, livelihoods and nutrition (FSNAU, 2012) found out that gender roles in Somalia were complex and continuously changing in response to changing livelihood structures therefore requiring detailed study. Gender roles were also influenced by environmental stress that affected the use of natural resources. Another study on gender impact analysis of unconditional cash transfer in South Central Somalia has reported changes in household structure with increasing number of men migrating to towns in search of employment and leaving women to cope with changes created by absence of the family breadwinner (Kamila, 2012).

3.2 GENDER EQUALITY AND WOMEN EMPOWERMENT DATA AND INFORMATION

Despite commitment by the government and development partners to mainstream gender and undertake target actions towards gender equality, lack of data and information hinders rigorous assessment of the progress being made towards achieving gender equality and women empowerment targets (Ref). There is an urgent need develop the capacity to track and record key gender equality indicators.

Recent studies (UNDP, 2014) have reported the state of gender equality and women empowerment. According to these studies, Somalia has:

- i. One of the highest levels of gender inequality in the world. In 2012, Somali Gender Inequality Index (GII) stood at 0.776 out of a total of 1 for complete gender inequality. Somali was the 4th country in terms of gender inequality.
- ii. Somali has very high prevalence of FGM, early and forced marriages and rape. Nearly half (45%) of women aged 20 to 24 years are married by the age of 18 years. Despite effort made to eradicate FGM, the practice continues to persist with a very high prevalence rate of 98%. A study carried out Northern Somalia indicates that 90% of the women supported the practice. Support of FGM by the Somali community presents a key barrier to its eradication.
- iii. In Somalia, traditional and customary law overrides state judiciary and leads to lack of access to formal justice by women. This leads to a situation where sex and gender based violence is taken as a normal thing.
- iv. Women participation in politics and decision making is low. In January 2014, the ratio of political seats held by women was 9.6%. Employment of women in non-agricultural sector is below 40% but varies across the country.
- v. Access to health services is low with highest maternal mortality rate 1600 per 100,000 live births.

3.3 BARRIERS TO GENDER EQUALITY AND WOMEN'S EMPOWERMENT IN SOMALIA

Although women have historically played key roles in community mobilization and contributed significantly to peace building, Somali society religious and traditional practices lower the status of women and exclude them from participating equally in public and political processes. Continuously, Somali women and girls rights are challenged by practices such as Female Genital Mutilation (FGM), early and forced marriages and polygamy among others (LOGICA, 2013).

A number of issues are identified frequently in the literature as limiting towards progress in gender equality and women empowerment (UNDP, 2011; LOGICA, 2013, OECD 2016). These include:

- i. Persistent and increasing burden of poverty on women;
- ii. Sexual and gender-based violence;
- iii. Effects of armed or other kinds of conflict on women;
- iv. Inequality in economic structures, productive activities, assets, access to resources;
- v. Inequality between men-women in the sharing of power & decision-making at all
- vi. levels;
- vii. Lack of respect for and inadequate promotion and protection of women's human
- viii. rights;
- ix. Access to justice; and

- x. Gender inequalities within government.

One of the important lessons learnt by UNDP in its effort to integrate gender is the need to dedicate capacity to reinforce gender equality in all programmes. As a result, the UNDP Somali 2011-2015 Country Programming Document had one outcome entirely committed to integrating gender equality principles in all programmes.

3.4 PARTNERSHIP FOR PROGRESS IN GENDER EQUALITY AND WOMEN'S EMPOWERMENT

There isn't strong international or national collaboration or partnership for gender and women's empowerment progress in Somalia. Yet it remains important that development partners working in Somalia complement each other's in ensuring that gender equality is achieved. Such partnerships and alignments are critical for progress in gender equality. Many of the literature the study consulted indicate that existing gender technical working groups are often at Nairobi level and not on the ground directly engaged and collaborating with local partners. Also there are ministerial working groups on gender in the regions and there is little collaboration between them at a national level in Somalia.

3.5 FRAMEWORKS GUIDING GENDER EQUALITY AND WOMEN'S EMPOWERMENT IN SOMALIA

The Somali Compact emphasizes gender mainstreaming as a cross cutting priority and requires all interventions to ensure equal participation of women (and other marginalized groups). Through monitoring and evaluation, implementers of project are required to respond directly to challenges contributing to sustain gender inequality (Federal Government of Somalia, 2014).

Federal government has developed a draft national gender policy (Federal Government of Somalia, 2015) and efforts in place by Somali development partners to finalize the policy including facilitation of wide internal and external consultation. The draft National Gender policy aims to:

- i. Eliminate all forms of gender discrimination from Somali society;
- ii. Reduce gender inequalities between women, men, boys and girls to achieve sustainable livelihoods;
- iii. Advocate for and promote understanding of human rights of women and men;
- iv. Increase women's participation in decision making process at all levels;
- v. Provide sets of guidelines for concrete strategies and actions to empower women, men, girls and boys;
- vi. Hold government accountable to its commitment to gender equality; and
- vii. Promote positive social beliefs, attitudes and behavioural change pertinent to achieving gender equality

The Somalia Inter-agency Gender Based Violence Working Group (GBV WG) has developed a strategy to help Somali address this problem through prevention of gender based violence and provision of timely and multi-sector support to survivors (Somalia GBV Working group, 2014). The strategy covers four outcomes including prevention, response, access to justice and coordination.

Additionally, Somali has an obligation to a number of international frameworks that provide guidance for the achievement of gender equality and women empowerment for all people. Among others, these international frameworks include:

- i. The United Nations Convention on the Elimination of All Forms of Discrimination
- ii. against Women (UN 2003);
- iii. The United Nations Sustainable Development Goals (UNDP 2015);
- iv. UN security council resolution on Women, Peace and Security (UN 2002); and
- v. The United Nations policy on Gender and Empowerment of Women (UN 2006).

3.6 INSTITUTIONAL AND LEGAL FRAMEWORKS AND INSTRUMENTS

The Provisional Constitution of the Federal Republic of Somalia is the supreme law of Somalia. It provides the legal foundation for the existence of the Federal Republic and source of legal authority. It sets out the rights and duties of its citizens, and defines the structure of government. The Provisional Constitution was adopted on August 1, 2012 by a National Constitutional Assembly. However neither in the Federal constitution nor in the Puntland constitution] is there a mention of a women's election quota.

The Federal Government of Somalia (FGS) launched the first draft of the first National Development Plan (NDP) in November 2016. The NDP is compliant with the Sustainable Development Goals (SDGs) and the Interim Poverty Reduction Paper (iPRSP), both global frameworks for poverty alleviation and economic growth. There are four overarching objectives.

The National Development Plan of Somalia says about gender mainstreaming “During the NDP period, the government will implement gender equality in education and mainstream gender in all of its programs with a focus on adolescent girls”

Although in the document its highlighted labor force participation for male and female is 65.9% and 37.6% respectively, And the Highest labor force participation is male youth 83.3% compared to female youth 44%. There is nothing in the NPD document that points out the government intends to tackle this issue and address it. Surprisingly the gender equality is mentioned in the entire document in 2 sentences and there is no indication of how it will be achieved.

Furthermore, the National Gender Policy of the Federal Government of Somalia came into effect in 2014 and its goal is to promote gender equality and sustainable human development in Somalia by ensuring that equal value is placed on the contributions of women and men as equal partners in post conflict reconstruction processes and national development.

The National Gender Policy will provide guidance for gender sensitive programming in the areas of economic empowerment, education, health and governance and political participation states that the indicators outlined below shall inform the monitoring and evaluation of this policy:

- i. The percentage / proportion of men and women in government's institutions, private sector, Civil Society Organisations.
- ii. Number of gender sensitive policies, guidelines, protocols, action plans, standard procedures, regulations formulated and implemented in all government institutions, private sector and CSOs.
- iii. Number of sensitization campaigns/ materials carried out and developed on gender equality and men and women's participation.
- iv. Number of traditional leaders supportive of gender equality and women's participation.
- v. Number of gender related reforms introduced in all the sectors.
- vi. The percentage / proportion of women in security sector institutions and justice system. Number of sectors with sex disaggregated data.
- vii. Numbers of gender units in public and private institutions.
- viii. Level of budget allocation for gender initiatives in all sectors.
- ix. Functioning and Independent Human Rights Commission in place.
- x. Level and nature of reporting on women in the media.
- xi. Number of media that are gender sensitive and incorporates gender perspectives in their reporting and commenting

On June 4th 2016, the Somali Federal parliament approved of the Somali National Human Rights Commission bill. The bill was signed into law on August 14th 2016 and it sets out the principles, mandate, processes and regulations of an independent human rights commission, which will be responsible for the protection and promotion of human rights for all people in Somalia. Somalia has suffered a human rights crisis for the last 20 years, characterized by serious violations of human rights and humanitarian law. The protection of civilians in the context of the armed conflict, combined with impunity and lack of accountability, is of major concern, but the newly confirmed Human Rights bill will address these issues by making it possible for victims of human rights violations to report abuses to

the commission. But access and benefit of this opportunity will depend on significant resources.

Additionally, in mid 2015, the Federal Government of Somalia, in particular the Ministry of Women Affairs and Human Rights has announced that it was planning to introduce a new law banning Female Genital Mutilation (FGM) nationwide.

Puntland authorities have banned female genital mutilation (FGM) after years of controversial debate over the issue. This research study was conducted at a time when major political and social transformations were taking place in Somalia in favour of Somali women. To begin with the 30% quota allocated for women is taking on good shape and Somali people all over Somalia are deeply engrossed in discussion on the role and rights of Somali women in politics. Of the 173 MPs elected so far only 34 are women which comes to 19% of 30% women- verify

The Sexual Offences Bill was officially passed in Garowe on the 30th of November 2016 by the Ministry of Women Affairs and Family Development making it difficult to sexual offence perpetrators to commit a sexual crime of any nature and get away with it.

[1] https://en.wikipedia.org/wiki/Constitution_of_Somalia

[2] <http://www.puntlandgovt.com/puntland-constitution/>

[3] <http://mopic.gov.so/wp-content/uploads/2016/11/National-Development-Plan-Summary.pdf>

CHAPTER 4: RESEARCH RESULTS

4.1 INTRODUCTION

This chapter presents the results of the gender analysis research carried out at six locations (Mogadishu, Kismayo, Baidoa, Hargeisa, Garowe and Nairobi) between September and November 2016. The research included interviews with EU program staff, an elaborate public survey that engaged 534 respondents, 5 focus group discussions that involved a total of 117 people and interviews with 8 groups of key informants that involved a total of 21 respondents.

4.2 PUBLIC SURVEY RESULTS

The public survey aimed at understanding the differences in conditions, needs, participation rates, access to resources and development, control of assets and decision making powers between girls and women and boys and men in their assigned gender roles. 25 questions were administered to a total of 534 respondents. Except for Mogadishu where 115 respondents were interviewed, around 100 respondents were selected from each of the sampling locations. Each of the five locations represented between 18.7 and 21.7 % of the total number of respondents.

4.2.1 Public survey demography

Almost an equal number of men and women were interviewed, whereby 265 of the respondents were males (49.6%) and 269 of were female (50.4%). The respondents' age (Figure 1) represented a youthful population, an indication of the age structure of Somali population.

