



Somali Federal Republic
Ministry of Women and Human Rights Development
Office of the Director General

SUM: WHHXA/XAG/

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Tariikh: 25 /june/2018

**HINDISAHA DAAHFURNAANTA DOWLADA OPEN GOVERNMENT
INITIATIVE**

Hordhac

Barnaamijka Hindisiha Daahfurnaanta Dowlada wuxuu ku wajahan yahay in uu si qoto dheer ula shaqeeya dhamaan 26 wasaaradood ee Xukuumadda Federaalka Soomaaliya, taasoo loo yagleeyay Barta (Open Government Initiative) si loogu soo bandhigo waxqabloodooda, horumarada iyo caqabadaha dhamaan hay'adaha dowlada. Ujeedada Barta waa in wasaaradaha laga helo Daahfurnaan, Islaxisaabtan iyo inay bulshada Soomaaliyed heli karaa fursad ay kula socdaan horumarada islamarkaana ay talooyin uga soo dhiiban karaan.

Haddaba markuu dhacay kulankii ugu horeeyay ee lagu daahfuray Barta kaasoo ay si wanaagsan uga soo qeyb galeen wasiiro iyo Agaasimayaal Guud/ Xoghayayaal Guud ee 26 waasaradood, ayaa si loo xaqijiyo ujeedooyinka Barta OGI islamarkaana shaqadii loo bilaabo waxaa loo diray warqad rasmi wasaaradaha dowlada, si ay u soo magacaabaan xubinkii(Focal Point) u noqon lahaa, kaasoo si toos ah ula shaqeyn doona kooxda BartaOGI.

1. Xeerarka Wasaaradda Ku Shaqeyso (Availability of Legal Documents):

Wasaaradda Haweenka iyo Horumarinta Xuquuqul insaanku waxay ku shaqeysaa guud ahaan sharciga ugu weyn dalka oo ah dallada ay ka farcamaan dhamaan shuruucda kale ee uu dalku ku shaqeeyo, waa Dastuurka kumeel-gaarka ah ee dawladda federaalka Soomaaliya. Sharciyadda iyo xeerarka ka farcama ee ay ku shaqeyso wasaaraddu waxa ka mid ah:

- a. Siyaasadda caalamiga ah ee jinsiga.
- b. Siyaasadda baabiinta gudniinka fircoonia ah.
- c. Qaraarka qaramadda midoobay ee xuquuqda caruurta.
- d. Child right act (Waa la daahfuray).
- e. Siyaasadda qaran ee daryeelka caruurta (qabyo-qoraal)
- f. Siyaasadda caruurta dayacan (alternative child care policy) (qabyo-qoraal)
- g. Dibu-habeyn lagu sameeyo xeerka qoyska.

- h. Sharciga lagu dhisayo gudida xuquuqul aadanaha qaran.
 - i. Sharciga ka hortaga galmaadda sharcidaradda ah.
 - j. Tubta fulinta qorshaha qaranka ee xuquuqda Aadanaha Soomaaliya.
 - k. Dhismaha sharciga xuquuqda ddadka Naafada ah ee Soomaaliya.
 - l. Convension of the rights and political development.
2. Miisaaniyadda dawladdu siiso wasaaradda ee ay ku shaqeysyo sanadkii waa: \$ 975,292.
 3. Siyaasadda, Hiigsiga & Hanaanka Wasaaradda (Profile/ Policies, Vision& Mission).

Vision Statement

- Empowered women living with dignity and contributing development as equal opportunity and create in an environment free from violence and discrimination.
- Well-nurtured Family and children with full opportunities for growth and development in a safe and protective environment.
- A society where human rights and fundamental freedoms are fully enjoyed by everyone, and are respected, protected and fulfilled by the Federal Government of Somalia and Member States in accordance with universal human rights principles and standards, and in compliance with its obligations under the international human rights instruments.