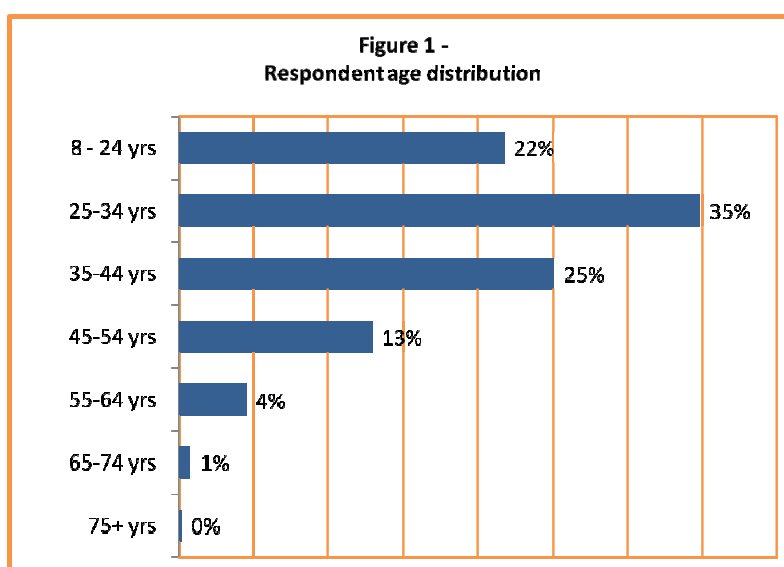


Figure 1 – Respondents age distribution

Of the 534 respondents that took part in the public interviews, 82% of the respondents were below an age of 45 years while 57 % of the respondents were below age of 35 years. Only 5% of the respondents were above 55 years of age. The two age groups – 25 to 34 years and 35 to 44 years had the highest number of respondents, both accounting for 60% of the respondents.

The percentage of the respondents who did not have a formal education stood at 13% while 46% had a primary and secondary school education and 34% of the respondent had a college education. 6% had undertaken a vocational training course. Around 2% of the respondent did not indicate their education.

4.2.2 Gender roles in Somali

Respondents were asked to identify who does family work and takes care of the children (Figure 2). 59% of the respondents selected women, 23% selected both men and women while 18% of the respondents selected men.

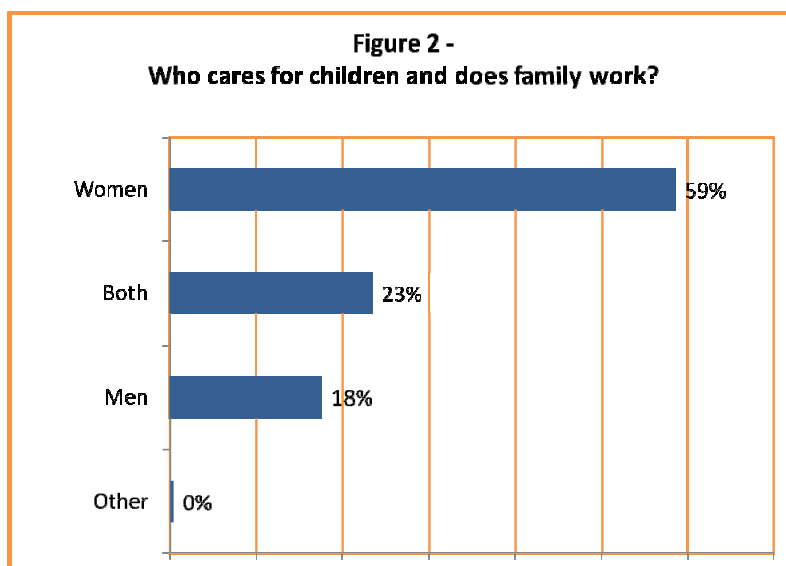


Figure 2 – Gender roles - children care and family work

This means that women were the one who mainly did family work and took care for children. Respondents were also asked to evaluate the role of men and women in three tasks: i.e. reproduction work (caring of children and family), production work (especially work for payment) and community work (work for the benefit of the community).

The respondents reported men were mostly involved in productive work (75%), then community work (16%) and reproductive work (9%). On the other hand, women are mostly involved in reproductive work (83%) and then productive work (9%) and community work (8%).

Respondents also responded to household income earning (Figure 3). 58 % indicated that only husband earned income while 11% indicated that only the wife earned income. 29% of the respondents' indicated that both husband and wife earned income.

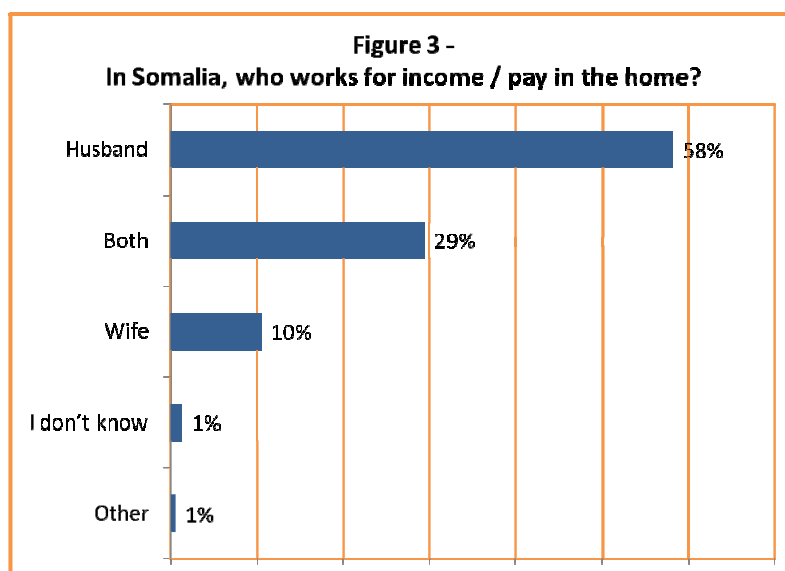


Figure 3 – Gender roles - who earns income?

4.2.3 Men and women's needs

Respondents were asked if the needs of Somali men and women are equally discussed and addressed in the society (Figure 4). Slightly over half of the respondents (52%) felt that the needs of Somali men and women were not equally discussed and addressed. 24% of the respondents however reported that these needs were equally discussed and addressed while another 22% of the respondent felt that this only happens some of the times. The remaining 2% did not respond to this question.

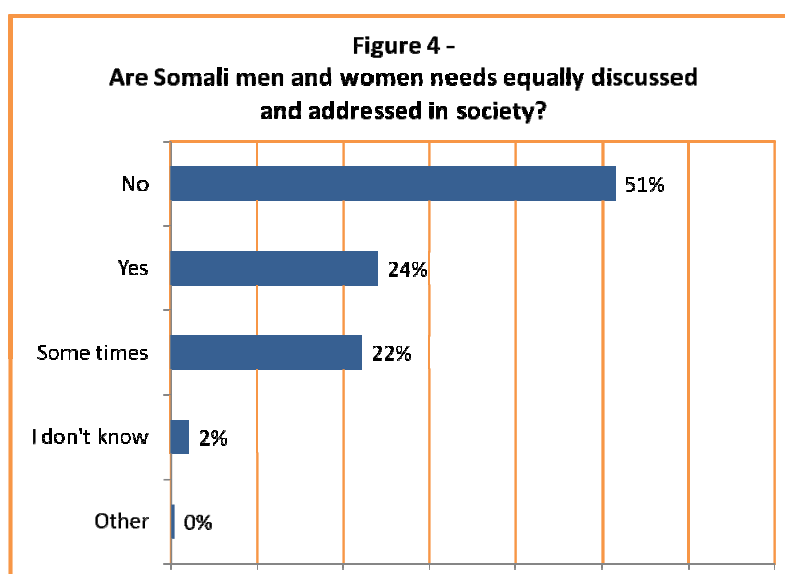


Figure 4 – Men and women's needs

The majority of the respondents (65%) did not see being a woman as a disadvantage in improving ones living standard and having ones needs being met. However, 19% of the respondents had a different option and saw being a woman as a disadvantage in improving ones living standards and having one needs being met. A further 14% reported at some times, being a woman was a disadvantage in improving ones living standards and having ones needs being met. Therefore, in total, a third of the respondents (33%) felt that being a woman affected the chances of improving ones living standard and having their needs being met.

4.2.4 Access to jobs and employment

Respondents reported different job preference between men and women. For men, the jobs with highest ranking included prison guards, carpenters, judges, police officers and professors. For women, the jobs with highest ranking included nurses, stay at home parents, judges and secretaries. For job suitable for both men and women, the respondents selected teachers, research assistants, professors, financial planners and nurses.

Respondents were asked their opinion on who is most suited to hold management position and higher paying jobs (Figure 5).

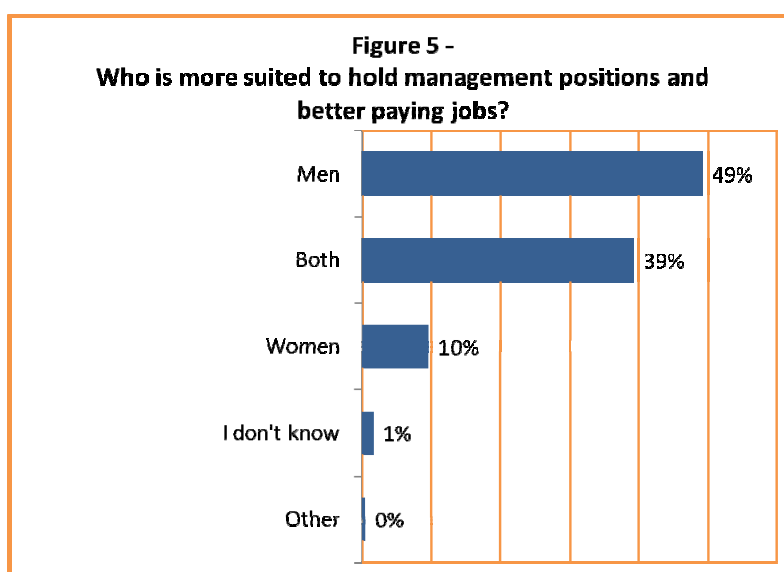


Figure 5 – Suitability for management and high paying job

49 % of the respondents indicated that men are most suited for management positions and higher paying jobs as compared to only 10% of the respondents who felt these types of jobs were most suited for women. 39% of the respondents however indicated that management positions and higher paying jobs were most suited for both men and women.

4.2.5 Access and control of knowledge, resources, services and decision making

A large proportion of the respondents (62%) indicated that in the Somali society, men were the ones with access to and control of knowledge, resources, services and decision making (Figure 6), this compared to a small proportion of the respondents (9%) who selected women. On the other hand, 28% of the respondents, almost one third of all the respondents, reported that both men and women had access to and control of knowledge, resources, services and decision making.

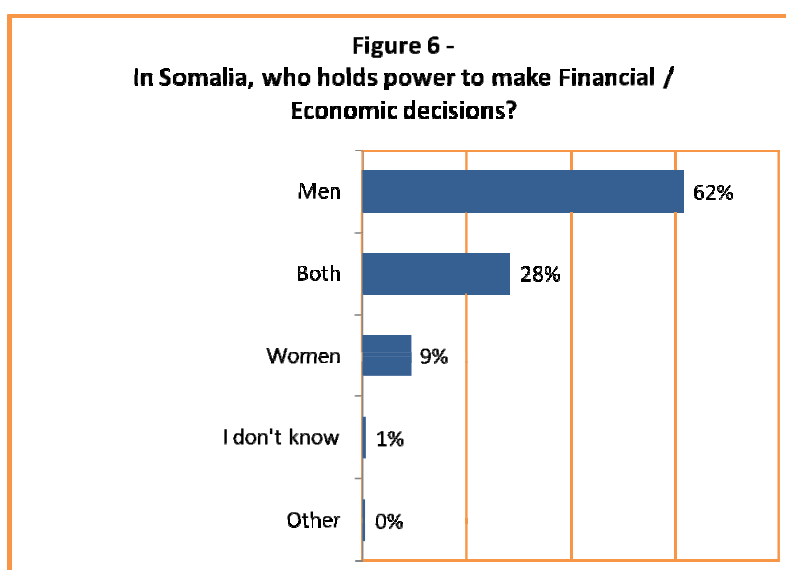


Figure 6 – Access and control – power to make financial / economic decision

Almost half of the respondents (48%) feel that both women and men have equal opportunity to own property that can be used as collateral for bank loans. This compares to 35% of the respondents who feel that women and men did not have equal opportunity to own property that they can use as collateral for bank loans. Another 12% did not have an answer to this question.

4.2.6 Household leadership, income control and decision making

Respondents were asked to assess the percentage of households that they thought were headed by women. 39% of the respondents indicated that less than one quarter of households in Somalia were headed by women while 33% of the respondents indicated that a quarter of household were headed by women. The other 27% of the respondents indicated that between a quarter and half of the households were headed by women.

Give some explanation about confusion of words

On controls of household income, close to half of the respondents (42%) indicated that household income was controlled by men, compared to a small percentage (16%) who indicated that household income was controlled by women. The other 40% of the respondents indicated that household income was controlled by both men and women. A similar trend was expressed in terms of who owns property and homes. 45% of respondents indicated that men are the ones who own property and homes compared to only 12% who indicated that property and homes are owned by Women. 43% of the respondents indicated that property and homes are owned by both men and women.

On financial and economic decisions, the majority (62%) identified men as the ones who make financial and economic decisions as compared to a mere 9% who identified women as having this power. 23% of the respondents however identified both men and women as having power to make financial and economic decision.

4.2.7 Gender inequality

Nearly half of the respondents (46%) felt that gender inequality existed in Somalia (Figure 7) compared to slightly over one third of the respondents (34%) who feel that gender inequality does not exist.

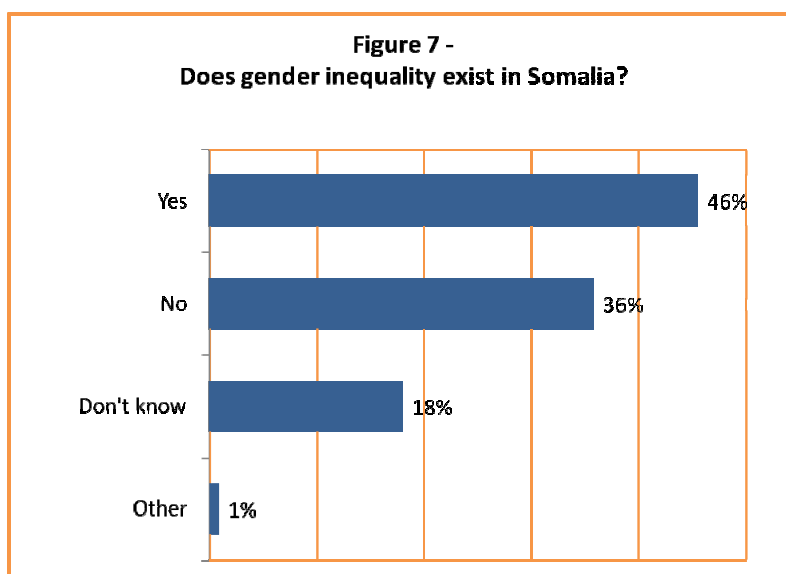


Figure 7 – Does gender inequality exist in Somalia

Nearly one fifth of the respondents (18%) could not tell if gender inequality exists in Somalia, representing rather a large proportion of the respondents that could not make this distinction. Respondents identified the factors that contributed to gender inequality in Somalia (Figure 8).

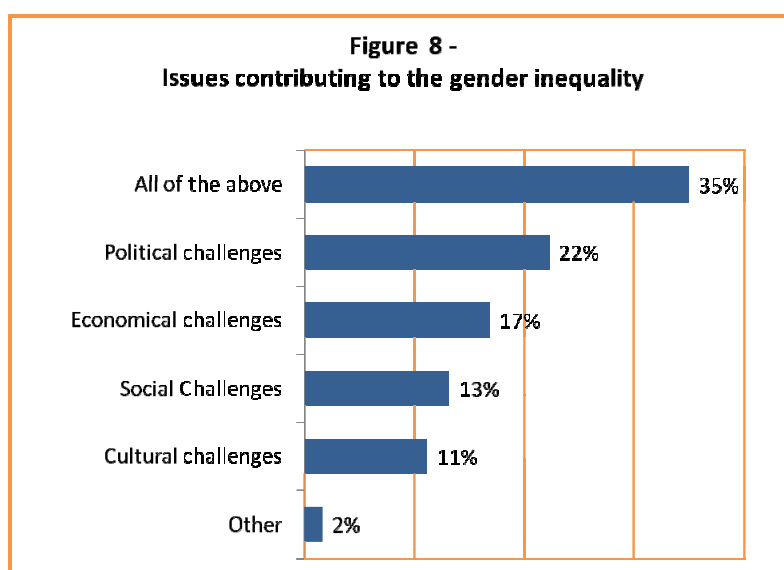


Figure 8 – Issues contributing to gender inequality

35% of the respondents indicated that gender inequality was caused by economic, political, social and cultural challenges. Of these individual contributing factors, 22% of the respondents identified political challenges as most important, 17% identified economic challenges as most important, 13% identified social challenges as most important while 11% identified cultural challenges as most important.

4.2.8 Access to development project benefits

A good number of the respondents (43%) felt that the communication channels used to create awareness about development projects and encourage participation were equally available and used by both men and women.

On the other hand, 31% of the respondents indicated that communication channels creating awareness of development project and participation was not equally available to men and women. 7% of the respondents were not sure while 17% did not have an answer to this question. Respondents were asked if they were aware that development project were being designed in a way that promoted equal participation of men and women. 41% of the respondents were aware about this while 32% were not aware. 23% of the respondents were not sure while 3% did not have a response to this question.

Lack of clear policy and legal frameworks that support and promote women's participation in Puntland coupled with cultural and traditional barriers in a patriarchal society that has relegated its women to the periphery.

Statement by Garowe FDG participant.

Slightly over half of the respondents (51%) felt that family and home responsibilities hindered women from participating in development projects compared to 44% who felt that family and home responsibilities did not hinder women from participating in development projects (Figure 9).

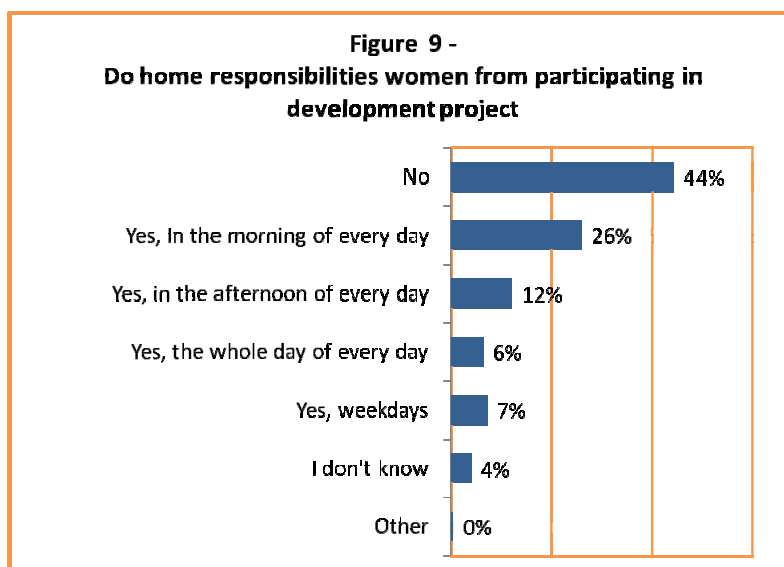


Figure 9 – Home responsibility and participation in development projects

4% of the respondents did not have an answer to this question. Those that felt home responsibilities hindered women from participating in development projects indicated the time when women are busy with home responsibility: 26% cited mornings, 12% cited afternoons, 6% throughout and 7% in the week days.

More than half (55%) of the respondents felt that men are more likely to spend time at locations that would make it difficult to participate in development projects as compared to 24% who indicated that women are the ones that are more likely to spend time at locations that would make it difficult to participate in development projects. Further, 16% of the respondents felt that both men and women are likely to spend time at locations that would make it difficult to participate in development projects.

4.3 FOCUS GROUP DISCUSSION RESULTS

Focus Group Discussions (FGDs) were held in five locations including Mogadishu, Baidoa, Kismayo, Hargeisa and Garowe. A total of 117 people were involved in the FGDs with participation of women being 59% as compared to 41% participation of men. The results of the focus group discussion are presented below along the key questions that guided the discussions.

4.3.1 What does gender mean?

The five FGDs had different understanding of gender, right from gender being a term that is used and advocated for by “white” people to something about women. However, there was the common understanding that gender is about the roles and functions assigned by the community to men and women. In two different groups, gender was illustrated as a term that was foreign to Somali and that was not good for the Somalia culture. The results indicate lack of clarity among Somalis in understanding what gender is.

4.3.2 Gender inequality and enjoyment of human rights

The FGDs found out that gender inequality had direct bearing on enjoyment of human rights. In Somalia, strongly held cultural and religious beliefs define the roles of men and women in the society. These beliefs mark out what is acceptable for men and women according to the Somali culture. Overall, these beliefs create a big gap between men and women in how they access and enjoy human rights. Men have a central role in decision making which favours them over women. Men traditional elders make decision for the clan including political representation. Gender inequality therefore negatively affects enjoyment of human rights for women.

The FGDs in the five locations discussed in details many ways in which gender inequality impacted on enjoyment of human rights. The key issues raised are enumerated here:

- i. Gender inequality results in men being put first and women being under the control of men. Even where women work, the money they earn is budget for by men. Men dominate traditional and constitutional systems and leave very little space for women to express themselves.
- ii. Somali culture practices expect girls to get married at a certain age. These forces girls to put on hold their education and career interests and spend their time taking care of their children and family members. On the other hand, boy’s lives, their role in the community and their future are more valued than those of girls. This difference starts right in the family and girls grow up expecting less benefits and rights compared to boys. They grow up to accept lower positions in the community.
- iii. Women participation in politics is very low and women who express interest in politics are given a bad name. Despite numerous pledges for a 30% quota in politics, Somali women have to continually fight for their political rights.
- iv. Sex and gender based violence against girls and women continue to take place and to be tolerated by the Somali society even in cases involving very young girls. Many times, men who commit sex crimes are held briefly and then left to go free.

4.3.4 Gender inequality and access to benefits of development

The FGDs discussed how gender inequality affected access to development benefits. The key issues raised in the discussions are summarized below:

- i. Due to gender inequality, women contribute to development effort taking place behind the scene and their efforts are presented by men with little credit going to women. This affects how they access and benefit from development.
- ii. The cultural and social setting in Somalia mean that the people in power are the ones that benefit the most from development projects. Lack of power by women therefore limits the benefits they could get from development projects.
- iii. Gender inequality in Somalia does not allow women to take leadership roles in development project. Community and family members feel they have a social responsibility to discourage women from accepting such responsibility. Lack of involvement of women in development project at a leadership level limits the benefits that women can draw from development project.
- iv. Somali women that express interest in politics are not encouraged but rather are seen to be competing with men and are given a bad image by the community and even family members. Lack of political participation and empowerment greatly reduce the benefits that women draw from development projects.
- v. The roles of women are defined by the society and mainly involve taking care of the children, the elderly and the other family members. Women that stick to this expectation are seen as good women and those that seek to do other things are seen as bad women. This cultural expectation, that is sometimes confused as a religious value mean that women stay at home and therefore cannot fully enjoying the benefits of development project that seek to improve access to education, employment, higher income, etc.
- vi. The focus group discussions however observed that change is taking place in the community and people are becoming more open-minded and are starting to allow women to be more empowered and to enjoy the benefits of development projects.

4.3.5 Barriers to men and women equal participation in development

The FGDs enumerated the following barriers to men and women equal participation in development and other community activities:

- i. The greatest barrier to men and women equal participation to development is the expected gender roles of men and women. In Somalia, women are expected to do house work and are not encouraged to participate in “men” duties. Women that show interest in “men” duties are seen to compete with men and are condemned.
- ii. Cultural beliefs, traditions and general ignorance with the community lead to the “cultural” norm where women are not expected to compete with men. Women entrench this norm by accepting it and feeling that nothing can be done about this fact.
- iii. Women lack unity and do not support each other. The few women in leadership and other influential position do not work together and rarely communicate and coordinate with each other. Furthermore, the political arrangement that is based on the 4.5 clans system does not encourage women participation in politics and leadership.