Mission Statement

- Promoting social and economic empowerment of women through cross-cutting policies and programs, mainstreaming gender concerns, creating awareness about their rights and facilitating institutional and legislative support for enabling them realize their human rights and develop to their full potential.
- Ensuring development, care and protection of family and children through cross-cutting policies, legal instruments and programs, spreading awareness about their rights and facilitating access to learning, nutrition, institutional and legislative support to enable them grow and develop to their full potential.
- Ensure the supremacy of all human rights to their protection, promotion and fulfillment, on the basis of equality and non-discrimination, in particular for those who are marginalized and vulnerable.

STRATEGIC PLAN

Background

This Strategic Planning Manual is intended for the use of the Ministry of Women and Human Rights Development (MoWHRD). The ministry has been moving towards a comprehensive approach to addressing Gender and Human Rights gaps in Somalia through sound legal and policy framework. Formulation of Strategic planning manual is crucial for MoWHRD to reach a broad range of development targets built on the principle of Universal Human Rights It has a particular use for the department's heads and staff involved in the planning aspect of Ministry of Women and Human Rights Development.

Purpose

The primary objective of the manual is to be a guide and development tool for the Ministry staff, and in the process provide leadership, management and support services to the departments of the ministry and the divisions.

Furthermore, it's the purpose of this Strategic Plan to ensure that gender equality and equity is realised. Women's rights are well respected, their positions in society improved by advocating for full participation in politics and decision-making. It can partly be achieved by implementing a gender-focused approach that will include strengthening of the Civil Organization's work on gender, improving coordination, data gathering, analysis and capacity development. We hope that the use of this manual in the Ministry will contribute towards significant progress for development purposes.

The Strategic Objectives

The Strategic Plan stipulates the following three essential objectives:

- i. Assessment of the ministry's current situation, and assesses both the internal and external environments within which the Ministry operates;
- ii. Highlight critical areas in which the ministry should focus in the immediate future. By creating a shared vision, staff members will be aware of the goals, purposes and aims that the strategic is striving to achieve. This will inspire unity and a sense of purpose in the staff members. It will also encourage openness, team spirit, transparency and individual participation and;
- iii. Re-align Ministry ultimate commitment to promoting the Human Rights. By analysing past practice, the ministry can learn from it, subsequently developing goals and strategies that will enhance both its efficiency and effectiveness. This process of re-evaluation and planning will streamline the ministry's priorities, and hopefully, donors will be more receptive to supporting the ministry's initiatives.
- iv. Similar coordination efforts should be made to engage with regional Ministries to harness theirs through good cooperation. The government has committed fundamentally to lay strong federal foundations for ensuring prosperity and political stability through state-building goals.

Structure of the Plan

The plan is divided into five sections with the first section giving the background information, the second providing a situational analysis of the Ministry, the third and fourth addressing strategic issues of the departments including the vision, mission and the strategy for improving ministry's strategy plan.

Ministry of Women and Human Rights Development (MoWHRD) aims to produce a comprehensive set of integrated statistics and provide a high quality of information for evidence-based decision making. It is, therefore, necessary to strengthen the Ministry and enhance capacity for sustainable development. The ministry is committed to empowering women, promoting gender equality through greater access to social, economic, political and employment opportunities for women and addressing on strengthening protection from gender-based violence.

In order to mitigate the current and emerging demands for human rights protection in the country, the Ministry needs to be strengthened in its capacity to meet these demands. Hence it would need to implement a more robust, transparent and much better coordinated strategic plan that is primarily focused on the human right protection of citizens, led by a highly professional staff. Some weaknesses, opportunities and threats have already been highlighted.

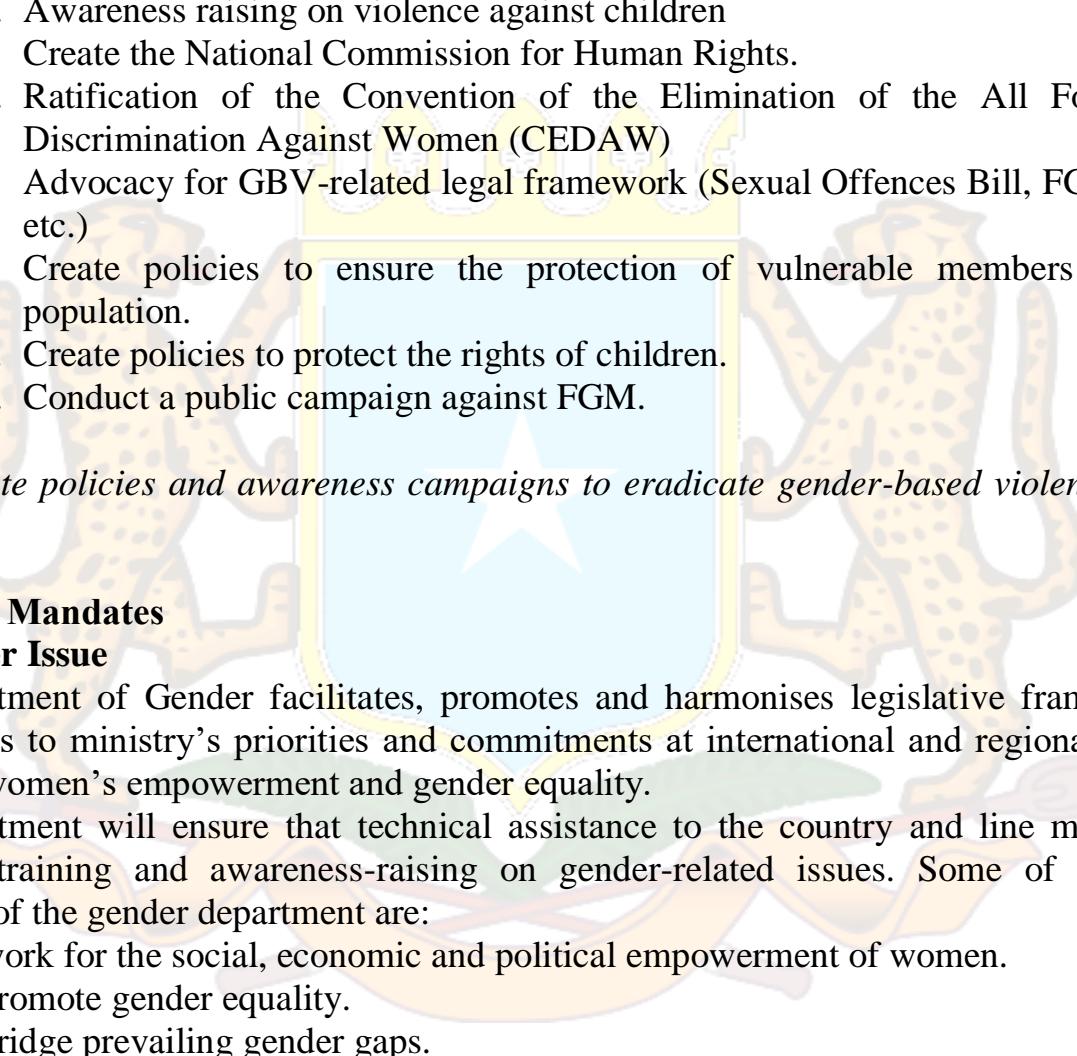
The need for strengthening the structure of MoWHRD, its human resource, Coordination mechanism and overall institutional building are vital. The establishment of Social protection frameworks for vulnerable groups is necessary. This would enable MoWHRD to concentrate and promote gender equality and well-being through greater access to social, economic, political and employment opportunities for women. At federal member state level, there is a need for establishing chapters of the Human Rights Commission and development of coherent social protection strategy.