- iv. Men's ego, pride and interest propel them to work hard and therefore look better than women in many areas. This pattern leads to a vicious cycle where men are continuously moving higher and women are continuously moving lower.
- v. Lack of education, economic power and decision making role means that women cannot participate equally in almost all aspects of the Somali society.
- vi. FGM was mentioned in relation to access and retention in education and as a health problem.

4.3.6 Opportunities and laws to address gender in-equality

Across the five FGDs, there was a general feeling that the laws available to address gender inequality were few. However, there were many opportunities cited that can address the problem as enumerated here below:

- i. The Somali community should first accept that there is a problem of gender inequality, become fully committed to address it and then put in place different strategies to solve the problem. Currently, there is a lot of talk about gender inequality but very little action to address the problem.
- ii. At the grass root level, a lot of gender equality awareness and education activities should be carried out to change the strongly held culture that women should stay at home caring for the family and should not compete with men.
- iii. The 4.5 clan based political arrangement should be changed to allow women to effectively participate in politics. Also, the government should implement the 30% women quota for all elected seats and political appointments.
- iv. Laws and policies that have been drafted or proposed to address the problem of gender inequality should be finalized, passed and implemented through the allocation of adequate financial resources.
- v. Political and economic empowerment of women is starting to take place but a lot needs to be done. This change should be embraced, supported and encourage at all levels within the Somali society.

4.3.7 Role of tradition and religion in women political participation

The FGDs clearly observed that tradition and wrong interpretation of religion stifled women participation in politics. An example was given of the recent case whereby religious leaders rejected the National Gender Policy basing their arguments that the policy was against the Sharia. Somali political arrangement is based on a traditional clan system where women do not have equal power with men. Culturally, most clans will not therefore allow a woman to present them in politics as the clan will feel to be in a disadvantage compared to other clans by being represented by a woman. This tradition put women at a disadvantage in terms of political participation. This situation is made worse by wrong interpretation of religious that limits the role of women in the society. Women are expected to remain at home and

women who go out to the public seeking political positions are seen to be going against the religion and Somali culture.

4.3.8 Factors that promote women participation in decision making

The FGDs were informed that women who are able to participate in decision making are those who believe in themselves and in their capacity to make decision. Such women did not accept the cultural and traditional practices that expect women to remain at home. Through courage, these women defy the social norms and forge out with confidence. Some of the factors that have enabled such women to take part in decision making include education, exposure, financial stability, self-belief, courage and confidence. Such women are setting the pace and becoming role models for girls and younger women.

4.3.9 Barriers and discriminatory practices that affect girls and women participation in development

In the FGDs, many barriers and discriminatory practices that affect girls and women participation in development were identified. These are enumerated below:

- i. Traditional and cultural practices in Somali define the role of men and women in the society. The assigned roles mostly favour men compared to women. Women are not involved when decisions that affect their social, economic and political wellbeing are made. These traditional and cultural practices make put women in an inferior position compared to men.
- ii. Lack of collaboration among women means that despite their large numbers, they are not able to realize their common goals or influence decisions that affects them. The FGDs were informed that by not working together, women become their own enemies.
- iii. Many Somali women have accepted gender inequality as a fact of life that cannot be changed. This acceptance makes women resign to fate and accept inequality between men and women instead of fighting the problem.
- iv. Lack of support by family members' means that women lack the first and very essential support they needed to reach out, express passion and follow their dreams.
- v. Self doubt, lack of confidence and feeling of inadequacy makes girls and women remain behind and the cultural "mask" with no strength to follow their desires. This situation becomes a vicious cycle of man domination and limited participation in development.
- vi. The prevailing inequality between men and women leads to girls and women having lower levels of education, limited financial resources and limited decision making power. This self perpetuating situation continuously limits girls and women participation in development.

4.3.10 Men and women roles and expectation in the Somali society

The FGDs identified clear differences in men and women roles and expectations. Clearly, women role in the Somali society rotated around taking care of the home, children, husband and other family members. The society expects women to focus on this “family care” role. Culturally, the model Somali women is the one that excels in this role. Women who want to do more than this are seen to go against the Somali culture and religion. On the other hand, men role is everything other than what the women does. The Somali society expects men to go out and pursue their interests may they be business, politics and community development, etc. These expectations start right at home and boys and girls grow up to men and women respecting these expectations. Men on the other hand continue to expand their horizons and development in every way. Therefore in Somalia, men and women roles and expectation affects in almost every way the quality of life men and women led and enjoy as well as their place in the community. Women remain at home with limited exposure and access to benefits of development including education, income and health among others.

4.4 KEY INFORMANTS INTERVIEW RESULTS

The study completed 24 Key Informant Interviews (KIIs) at six locations including Mogadishu (3), Kismayo (2), Baidoa (2), Hargeisa (1), Garowe (8) and Nairobi (3). The informants were drawn from a wide range of organizations including local and international NGOs (9), government ministries and organizations (5), civil society organization (4) and UN agency (1). The results of the KIIs are summarized below along the key questions that guided the interviews.

4.4.1 What is gender?

The key informants defined gender in different ways. Among these, gender was defined as being either a male or female and the roles that the community assigned to the two sexes. Informants observed that gender was not identical to the biological aspect of being either male or female but rather the social and cultural concept of the acceptable roles, tasks and functions assigned to men and women by the community. Gender is therefore not about women.

All the informants saw gender as a social and cultural concept that defined the relationship between men and women and which was in some cases associated with religion. However, informants stated that the association between cultural gender roles and religion was a misconception. This was because cultural and traditional beliefs of the Somali society puts women in a position where they did not enjoy equal rights and privileges with men while Islam religion protects women and gives them respect and rights.

4.4.2 Does gender inequity exist in Somalia?

All informants key interviewed agreed that gender inequality existed in Somalia. 13 of the 15 (86%) informants who answered this question felt that gender inequality existed in Somalia.

4.4.3 Gender inequality and enjoyment of human rights

The KIIs found out that in Somali society, men are given first priority in all aspects of life. Because of this inequality, women could not enjoy human rights the same way men did. In Somalia, women have limited and constrained access to education, health, income, justice, political participation, employment and decision making. This difference denies women their personal dignity and limits their quality of life compared to men.

Although existing constitutions (e.g. Puntland State Constitution) and other laws advocated for equality between men and women, the informants observed that gender inequality continued to violate Somalia women rights. In some cases, the existing laws discriminated against women. An example is the family law that restricted women access to resources and other assets.

4.4.4 Major causes of gender inequality in Somalia

The key informants identified major causes of gender inequality in Somalia. These are summarized below:

- i. A Somali culture brands women as incapable of making decisions and as inefficient when carrying out those tasks that are reserved for men in the Somali society.
- ii. A “man centred” society that puts man in a strong position socially, politically and economically. The Somali society does not give space for women to express themselves and exploit their natural capacity.
- iii. Wrong interpretation of Islam teaching and values where women are expected to remain at home under the control of the man.
- iv. Feeling within the Somali community that those advocating for equality between men and women are working for “foreign masters” and have the intention to weaken the Somali culture.
- v. A strong tribal systems where women and girls are seen to belong to the tribe of the man who marries them and that subjecting women to men dominance.
- vi. Low economic power among women as a result of limited opportunity for employment and earning, being assigned subordinate duties at work places and being involved in non permanent and low income jobs.
- vii. Lack of women in key positions that influence social, economic or political decisions and lack of respect for women view, voice or vote.

- viii. Low education and knowledge among women and limited involvement of women in the education sector especially in early childhood development when social and cultural perceptions are formed.
- ix. Low documentation of the contribution of women in the society despite the big contribution women make in the Somali society.
- x. FGM as a health and human rights issue and being practiced on very small defenceless children who have no power to resist the traditional norms bestowed on her. The practice remains a women's issue and is the vicious cycle is kept intact by the women who perform it as they make a living out of it and the mothers who are pressured by the culture.

4.4.5 Somali men and women expectations and roles

The key informants clearly differentiated the expectations and roles of men and women. Men are expected to lead the family and be the family bread winner and also undertake other activities to develop the community. Women are expected to take care of the home and family by bearing children, taking care of the children and respect, supporting and caring for the husband. These roles are instilled by the society from early age and boys and girls grow up with this mind-set and expectation.

Here in Mogadishu there is a lot of displacement and poverty and also terror and terrible crimes committed against innocent women and girls. The situation here is very different from the other regions in Somalia. There is youth vulnerability. Even young girls are seduced by Al Shabaab as wives and taken into working for them and are talked into blowing themselves up.

A participant at the FGD in Mogadishu

Some informants however observed that these expectation and roles have been changing and today women own small business and have stocks in companies. The major challenge however is that women do not have decision making power and are excluded from management positions and therefore cannot effectively influence or shape their future.

The key informant highlighted the need to address gender inequality by for example addressing the gap between men and women in employment.

4.4.6 Impact of gender roles on men and women

Overall, informant observed that gender roles had negative impacts especially on the lives of women which had consequences on the Somali society. Because of the expected gender roles, women have lost confidence and they do not think they can play a role in the development of the community.

Girls drop out of school and believe their role should be to care for the family. This leaves them with no ambition for leadership or to develop their careers. As a result, within social, economic and political spheres of life, women take and are given roles that are inferior to men and are not involved in leadership, management and decision making.

4.4.7 Role of Development Organizations in addressing gender inequality

Development organizations are working hard to address gender inequality in Somalia. For example, the Nagaad Network in Somaliland brings together 47 organizations that are all working towards gender equality. The members of the Nagaad network are working towards girls and women education, economic empowerment, health, political empowerment and prevention of sex and gender based violence.

In terms of the role of the Federal Government of Somalia (FGS) in addressing gender inequality in Somalia, the Federal Government launched in November 2016, the first draft of the National Development Plan (NDP) in 30 years after successfully implementing the New Deal Compact for Somalia. The NDP is compliant with the Sustainable Development Goals (SDGs) and the Interim Poverty Reduction Paper (iPRSP), both are global frameworks for poverty alleviation and economic growth with a strong gender focus. Although it doesn't say how exactly, the NDP states "during the NDP period, the government will implement gender equality in education and mainstream gender in all of its programs with a focus on adolescent girls".

Furthermore, the National Gender Policy of the Federal Government of Somalia came into effect in 2014 and its goal is to promote gender equality and sustainable human development in Somalia by ensuring that equal value is placed on the contributions of women and men as equal partners in post conflict reconstruction processes and national development. The National Gender Policy will provide guidance for gender sensitive programming in the areas of economic empowerment, education, health and governance and political participation states that the indicators outlined below shall inform the monitoring and evaluation of this policy:

- i. The percentage / proportion of men and women in government's institutions, private sector, Civil Society Organisations.
- ii. Number of gender sensitive policies, guidelines, protocols, action plans, standard procedures, regulations formulated and implemented in all government institutions, private sector and CSOs.
- iii. Number of sensitization campaigns/ materials carried out and developed on gender equality and men and women's participation.
- iv. Number of traditional leaders supportive of gender equality and women's participation.
- v. Number of gender related reforms introduced in all the sectors.

- vi. The percentage / proportion of women in security sector institutions and justice system.
- vii. Numbers of gender units in public and private institutions.
- viii. Level of budget allocation for gender initiatives in all sectors.
- ix. Functioning and Independent Human Rights Commission in place.
- x. Level and nature of reporting on women in the media.
- xi. Number of media that are gender sensitive and incorporates gender perspectives in their reporting and commenting and the number of sectors with sex disaggregated data.

In terms of the regional states, the Puntland Ministry of Women Development and Family Affairs (MOWDAFA), encourages organizations to hire more women in different positions but there are not enough women applying for the jobs. This is either due to lack of qualification, confidence or awareness. Further, human resources policies of many organizations do not provide a flexible environment where women can combine both career and family responsibilities.

In Jubbaland, the Ministry of Women Development and Human Rights is in the process of drafting a sexual offence bill following a recent case that occurred during the time this research was being conducted there whereby an 8-year old girl was raped and sexually molested by a grown man with a terminally sexual disease. The victim had passed away 3 days after been hospitalised and a commission of inquiry consisting of various respected members of society were assigned to investigate the case.

The EU currently is working on 4 projects in Somalia. The first project is 'Strengthening Partnership between civil Society organisations & the security Sector to support in ending violence against women & children (girls and boys) in south Central Somalia and Puntland', gender project, the EU is working with IIDA, Terre Solidali and GRT. On the Increasing Women's Participation In Decision Making, Institution Building & Accountable Governance Process. The EU is working with Somali women Agenda, Terre Solidali and ONLUS. On the Somaliland Terminating Oppression of women and girls Programme (STOP), the EU is working with the partners WAAPO, NAFIS and the Somaliland Ministry of Health (MOH). On the 'Prevention of Child Trafficking and Gender-based Violence (GBV) as well as Protection and Care for Victims in Somalia', the EU is working with Gruppo per la Relazioni Transculturali (GRT), We are Women Activists (WAWA) Network, Galkayo Education Centre for Peace and Development (GECPD), Tadamun Social in Puntland.

The Danish Refugee Council (DRC) notes that the work being done by development organizations to address gender inequality has been affected by the lack of focus on the family as the entry point for addressing the gap between men and women. Most of the organizations focus at the top level with little effort to address the issues at the family level.

A bottom up approach which starts at the family would create more awareness on gender inequality and the steps that can be taken to address the problem.

A number of organizations are working to support women to participate in politics by building the capacity of women to vie for political seats and led effectively when elected. These include among others Somali Minority Women and Children Development Organization (SMWCDO), Kaalo Aid and Development and various government ministries. In Somalia, women who express interest in politics are given a bad name and are seen to be going against the Somali culture and region. These organizations are therefore mobilizing women to take part in politics and to support fellow women politicians.

The Forum for African Women Educationalists (FAWE) is empowering girls and women through the provision of education and development of skills. FAWE advocates for women's political rights and access to justice as well as complete elimination of sex and gender based violence.

United Nations Development Programme (UNDP) work on gender equality and women empowerment is central to the programmes mandate in Somalia and intrinsic to its development approach. UNDP advocates for women's and girls' equal rights, combats discriminatory practices and challenges roles and stereotypes that entrench gender inequalities and exclusion of girls and women in social, economic and political participation.

4.4.8 Awareness about Gender Action Plan (GAP II)

Over three quarters of the Key Informants were not aware of the European Union Gender Action Plan (GAP II).

4.4.9 Priority focus areas to address gender inequality in Somalia

Key informants identified priority areas to focus on to address gender inequality in Somalia. These are summarized here below:

- i. Effort should be made to raise awareness on gender inequality and women and girls rights starting first at the family level and then moving forward to other institutions.
- ii. Policies should be developed to address gender inequality and adequate resources should be provided to implement these policies.
- iii. Education for girls and women should be prioritized as a key instrument for address gender inequality
- iv. Women should be facilitated to enter politics and also to effectively participate in politics. Effort should be made to include women in social, economic and political decisions.

- v. Women should be empowered to take part in economic development and to have economic power.
- vi. Men and women should be given equal pay for work of equal or comparable value and barriers that hinder women to participate equally in the work place should be removed. Men and women should have equal access to all industries and leadership position with gender discrimination.
- vii. Women should be encouraged to innovate and trained to become competitive in business owners and entrepreneurs.

4.5 EU PROGRAM STAFF INTERVIEW RESULTS

30 staff members make up the Somalia Delegation, 13 male and 17 female. Of the 12 EU Program staff members who were sent the questionnaire, eight staff responded but only 4 completed the questionnaire. Of the four, two were male and the other two female. Only one of the staff that submitted a completed questionnaire was not aware of Gender Action Plan (GAP) II. From the information submitted by the four staff, the following summary can be drawn.

Generally, gender equality goals and objectives were included in project designs and project activities strengthen skills of both gender and gave both men and boys and women and girls equal access to services and training. Project staff however did not know if there was staff assigned with the responsibility of gender integration in the field offices. Furthermore, the program staff were either not trained or trained to a limited extent on gender awareness and sensitization.

None of the staff responded to the question on their level of knowledge and skill to deal with gender in their work. The staff also reported limited to moderate gradual increase in gender expertise among the program staff. The staff reported between moderate to high commitment to gender equality criteria when selecting private sector and NGO affiliates. On training and tools on gender planning, analysis and evaluation to partners or local NGO affiliates, the staff reported either limited effort or no knowledge of such effort.

Numerous obstacles were cited as hindering integration of gender in project planning, implementation and evaluation. The most cited obstacle was lack of staff capacity to deal with gender issues. Other obstacles cited include office culture and environment, lack of gender analysis tools, low priority on gender issues by donors and lack of staff training on gender. Project staff reported that some of the project had written gender policies while others did not have such policy. Project had budget moderate to adequate financial resources to support gender integration work.

However, there was no or limited emphasis on gender awareness during staff recruitment or performance evaluation and staff had no or limited training on gender awareness. According to project staff, there is no gap in the way men and women in the EU office

viewed gender issues. Likewise, both men and women staff agree that the EU office was woman friendly.

CHAPTER 5: IMPLICATION OF THE FINDING ON GENDER ANALYSIS

In this chapter, the results of the public survey, the focus group discussions and the key informants' interviews are integrated to examine the implication of these results on gender analysis. This is presented along the six research questions.

5.1 GENDER INEQUALITY IN SOMALIA

The results of this research clearly demonstrated that gender inequality persists in Somalia. This was consistent across all the instruments that were used to collect data – from the public survey to the FGDs to the KIIs. What was however interesting was the varied interpretation and understanding of gender and gender inequality among the respondent that were reached using the different research instruments.

Causes of gender inequality were many from culture to traditions to economic and political situations and arrangements that perpetuated gender inequality. However, a number of these factors were persistently highlighted as the root cause of gender inequality. These included tradition, culture and traditions.

Gender inequality had many consequences on the Somali society many of which have bearing on the future development of the country. Important among these include denying women the opportunity to fully access the benefits of development in important sectors such as health, education and employment. The research did not identify many laws, policy and legal instruments that were effectively addressing the problem of gender inequality. However, many opportunities were identified that can be used to address the problem.

5.2 CAUSES OF GENDER INEQUALITY IN SOMALIA

The results of the research identified very many causes of gender inequality within the Somali community. One of the root causes of gender inequality in Somalia is culture and tradition. Somali culture and tradition have very strongly held gender roles that start right from the nucleus family to the neighbourhood to the larger community. According these roles, women should build the home and care for the nucleus and extended family. On the other hand, man should go out, provide for the family and build the community. Any change away from this “norm” meets every kind of resistance.

As a result of the culture and tradition, the Somali society is “man cantered” one where men are given first priority socially, politically and economically. Outside of the “home builder” role, there is no space for the woman. Women who express their desire to develop other talents are seen to be competing with men and going against the Somali culture.

Further, Somali political representation is based on a clan system whose custodians are clan elders. Since girls and women are seen to belong to the clan where they are married, they

have not direct say and hence are at a political disadvantage. A clan tribe does not want to be represented by a woman as it will feel to be at a political disadvantage compared to other clans. Notwithstanding the already stated challenges, women chances in politics are therefore slim.

The role of women as one of staying at home to take care of the family is strengthened by wrong religious teaching where women are directed and urged to stay at the back under the rule and direction of men. On the political and economic sphere, there are very few women in management and decision making position in Somali politics and economy. This is related to low level of education and financial capacity among women. Women therefore on involved in making the decision that affects their lives.

At the grass root level, there is a lack of awareness on the magnitude of the problem of gender inequality. Due to this, gender equality effort and campaigns are seen as representing the interests of foreigners who want to change the Somali culture. This limits progress towards gender equality. The contribution made by women in the development of the Somali society is not properly documented. Women contribute immensely to the development of the Somali society “behind the scene” with the credit being taken by men in some cases. This hides the capacity of the women and denies them representation, leadership and decision making opportunity.

5.3 GENDER INEQUALITY AND OTHER INEQUALITY

The results of this research demonstrate that gender inequality is a central issue that will affect all other areas of development and therefore lead to and strengthen many other areas of inequality. Due to gender inequality, girls and women in Somalia cannot access fully education services and proper health care meaning that they cannot fully develop their economic and political potential.

5.4 GENDER INEQUALITY AND ENJOYMENT OF HUMAN RIGHTS

This research revealed that due to the gender inequality that persists in Somalia, women are not able to enjoy human rights as men do. A few such situations are demonstrated by the results of this research.

Somali society, men are put first with women being directed by men. Women have limited opportunity to make decision and their voices, views, opinions limited. Even where a woman earns, the man decides on the income. The relationship is one where the women have subordinate positions. Girls are expected to marry at a certain age. This expectation by the community requires girls to discontinue their education so that they can marry and take care of family. With the family responsibilities that marriage places on girls and women, they cannot further their education and career interests.

Women who express the desire to follow their passions beyond the “home maker” role are seen to go against the Somali culture and religion, are given a bad name and are seen to be opposing men. Somali women are therefore not able to fully enjoy human rights as they are required to remain at home and under the direction of men.

Sex and gender based violence against girls and women continue to take place and to be tolerated by the Somali society even in cases involving very young girls. Many times, men who commit sex crimes are held briefly and then left to go free. Although existing constitutions and laws advocated for equality between men and women, due to gender inequality, the rights of Somalia women and girls continue to be violated. Some laws discriminated against women as in the cases of the family law which restricted women access to resources and other assets.

5.5 GENDER INEQUALITY AND ACCESS TO DEVELOPMENT BENEFITS

The results of this research demonstrate clearly that gender inequality limits women access to the benefits of development. Because of the situation where women role remain that of a “home maker” the benefits of development remain far removed from girls and women.

Somali women work very hard and are encouraged to take an active part in society but they do so behind the scenes. They work tirelessly and their contributions are not valued nor are they recognised. The ideas they bring forward are not used and not referred to.

A participant in the Garowe FGD

Girls and women remain at home, they may completely miss out on some development services such as education, health and employment.

Furthermore, girls and women engagement with development initiatives may take place behind the scene without full appreciation of their contributions and in some cases with the credit going to the boys and men that represent them. Lack of power by women also means that women have a limited level of engagement in the planning and implementation of development projects and subsequently limited access to the benefit that arise from these projects. Even more critical is the lack of adequate representation of women in the management of development projects thereby limiting women views and opinions in the design of development solutions. Likewise, the lack of women representation in politics means the at a strategy and policy level, development project may not adequately take care on the real needs of girls and women.

CHAPTER 6: SELECTED FOCUS AREAS

6.1 CURRENT EU GENDER RELATED PROJECTS IN SOMALIA / SOMALILAND

The European Union is currently working on 4 gender-related projects in Somalia. The details of the four projects are presented here below.

| SN | Name of Project | Implementing Partners |
|----|--|---|
| 1 | 'Strengthening Partnership between civil Society organisations & the security Sector to support in ending violence against women & children (girls and boys) in south Central Somalia and Puntland', gender project. | IIDA, Terre Solidali and GRT. |
| 2 | The 'Increasing Women's Participation In Decision Making, Institution Building & Accountable Governance Process' on this project the EU is collaborating with | Somali women Agenda (SWA), Terre Solidali and ONLUS. |
| 3 | Somaliland Terminating Oppression of women and girls Programme (STOP) | WAAPO, NAFIS and the Somaliland Ministry of Health (MOH). |
| 4 | On the 'Prevention of Child Trafficking and Gender-based Violence (GBV) as well as Protection and Care for Victims in Somalia', the EU is working with Gruppo per la Relazioni Transculturali (GRT), We are Women Activists (WAWA) Network, Galkayo Education Centre for Peace and Development (GECPD) and Tadamun Social in Puntland. | Gruppo per la Relazioni Transculturali (GRT), We are Women Activists (WAWA) Network, Galkayo Education Centre for Peace and Development (GECPD) and Tadamun Social in Puntland. |

6.2 ADAPTING EXISTING PROGRAMME TO ADDRESS GAP II OBJECTIVES

The Evaluation of EU Support to Gender Equality and Women's Empowerment in Partner Countries (European Commission, April 2015) highlights as one of its conclusions that the limited use of country-level Gender Equality and Women's Empowerment contextual analysis significantly weakens strategy and programme relevance and undermines the EU's ability to achieve significant Gender Equality and Women Empowerment results. This represents a serious constraint to improved performance".