This Strategic manual is there to serve the public needs of both Government and the wider populace. The administrative, political and legal context of the country informs and guide the strategic plan of the MoWHRD. To ensure performance, the Ministry should focus on these key strategic areas;

1. Institutional Development and Legal Reforms
2. The Development of effective Human Resource Management
3. Improving of Departments and department staff.
4. Physical Infrastructure and Equipment Development
5. Coordination and Management

These priorities are derived from the detailed strategic planning manuals prepared for the ministry and have been selected based on:

- i. Importance for the achievement of the work program originally presented by the Ministry in the work plan
- ii. Availability of funding;
- iii. Linkage to existing sector policies and strategy documents, and;

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- iv. Feasibility is given the time available, the complexity of the task, and existing department capacity.
 - v. The federal government is committed to empowering women, promoting gender equality and well-being through greater access to social, economic, political and employment opportunities for women addressing and strengthening protection from gender-based violence. In this regard, the Ministry will:
 - a. Adopt the Human Rights Roadmap.
 - b. Awareness raising on violence against children
 - c. Create the National Commission for Human Rights.
 - d. Ratification of the Convention of the Elimination of the All Forms of Discrimination Against Women (CEDAW)
 - e. Advocacy for GBV-related legal framework (Sexual Offences Bill, FGM Bill, etc.)
 - f. Create policies to ensure the protection of vulnerable members of the population.
 - g. Create policies to protect the rights of children.
 - h. Conduct a public campaign against FGM.

1. *Create policies and awareness campaigns to eradicate gender-based violence such as rape.*

Ministry's Mandates

1. Gender Issue

The Department of Gender facilitates, promotes and harmonises legislative frameworks and policies to ministry's priorities and commitments at international and regional levels related to women's empowerment and gender equality.

The department will ensure that technical assistance to the country and line ministries regarding training and awareness-raising on gender-related issues. Some of the key objectives of the gender department are:

- To work for the social, economic and political empowerment of women.
- To promote gender equality.
- To bridge prevailing gender gaps.

Strategic Objectives

The Department of Gender is committed to building and strengthening relationships with key partners and stakeholders in the development of Somalia. As such, the department is focused on improving ties Community engagement and awareness raising for GBV prevention and promotion of referral services for GBV survivors to deliver its primary objectives, in which the following are essential components: Implementation of the GBV-

related legal framework; Ratification of the Convention of the Elimination of the All Forms of Discrimination Against Women (CEDAW); Operationalizing Family Centers.

2. Family and Child Rights Issue

The Family and Child Rights Department is entrusted with the responsibility to design and implement social policies and programmes, which promote women empowerment, child development, family welfare as well as the welfare of the community. Accordingly, actions of the Ministry are geared towards having in the right conditions and environment for the harmonious development of the Somali children, women and their families. As the Government believes in the full participation of children, much emphasis will be put in to provide platforms for children to express their views on relevant issues concerning their rights and welfare the Ministry of women and human rights development will regularly organise consultations, seminars, workshops and developmental activities for children.

Some of the key objectives of the gender department are:

- Ministry of Women and Human Rights Development will undertake specific measures for the prevention of child including community-based awareness programmes
- The development of specific measures to prevent discrimination and stigmatisation against children including community-based awareness programmes.

Strategic Objectives

To promote and protect children's rights as human rights, work for the elimination of all forms of violence and discrimination against children defined as being the age bracket of 0-18 years and ensure that legal measures are taken, mechanisms are put in place to promote safety and security of children. The Ministry will ensure that the survival, protection, development and participation rights of the Somali child are upheld as per the Convention on the Rights of the Child whereby the best interests of the child shall be of primary consideration in all policies, programmes and actions about children's welfare.

3. Human Right Issue

The Somali Federal Government through the Ministry of Women and Human Right Development is establishing and strengthening necessary institutional mechanisms for the protection and promotion of human rights as enshrined in the provisional Constitution, where every citizen lives in equality, dignity and freedom with complete protection of fundamental human rights without any discrimination as guaranteed by the draft Provisional Constitution of Somalia.