To address this constrain, GAP II aims to the use robust gender evidence to inform all EU external spending, programming and policy making. To this end, all EU Delegations/ Units should have a gender analysis at the correct level of intervention. It Is in this context that this gender analysis study has been carried out and it is expected that the findings of this study will inform selection, design, implementation and monitoring and evaluation of on-going and future Somali EU delegation projects and programmes. The results of this study

will also guide the implementation of GAP II by providing Somalia / Somaliland gender analysis context.

In line with GAP II guidelines, the gender analysis should provides insight on gender inequalities in Somalia/Somaliland and the causes as well as how gender inequality intersects with other inequalities, how it impacts on human rights enjoyment and the benefits produced by development project. The analysis should also provide an understanding of governments' commitment and capacity to work on Gender Equality and Women Empowerment (GEWE) issues. Within the framework of GAP II, the gender analysis study should therefore guide the Somali EUD to select 3 to 5 focus areas that the Delegation will focus on in the light of the finding of the study.

From the initial results of this study, five 5 have been selected from the 4 thematic priorities in the EU GAP II. These are the following:

- i. **Objective 7:** Girls and women free from all forms of violence against them (VAWG) both in the public and in the private sphere
- ii. **Objective 13:** Equal access for girls and women to all levels of quality education and vocational education and training (VET) free from discrimination.
- iii. **Objective 15:** Equal access by women to financial services, productive resources including land, trade and entrepreneurship.
- iv. **Objective 17:** Equal rights and ability for women to participate in policy and governance processes at all levels.
- v. **Objective 18:** Women's organisations and other CSOs and Human Rights Defenders working for gender equality and women's and girls' empowerment and rights freely able to work and protected by law.

6.3 FRAMEWORK FOR IMPLEMENTING AND MONITORING PERFORMANCE

The matrix below provides a framework for the entry points and performance monitoring for the five objectives selected in the different GAP II thematic areas. This matrix is backed up by statistics from the GA study and additional needs assessments and case studies of the respondents carried out during the field data collection period. Additionally, the five priorities selected are in line with the priorities identified during the public survey, KIIs and FGDs.

| Thematic Priority | Objectives | Indicators | Activities | Entry points/Opportunities |
|---|--|--|--|--|
| A. Institutional Culture Shift in the European Union External Relations – SYSTEMATIC REPORTING | | | | |
| B. Physical and Psychological Integrity | 7. Girls and women free from VAWG both in the public and in the private sphere | <p>7.1. % of women aged 20-24 who were by age 15 (SDG 5.40)</p> <p>7.2. Prevalence of girls and women 15-49 who have experienced physical or sexual violence (by an intimate partner) in the last 12 months (SDG 5.38)</p> <p>7.3. % of referred cases of gender and sexual based violence</p> <p>7.4. % of girls and women aged 15-49 years who have undergone Female Genital Mutilation and Cutting (SDG 5.41)</p> <p>7.5. N# of indivs benefiting from Justice, ROLS Reform progs funded by EU (EU RF)</p> <p>7.6. Measure of sex ratios and comp. of child mortality according to the gender</p> | <p>- Support political, legislative, judicial, & law enforcement action for compliance with agreed standards that drive gender equality.</p> <p>- Support legislative action to penalise all VAWG</p> <p>- Support comprehensive coverage for the protection of girls women</p> <p>- Improve the capacity of the judiciary, law enforcement to provide redress to VAWG victims, in line with international standards.</p> <p>- Invest in governmental and non-governmental services that support survivors of VAWG.</p> <p>- Support collw., analysis, dissem of VAWG data, including through Nat. Stats. Offices.</p> <p>- Encourage broad based educ for</p> | <p>- Violence against women and young girls came out as a challenge voiced by women and men.</p> <p>- Opportunity': The passing of the Sexual offences Bill in Puntland</p> <p>- Opportunity: Passing of Anti-FGM Bill in Somalia. Passed but it doesn't ban the practice totally.</p> <p>- The National Gender Policy</p> <p>- Development of a National Strategic Plan to accompany the Gender Policy</p> <p>- Sensitisation of people about the NDP would have greater impact</p> <p>- Working with the Female Prosecutors and Lawyers in Somaliland and Puntland</p> <p>- Somaliland Women Lawyers Association and the Puntland Women Lawyers Association</p> <p>- Support for more research and research institutions</p> |

| | | | | |
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| | | | <p>behav. change regarding GBV engaging men, boys, communities.</p> | <p>-Ongoing Somalia-wide study by SIDRA on Female Police Officers</p> |
| <p>C. Thematic Priority: Economic, Social and Cultural Rights - Economic and Social Empowerment</p> | <p>13. Equal access for girls and women to all levels of quality education and vocational education and training (VET) free from discrimination .</p> | <p>13.1 Primary completion rate for girls and boys (SDG 4.33) 13.2 Secondary completion rate for girls and boys (SDG 4.35) 13.3 Tertiary enrolment rates for women and men (SDG 4.37) 13.4 Literacy rate of 15-24 year-olds, women and men (SDG 4.5) 13.5 % of pupils enrolled in primary and secondary schools providing drinking water, adeq. Sanit., adeq. Hygiene services (SDG 6.4) 13.6 Pers. in Res. & Dev. (SDG 9.63) 13.7 N# . (EURF) 13.9 N# of teachers trained (EURF)</p> | <p>- Support legislation and national capacity full coverage of quality and non-discriminatory education for learners of all ages.</p> <p>- Ensure a safe, free of sexual and gender based violence environment that responds to child protection principles.</p> <p>- Provide ed. (both formal and nfe that addresses gender stereotypes, and allows for lifelong learning.</p> <p>- Promote gender-equal role models in the transition from education to the labour market.</p> | <p>- Sexual offences Bill passed in Puntland</p> <p>-Anti-FGM Bill signed in Somalia but not passed. The Somali version allows Sunnah, the English version forbids all kinds of FGM totally</p> <p>-The Gender Policy- adoption, implementation</p> |
| | <p>15. Equal access by women to financial services, productive resources including land, trade and entrepreneurs hip.</p> | <p>15.1. % women, men, indigenous peoples, and local communities with documented or recognised evidence of tenure (SDG 1.5) 15.2. % women, men, indigenous peoples, and local communities who perceive the rights recognised, protected (SDG 1.5) 15.3. Gender gap in wages, by sector in econ activity (SDG 5.1) 15.4. GNI per capita</p> | <p>-Support transformative legislation on ownership, inheritance and control of land and other productive resources by women, with special attention to indigenous peoples.</p> <p>- Eliminate barriers to women's equal access to markets, private sector</p> | <p>-Pass laws that support women empowerment and outlaw discrimination of women like the anti-discriminatory law, sexual harassment bill and FGM;</p> <p>-Upscale supporting for CSOs already engaged in advocacy, community mobilization and awareness of the need and significance of women's political participation will have greater impact;</p> <p>-Building and enhancing the capacity of these CSOs that</p> |

| | | | | |
|---|--|--|--|---|
| | | <p>(PPP,</p> <p>15.6. N# of women receiving rural adv serv. (EURF) 15.7. N# of women, men who have secure tenure of land with EU support (EURF). 15.8. N# of women accessing EU supported comm. level, (micro-) finan.serv. (EURF)</p> | <p>development services, financial services, entrepreneurship, and Information Communication Technologies (ICTs).</p> <p>- Support female entrepreneurship as well as care facilities that assist families. - Increase the affordability and use of technology, expand rural access, and boost digital literacy for women.</p> | <p>implement activities will enable them to give greater support to women's empowerment.</p> <p>- Engage directly with customary institutions especially the traditional and clan elders who play an important role in allocating power and resources, shaping the political arena and hindering or facilitating women's participation in politics;</p> <p>-Support civil society initiatives that raise awareness among communities on the roles and responsibilities of political institutions, and the importance of holding these institutions to account on policy issues;</p> |
| D. Thematic Priority: Political and civil rights - Voice and Participation | <p>17. Equal rights and ability for women to participate in policy and governance processes at all levels.</p> | <p>Proportion of seats held by women in national parliaments (EURF Level 1) in EU Partner Countries 17.2. Share of women on corporate boards of national/ multi-national corporations (SDG 5.2) 17.3. Percentage of seats held by women and minorities in national parl., or subnational elected office according to their respective share of the population (SDG 5.43)</p> <p>17.4. Rep. of women among mediators, negotiators and technical experts in formal peace negotiations (SGD</p> | <p>-Support enabling legislation and policy that remove obstacles for women and girls' participation in line with CEDAW, the Beijing Plan of Action, UNSCR 1325 and SDGs.</p> <p>- Guarantee the participation of autonomous women's orgs in legislative processes and policy-making.</p> <p>- Promote the role of women among mediators, negotiators and TAs in formal conflict prevention, peace negotiations, and</p> | <p>-International legal framework that support women empowerment and protections like CEDAW, UNSCR 1325 to be incorporate them into the constitution;</p> |

| | | | | |
|--|---|---|--|--|
| | | <p>16.8)</p> <p>17.5. N# of women benefiting from legal aid programmes supported by the EU (EURF) 17.6. % of women candidates in national elections with EU support</p> | <p>peacemaking.</p> <ul style="list-style-type: none"> - Promote behavior change in decision making, combat discriminatory social norms and gender stereotypes at family and community level, through public education, media campaigns, engaging with women as much as men of all ages. - Percentage of women in the key institutions (at national level): Government, Constitutional Council, Judiciary, Election Commission, Human Rights Commission. | |
| | <p>18. Women's organisations and other CSOs and HRD working for GEWE, rights freely able to work, protected by law.</p> | <p>18.1. N# of women Human Rights Defenders who have received EU Support (EURF) 18.2. N# of partner countries that guarantees the CSOs right to associate, secure funding, freedom of expression, access to info, part. in public life 18.3. N# of HR & Democracy Country Strategies that include GE objectives</p> | <ul style="list-style-type: none"> - Support the participation of women's organisations as accountability agents in budgetary, legislative, and policy making processes at all levels. - Support use of ICT as a catalyst for pol., social emp. of girls, women, promote their freedom of expression, gender equality and women's, girls' empowerment and rights and policy | <p>- Women councilors in local councils</p> <p>Human Rights Defenders are operating at national and regional levels.</p> |

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|--|--|--|---------|--|
| | | | making. | |
|--|--|--|---------|--|

6.4 PARTNERSHIP FOR IMPLEMENTATION SYNERGY

In order to have greater impact and strengthen the entry points and opportunities mentioned in the matrix, the implementation of these priorities must be an inclusive and well-coordinated effort. The following stakeholders (Figure 10) all have roles to play; The Federal Government of Somalia, the regional authorities in Somalia, the EU and other donors, the CSOs operating in and out of Somalis for the interest of the Somali people, as well as the media and research institutions.

Effective collaboration and partnerships are essential for a successful implementation of the 5 priorities focus areas of the GAP II. The technical working groups need to be strengthened and linked with another. Below are the roles they could play in the successful implementation of the 5 focus priorities of the GAP II.

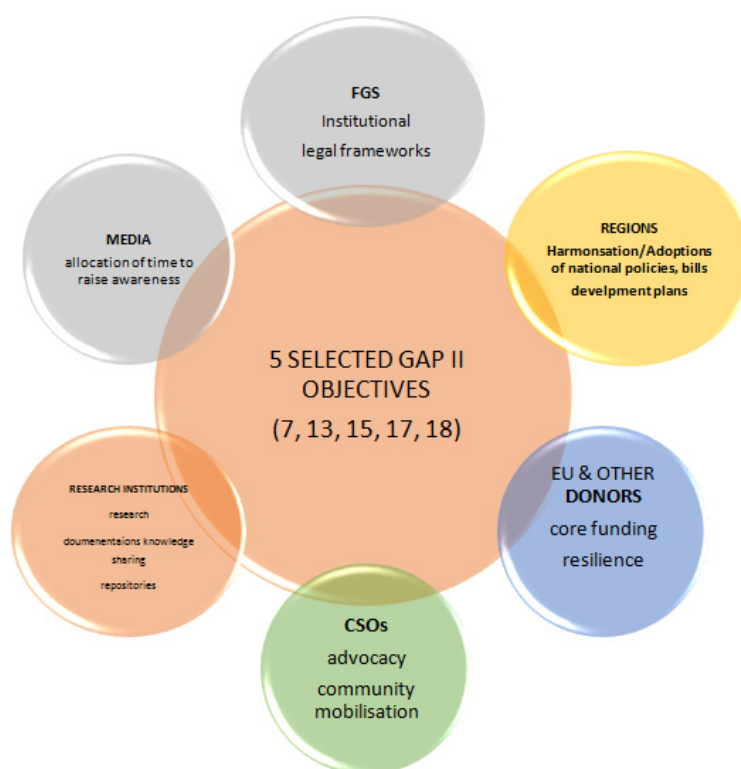


Figure 10 – Partners required to implement GAP II

CHAPTER 7: CONCLUSION AND RECOMMENDATIONS

7.1 CONCLUSION

Across the world there is an energetic demand for an end to gendered injustice and a challenge to patriarchal power in all domains of social, economic, political and cultural lives. In response to this demand there has also been significant progress in naming and taking action to challenge imbalances in power and opportunities to prevent violations of women's and girls' rights.

Some of these opportunities include the coming-out of the new and transformative Somali women's socio-political activism (See for example report Sahro Ahmed Koshin; 2016 Elections in Somalia: The Rise of the New Somali Women's Political Movements, SIDRA Institute) and the emergence of the new national and regional institutional and policy frameworks. The role of their engagements in Somalia and in Somali affairs is also an opportunity since many of these changes in Somalia are being led by highly-educated women from the diaspora - see for example The Somali Gender Equity Movement (SOMGEM). Please see other parts of this report, example Chapter Six for more opportunities.

The study aimed to facilitate the implementation in Somalia and Somaliland of the EU Gender Action Plan "Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020" (GAP II), which has been formally adopted by the Council in October 2015 and provides the framework for the European Commission's (EC), the European External Action Services' (EEAS) and European Member States' (MS) approach to gender equality through external relations, in 2016-20. It aims to place gender equality and the empowerment of girls and women at the heart of the EU's external actions, focusing on four pivotal areas - three thematic and one horizontal:

- i. Ensuring girls' and women's physical and psychological integrity
- ii. Promoting the economic and social rights / empowerment of girls and women
- iii. Strengthening girls' and women's voices and participation
- iv. Shifting the Commission services' and the EEAS' institutional culture to more effectively deliver on EU commitments.

Gender Inequality reflects injustice, discrimination and unfair distribution of resources and influence within societies. The concept is often the root cause of poverty within societies particularly amongst women and girls. Gender Inequality has also been noted to be a critical barrier to the attainment of the Sustainable Development Goals (SDGs). Given the proven link between gender inequality on one hand and poverty and slow pace of development on the other, it is imperative therefore that interventions aimed at tackling poverty, be informed by a gender analysis. The research attempted at knowing what these movements

Without this, interventions are unlikely to succeed in their goals of contributing to equality for all and more holistic and complete social transformation. Integrating gender perspectives is not just about ‘including’ women or ‘thinking about’ men and gender minorities but, rather, considering what a gendered approach provides in Somalia in terms of alternative ways of being, seeing and doing that in themselves serve to transform patriarchal power relations

This study was conducted in 5 regions of Somalia- Garowe, Baidoa, Kismayo, Mogadishu and Hargeisa using qualitative research methodology. The qualitative methodology was chosen for its flexibility in allowing thick descriptions of phenomena. It was ideal for a gender analysis of this nature considering the complexity, sensitivity and relativity of analyzing gender issues that are shaped by diverse cultural meanings both at household and community levels. The methodology allowed for an in-depth investigation and analysis of the community decision making practices using field based observations, participatory focus group discussions with community men and women participating in the in-depth interviews with key people/stakeholders at five regional levels. A review of programme documents and related literature was also carried out to enable contextualization of the programme and to have an appreciation of its goals and objectives.

Form the research findings the following conclusions can be drawn:

- i. Gender inequality persists on Somalia and has many causes key among these tradition and culture which defines community acceptable roles for men and women. These roles take root early in life, starting from the family setting and extending to the neighborhood and the larger community.
- ii. Because of gender inequality, women are not able to access fully the benefit of development including such benefits like education, health, employment.
- iii. There are many laws and legislation drawn to address gender inequality but many of these have not been passed or are not enforced. Sex and gender based violence continue to be tolerated and the rights of girls and women continue to be violated. In some cases, there are laws that discriminate against girl and women. Despite these challenges, many opportunities¹ exists to address gender inequality.
- iv. Few women are in influential positions politically and economically and women have limited representation in decision making even on that affects their lives.
- v. At the local level, there is limited awareness and understanding of the magnitude of the gender inequality problem. Organizations that are engaged in promoting gender equality are seen to be working for foreign interests.
- vi. The successful model women are seen as the one that has been successful in taking care of the home. Women who fight for women rights and aspire to go beyond the

¹ See the recommendations given at the end of the report

“home maker” role are seen to oppose men and to be going against the culture and religion.

- vii. The contribution of women in the development of the Somali society takes place behind the scene and is not documented. This lack of full participation of women has in development robs the Somali society of the valuable contribution of women in development and leads to political, social and economic losses.
- viii. Although gender inequality poses such a big challenge to the Somali women, the efforts they make to address this problem are largely uncoordinated. Similarly, women rarely support each other when such opportunity arises. Women are therefore in some cases, their own enemies.
- ix. The absence of female leadership in education sector has greatly contributed to the absence of female students in school as well as their performance. This situation has led to lower performance of women in education and subsequently lower participation of women in social, politics and economic spheres.

7.2 RECOMMENDATIONS

Building on the conclusions drawn by this study, a number of recommendations are made to the various stakeholders currently involved in the common cause of women's empowerment and gender equality in Somalia.

7.2.1 Recommendations to the Federal Government of Somalia and Federal State Members

The federal government of Somali and federal state government should:

- i. Make efforts at aligning the National Development Plan and the National Gender Policy with the GAP II.
- ii. Support efforts towards harmonising the Federal National Gender Policy with the Regional Gender Policies.
- iii. Support aggregation of gender equality efforts and also invest and support for research and studies on Gender Equality and Women Empowerment (GEWE) in Somalia through the National Gender Policy. This will address the fragmentation in the work being done by various actors towards achieving gender equality.
- iv. Identify, engage and work closely with gender champions throughout Somalia to move forward GEWE agenda and work in the country.
- v. Undertake training and capacity building to change attitudes and beliefs that cause inconsistent application of laws; deal more forcefully with domestic violence, address FGM rendering it illegal and punishable, and amend provisions that prevent rapists from being charged should they marry their victims; among others. This can be achieved through support for the passing of the Anti-FGM and the Sexual Offences Bill as well as through support for ongoing EU projects on education.

7.2.2 Recommendations to research institutions

Research and other knowledge institutions should:

- i. Carry out systematic research to fill the many knowledge gaps that exists on women empowerment and gender analysis. The findings of this study provide the starting point for new research.
- ii. Develop tools that will enhance policy makers' understanding of the needs of men and women and in transforming and strengthening the impact of gender equality in Somalia.
- iii. Play a key role in collecting, aggregating and availing all data, information and knowledge on women empowerment and gender equality through knowledge portals and repositories.

7.2.3 Recommendations to Somali women

Somali women should:

- i. Continue to use all available international instruments in and outside of Somalia to fast track strategy to address women exclusion, transform gender power relations and actively involved women in social movements and activism.
- ii. Not accept gender inequality as a “fact of life” but instead seek equality and lobby for gender equality analysis to be used as a tool, approach and methodology for social, political and economic change in Somalia.
- iii. Come together and work closely together across geographic divides to coordinate their gender equality efforts and giving each other the necessary support. They should be role models to younger Somali women who don't have experience yet and give them opportunity to develop themselves and be confidence.

7.2.4 Recommendations to the European Union and Donors

The Somali European Union delegation should:

- i. Create awareness about GAP II in Somalia. For a wider reach, the GAP II should be translated into Somali language and printed for wide distribution among Somali institutions. For the general public, a popular annotated version of GAP II should be compiled giving only key information and distributed to the public.
- ii. Harmonize GAP II priorities with those of the Somali National Development Plan (NDP). The delegation should also harmonize its GAP II focus areas (selected from among GAP II objectives) with the NDP.
- iii. Conduct sustained community dialogues aimed at transforming identified negative social norms on women and gender issues through gender transformative approaches. Specifically, the EU should target elderly and influential women who tend to justify traditional gender roles, relations and responsibilities. Similarly, EU should support effort to remove misconception that the roles assigned to women

based on traditional and cultural beliefs have a religious foundation. This can be achieved through strengthening the massive transformation on women's activism taking place in Somalia as well as through support for ongoing EU projects.

- iv. Provide support to the government and implementing partners in developing and adoption of strategies, policies and legislations aim at creating awareness about GEWE. However, these tools need to go hand in hand with lobbying and advocacy to create awareness and educate Somali men and women about their rights.
- v. Support the involvement of women in education sector and especially in the early childhood education. Through its education program, EU should support strategies and programs that will increase female students in school and improve their overall performance.

7.2.5 Recommendations to implementing organisations

The EU implementing partners (and other implementing partners) should:

- i. Organise GAP II information and sensitization sessions for the government stakeholders that work on gender issues in Somalia, including the Ministry of Gender & Human Rights Development, Ministry of Planning and International Cooperation (MOPIC) and the concerned ministries and institutions in Somaliland.
- ii. Work closely with respective civil society actors through a multi sector effort to end Violence Against Women. Possible areas of action can include policy advocacy and dialogue to encourage revision of laws to ensure gender equality and non-discrimination.
- iii. In collaboration with the relevant government institutions, undertake training and capacity building to change attitudes and beliefs that cause inconsistent application of laws; support effort to deal more forcefully with domestic violence, address FGM by supporting efforts to render it illegal and punishable, and support amendment of provisions that prevent rapists from being charged should they marry their victims; among others.
- iv. Support line ministries and other national institutions, along with Civil Society Organizations to increase the number of secure shelters for abused women and children and supply trained staff in these facilities and support other related needs.

7.2.6 Recommendations to the media

The media should:

- v. Support policy dialogue and advocacy with government and non-government organisations through talk shows and strategic adverts.
- vi. Produce and air quality shows, features and programs on gender equality and women empowerment
- vii. Organise information/sensitization sessions about the GAP II in Somali

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18. Puntland Sexual Offences Bill
19. Puntland Gender Policy
20. Sahro Ahmed Koshin; 2016 Elections in Somalia: The Rise of the New Somali Women's Political Movements, SIDRA Institute

ANNEXES

The annexes presented here provide additional information and details for the study.

- Annex 1: Public Survey Questions
- Annex 2: Focus Group Discussion Questions
- Annex 3: Key Informants Interview Questions
- Annex 4: Definition of Common Gender Terms
- Annex 5: List of Key Informants
- Annex 6: Selected Photos of Data Collection Exercise

Annex 1: Public Survey Questions

Gender Analysis Study in Somalia - Public survey

This study aims at better understanding the differences in the conditions, needs, participation rates, access to resources and development , control of assets , decision making powers ,etc. between girls /women and boys/men in their assigned gender roles in Somalia.