Key objectives of the Human Right department are:

- Review of human rights situation in the country including implementation of laws, policies and measures.

- Coordination of activities of Ministries, Divisions and Provincial Governments in respect of human rights.
- Initiatives for harmonisation of legislation, regulations and practices with the international human rights covenants and agreements.
- Obtaining information, documents and reports, on complaints and allegations of human rights violations, from Ministries, Divisions, Provincial Governments and other agencies.

Ministry Priorities :

The Ministry of Women and Human Rights Development has set priorities of the activities that it has planned to undertake for a short time. The ministry has great plans to achieve. The Policy and planning Department has the following activities planned.

1. Develop alternative care policy in consultation with Family and child rights director and the DG.
2. Complete the Child rights protection policy
3. Policy review for the existing policies
4. Develop new policies for the ministry.

The Gender department has prioritised its activities as below:

1. Advocacy for GBV-related legal framework.
2. Implementation of the GBV related framework
Ratification of the Convention of the Elimination of All Forms of Discrimination against Women (CEDAW)
3. Operationalizing Family Centers
4. Pilot one Forensic lab for GBV cases
5. Community engagement and awareness raising for GBV prevention and promotion of referral services for GBV survivors

The Family and Child Rights department has these activities as its priority

1. Undertake awareness and community mobilisation campaigns to discourage underage marriages and forced marriages.
2. Will advocate on child trafficking and create awareness in the community.
3. Prevent discrimination and stigmatization against children
4. Will do birth registration assessment with the collaboration of MOH.
5. Finalise different child protection related policies
6. Provide income generating projects for families

7. Provide micro finance projects for poor families
8. Conduct community based trainings on various topics such us health, education, family, relationships and family budgets.

Human Resource Department plans to do the following

1. Annula review of the Human resource policy
2. Finalize ministry organizational chart
3. Draft job descriptions
4. Create performance agreements
5. Develop Human resource data base
6. Conduct human resource policy training
7. Strengthen the HR Regional Units.

Create common goals:

Creating a more secure, safer and accountable Somalia is a top priority for the government as it is the foundation of a functioning state and an essential pre-requisite to stability and development. The Ministry of Women and Human Rights Development is dedicated and committed to protecting the rights of all citizens, particularly the vualnerable groups such as women and children, to prevent human rights abuses. This means building strong foundations and partnerships within society to end impunity for those committing human rights violation with the support of other government line ministries so that the rule of lawcan be enforced.

Implementation:

This strategic plan will be only be adopted and implemented as soon as senior ministry team headed by the Minister and the deputy minister endorse this document.

4. Staff recruitment procedure (Their Number, Gender (Male & Female) & Education Level)

Darajooyinka	Wadarta	Dhedig	Lab
A	55	28	27
B	20	11	9
C	9	7	2
X	3	0	3

D	12	9	3
Total	99	55	44

5. Cinwaanka wasaaradda & Madaxda Ugu Sareysa Wasaaradda (People –who is the ministry i.e key persons and Their Contact)

A) Marwo Deqa Yasin Haji Yousuf

Wasiiradda Haweenka iyo Horumarinta Xuquuqul Insaanka (WHHXI)

Minister for Women and Human Rights Development (MoWHRD)
Federal Republic of Somalia

Cell: + 252616548039 (Somalia)

Cell: + 252699776672 (Somalia)

Cell: +254718569502 (Kenya)

Email: deqa.yasin@gmail.com

Skype: dheena07

B) Dr. Deeq Suleyman Yousuf

Agaasimaha Guud ee Wasaaradda Haweenka iyo Hormarinta Xuquuqul Aadanaha.

Cell: + 252612922368 (Somalia)

Cell: +254720101389 (Kenya)

Email: deeqyusuf03@gmail.com

dg@mwhrd.gov.so