1. What is your gender?
 - a) Male
 - b) Female
2. What is your age?
 - a) 18 to 24
 - b)25 to 34
 - c)35 to 44
 - d)45 to 54
 - e)55 to 64
 - f)65 to 74
 - h)75 or older
3. What is the highest level of education you have completed?
 - a) Did not attend school
 - b) Primary
 - c) Secondary
 - d) Diploma
 - e) University
 - f) Vocational training
 - h)I don't know
 - i)Other (please specify)
4. What is your location?
 - ☐ Garowe
 - ☐ Hargeisa
 - ☐ Nairobi
 - ☐ Mogaidshu
 - ☐ Galkayo-Puntland
 - ☐ Galkayo –Galmudug
 - ☐ Baleedweeyn
 - ☐ Kismayo
 - ☐ Baidhabo
 - ☐ Other (please specify).....
5. What is your understanding of 'gender'?
6. In Somalia who works for income/pay in the home?
 - a) Husband
 - b)Wife
 - c)Both
 - d)I don't know
 - e)Other
7. In Somalia, who cares for children and covers other family work (reproductive work)?
 - a) Men
 - b)Women
 - c)Both
 - d)I don't know
 - e)Other
8. In your society which one of these tasks do Men take the greatest role in?
 - a) Reproductive
 - b)Productive
 - c)Community
9. In your society which one of these tasks do women take the greatest role in?
 - a) Reproductive(caring for children)
 - b)Productive (work for pay)
 - c) Community (Benefit of community)
10. Do you think the needs of Somali men and women are equally discussed and addressed in society?
 - a) Yes
 - b) No
 - c) Sometimes
 - d) I don't know
 - e) Other
11. Is being a women seen as a disadvantage in improving ones living condition and having ones needs met?
 - a) Yes
 - b) No
 - c) Sometimes
 - d) I don't know
 - d) Other

12. Indicate whether you think men or women are better suited for the following jobs in Somalia?

| | Men | Women | Both |
|-------------------------------------|-----|-------|------|
| Research assistant | | | |
| Professor | | | |
| Financial planner | | | |
| Carpenter | | | |
| Teacher | | | |
| Professor | | | |
| CEO of a Company | | | |
| Administrative assistant(secretary) | | | |
| Stay at home parent | | | |
| Judge | | | |
| Prison guard | | | |
| Police officer | | | |
| Single parent | | | |
| Nurse | | | |

13. In Somalia, who has access to and control of knowledge, resources, services and decision making?

Men Women Both I don't know other (please specify).....

14. In Somalia, what percentage of households in the community do you think is headed by Somali women?

Less than 25% 25% 25-50% 50-70% I don't know other (please specify).....

15. In Somalia who controls household income do you think?

a) Men b) Women c) Both d) I don't know e) other (please specify)

16. Who owns property and homes in Somalia?

a) Men b) Women c) Both d) I don't know e) Other

17. Who is more suited to management positions and better wage jobs?

a) Men b) Women c) Both d) I don't know e) Other

18. In Somalia, who holds power to make financial/economic decisions ?

a) Men b) Women c) Both d) I don't know e) Other

19. In your opinion does gender inequality exist in Somalia? If yes kindly state why in text below?

a) Yes b) No c) Don't know d) Other

20. If yes what are the issues contributing to the gender inequality?

a) Economical challenges , b) Political challenges , c) Social challenges, d) Cultural challenges, e) All of the above, f) Other

21. In Somalia are women and men equally likely to be owner of property that might serve as collateral for a business loan (for example, land, car, equipment, etc.)?

- a) Yes b) No c) I don't know d) Other
- 22. In Somalia, are communication channels that are used to spread awareness of the development programs and encourage participation equally available to and used by both men and women?**
- a) Yes b) No c) I don't know d) Other e) may be
- 23. Do you know that development projects are being designed in ways that facilitate active participation of both men and women?**
- a) Yes b) No c) may be d) I don't know e) Other
- 24. Do home responsibilities women from participating in development project at certain times of day or on certain days of the week? If Yes, please state which days and times below?**
- ☐ No
 - ☐ Yes, in the morning of everyday
 - ☐ Yes , in the afternoon of everyday
 - ☐ Yes ,the whole day of everyday
 - ☐ Yes, weekdays
 - ☐ I don't know
 - ☐ Other
- 25. Who is more likely to spend majority of their time in locations that would make it difficult for them to participate in the development project?**
- a) Men b) Women c) Both d) I don't know e) Other
- 26. According to you, how does gender inequality intersect with other kinds of inequality?**
- 27. According to you, how does gender inequality impact on enjoyment of human rights?**
- 28. According to you, how does gender inequality impact on access to the benefits of development efforts?**

Annex 2: Focus Group Discussion Questions

1. What do you understand by the word Gender?
2. In your opinion what influences Gender Roles in Somalia?
3. How does gender inequality impact on enjoyment of human rights?
4. How does gender inequality impact on access to the benefits of development efforts?
5. Who pays for food? Who brings income to the household?
6. What obstacles/barriers are there to women's equal participation? What are the barriers
7. What laws or opportunities are there?
8. What role do traditional and religious leaders play in promoting or stifling women's participation?
9. What factors (personal, political, institutional) make it possible for the successful women to have access to, participate in, make decisions, etc?
10. Do you believe there are any barriers or discrimination practices, that effect girls/women's rights to the same access as boys/men to participate in all levels of community development? If yes what are they? And how can these barriers /practices be addressed in order to ensure equal rights in the community?
11. What are the different expectations/roles of being a male or female in our society? And what are the impacts of these differences on their lives and their place in the community?

Annex 3: Key Informants Interview Questions

Key informant interviews will be carried out with selected individuals (Somali Diaspora, implementing agencies, the EU, government bodies, EU Gender Focal Person and other Program staff, etc.

1. What policies or strategies, does your organisation have in place to ensure women's participation in projects and activities? What laws or opportunities exist to support women locally?
2. What strategies does your organisation maintain in order to promote women' participation and decision making in your projects?
3. What obstacles/barriers are there to women's equal participation? What are the barriers? Causes?
4. What role do traditional and religious leaders play in promoting or stifling women's political participation in both nominated and elected positions?
5. Are there any entry points or opportunities for empowering especially vulnerable groups of women or men through this project?
6. What factors (personal, political, institutional) make it possible for the successful women to have access to, participate in, make decisions, etc
7. What are civil society organizations doing to support women's participation, and what is working/not working?

Annex 4: Definition of Common Gender Terms

| Gender term | Definition |
|------------------------|---|
| Gender | The term gender refers to those characteristics of men and women that are socially determined in contrast to those that are biologically determined. It defines culturally acceptable attitudes and behavior of men and women, including responsibilities, advantages, disadvantages, opportunities, constraints, roles, status, and power assigned to women and men in society. Gender roles are learned through socialization and vary within the society or culture |
| Gender Awareness | Recognition that women and men perform different roles in society and therefore have different needs which must be recognized |
| Gender Discrimination | A difference in treatment of people based entirely on their being male or female. This difference contributes to structural inequality in society |
| Gender Inequality | Refers to the unequal rights, responsibilities and opportunities of women and men and girls and boys in all sectors- political, social , legal and economic |
| Gender Equity | Recognizing that different approaches may be needed to produce equitable outcomes by taking account of and addressing the differences between and amongst the lives of women and men, boys and girls and the diversity of different groups of women/girls and men/boys |
| Gender Mainstreaming | The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality |
| Sex | This refers to the biological and physiological characteristics that categorize someone as either female or male. |
| Practical Gender Needs | Practical Gender Needs are those needs that have been identified by women within their socially defined roles as a response to an immediate perceived necessity (e.g., inadequacies in living conditions such as water provision, healthcare, and employment). They do not challenge gender divisions of labor and women's subordinate position in society. |
| Strategic Gender Needs | Strategic Gender Needs vary by context and are identified by women as a result of their subordinate social status. They tend to challenge gender divisions of labor, power and control, as well as traditionally defined norms and roles (e.g., legal rights, domestic violence, equal wages, and women's control over their bodies). |
| Social Exclusion | The process through which individuals or groups are wholly or partially excluded from full participation in the society in which they live resulting in these individuals and groups being prevented from accessing resources, participating |

| | |
|---------------------|--|
| | in society and asserting their rights, |
| Twin track approach | Mainstreaming gender issues in all aspects of our work as well as implementing specific initiatives to address the discrimination and marginalisation faced by women and girls resulting in equality of opportunity & equality in outcomes |
| Women's Empowerment | A process through which women and girls acquire knowledge, skills and willingness to critically analyze their situation and take appropriate action to change the status quo of women and other marginalized groups in society. |

Annex 5: List of Key Informants

| SN | NAME OF KII | CONTACTS |
|------------------|----------------------------|---|
| NAIROBI | | |
| 1. | Mohamed Hassan | Awjama Culture Centre,- Eastleigh Nairobi, |
| 2. | EU Program Staff | EU Delegation to Somalia |
| 3. | Jeffrey Maganya | Programs Manager IIDA Women's Development Organization Nairobi/Mogadishu |
| MOGADISHU | | |
| 4. | Amina Arale | Executive Director, Somali Women Development Organization (SWDC) |
| 5. | Mariam Omar | Gender Focal Person, Ministry of Interior |
| 6. | Mr. Zakaria Hassan | Director of National Authorizing Office EU Cooperation Coordinator, Ministry of Planning & International Cooperation of The Federal Government of Somalia |
| 7. | Khadija Shafie Ismail | Gender and Human Rights Department Ministry of Planning and International Cooperation Somali Federal Government Mogadishu/Somalia |
| 8. | Marian Mohamed Omar | Director of Gender and Human Rights Ministry of planning and International cooperation |
| KISMAYO | | |
| 9. | Minister Qamar Deeq Khalif | Minister of Women, Family Affairs and Human Rights Jubbaland |
| 10. | Bashir Mohamed Ibrahim | Jubbaland Refugee & Emergency Services (JREA) |
| 11. | Fatuma Farah | Parliamentarian, Human Rights Advisor, Jubbaland Parliament |
| 12. | Abdikadir Abdi Yare | Permanent Secretary, Office of the President, Jubbaland |
| 13. | Ahmed Hassan | Entrepreneur/Owner of Hotel Mecca, Kismayo |
| BAIDOA | | |
| 14. | Abdulkadir Bulle | Project Officer, DRC Baidoa |
| 15. | Ahmed Bashir Hassan | Somali Immediate Action Aid (SIAA) Baidoa |
| GAROWE | | |
| 16. | Kareema Abdi | UNDP Somalia |
| 17. | Hafsa Mohamud Ali | Puntland Human Rights Defender |
| 18. | Zahra Nur | FAWESOM |
| 19. | Vice-Minister Farhiya | Ministry of Women Development and Family affairs |
| 20. | Nasro Abdirizak | Puntland Minority Women NGO |
| 21. | IDP Community | IDP Mother from Washington IDP camp |
| HARGEISA | | |
| 22. | Mustafa Ahmed | Program Coordinator, NAGAAD Network, Hargeisa |
| 23. | Hamdi Mahamed Egal | Chairperson Somaliland Center for Research & Economics, Hargeisa |

Annex 6: Selected Photos from the Data Collection Exercise



Vice Minister of Ministry of Women Development and Family Affairs (MOWDAFA) Mrs Farhiya speaks at the FGD Garowe held at SIDRA Hall



Participants of the FGD Garowe pose for a group photo outside SIDRA Hall



A discussion takes place after the Lead Researcher presented the Inception Report of the Study to the EU Program Staff



EU member staff and representatives from the civil society pose for a group photo inside the EU conference hall



The Lead Researcher poses with staff from IIDA inside the IIDA office



The Lead Researcher poses with participants from the FGD in Kismayo



Lead Researcher poses with Jubbaland Minister of Women, Family Affairs and Human Rights Mrs Qamar Deeq Khalif



Lead Researcher poses discussing with participants during a FGD in Kismayo



Lead Researcher discussing with members of the IDP community



FGD session going on at Baido



Key informants meeting at Mogadishu



FGD session going on at Hargeisa