

Review Report
Implementation of Somaliland National Gender
Action Plan

2016

Supported by UN WOMEN

In collaboration with

MINISTRY OF EMPLOYMENT, SOCIAL AFFAIRS AND FAMIL ((MESAF)

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Acronyms

MoLSA:	Ministry of Labour and Social
MoE:	Ministry of Education
MoJ:	Ministry of Justice
MoH:	Ministry of Health
MoWR:	Ministry of Water Resource
MoNP & D:	Ministry of National Planning and Development
MoRA:	Ministry of Religious Affairs
UNFPA:	United Nations Population Fund
UN:	United Nation
NGO:	Non-Governmental Organization
INGO:	International Non-Governmental Organization
LNGO:	Local Non-Governmental Organization
CSOs:	Civil Society Organizations
NGP:	National Gender Policy
NGIPAP:	National Gender Implementation Action Plan
SGBV:	Sexual Gender Based Violence
FGD:	Focus Group Discussion
MCH:	Mother Child Health

1. INTRODUCTION

1.1 Overall Goal of the National Gender Policy

The MINISTRY OF EMPLOYMENT, SOCIAL AFFAIRS AND FAMILY (MESAF) has developed national gender implementation plan in close collaboration with government ministries, civil society and aid agencies to put into operation the national gender policy approved on 2009 by cabinet ministries of Somaliland. The National Gender Action Plan has been developed as a framework for gender mainstreaming for the attainment of gender equality through provision of practical measures that can create an enabling environment for men and women thereby enabling women to contribute sustainable development and therefore increased shared economic growth. This is in line with the gender policy and Somaliland national development plan and will contribute the Millennium Development Goals. The action plan is intended to provide practical strategies that will help realization of Somaliland National Gender Policy. As the National Gender Policy was originally formulated in multi-sectorial approach, detailed strategies have been provided in the action plan so that existing gender inequality - that initially necessitated the development of the policy - can be tackled. Therefore, this action plan constitutes a necessary implementation tool to be used by public institutions and development actors engaged in advancement of gender issues in Somaliland.

1.2 General Objectives

The overall objective of the National Gender Policy is to facilitate the mainstreaming of the needs and concerns of women and men, girls and boys in all areas for sustainable and equitable development and poverty eradication.

2. REVIEW OBJECTIVES

2.1 Overall objective

The purpose of the review was to assess the progress made towards achievement of the objectives of the seven themes identified in the NGP and supported by MoLSA who lead in the coordination, collaboration and monitoring on gender issues in Somaliland and facilitation of implementation of national gender action plan. It shall identify the intended and unintended outcomes, best practices, lessons learned as well as challenges arising from Gender Policy Action Plan implementation. In addition, the review will come up with conclusions and recommendations on the way forward.

3. REVIEW APPROACH and METHODOLOGY

In order to obtain information needed on the implementation of the National Gender Action Plan, the review in collaboration with MoLSA interviewed respective stakeholders which includes from ministerial gender focal points, CSOs, NGOs, UN organizations, private sector and development partners. The National Gender action Plan Implementation Review was conducted in Hargeisa from 23rd April to 30th May, 2016. In line with standard principles of the reviewing process a documentation review was carried out to understand the rationale and implementation of the policy in order to get a better understanding of the NGP. This was done in two stages; firstly, all Gender Policy documents including action plan, and result matrix were reviewed. Secondly, reports on policy implementation such quarterly progress report, were reviewed in order to review reported progress against findings in this review. The review of project documents helped in advance identification of key stakeholders who in the estimation of this review were concerned in the implementation of the GPA. Secondly, based on the information at hand, devised to pull the review planning products together in one place complete with an assisting team.

3.1 Study Participants

A total of 20 the table below gives a summary of the number of organizations interviewed.

Organization	Type of institution	Number people
Ministry of Labour and Social Affairs	Government	2
Ministry of Education & Higher Studies	Government	1
Ministry of Health	Government	1
Ministry of Water Resources	Government	1
Ministry of National Planning &	Government	1
Ministry of Justice	Government	1
Ministry of Region and Endowment	Government	1
UNWOMEN	UN	1
UNFPA	UN	1
OXFAM	INGO	1
Action Aid	INGO	1
NAGAAD	CSO	1
NAGAAD	CSO	1
BAAHI KOOB	CSO	1

3.2 Criteria for inclusion and exclusion

- Only selected Ministries and organization took part in the reviewing interviews.
- Preference was given to the Gender contact person in the Ministry and organizations.
- Only contacts from the above mentioned institutions who were willing to participate in the review were covered.

3.3 Data collection and Management

The survey employed both qualitative and quantitative data collection tools consisting of questionnaires, focused group discussions. Prior to the data collection, enumerators were selected and trained. They were then engaged in the data collection exercise. Upon completion of the data collection, the raw data was entered into excel data entry sheets and checked for consistency. The quantitative data was then analysed using Ms Excel. The findings were then triangulated with those from the desk review and FGDs.

4. DISCUSSION OF FINDINGS

The findings of this survey which are broadly divided into seven themes which are identified by the NGP as priority areas. Presentation and discussion of both qualitative and quantitative data is done concurrently with reference to the literature review. Conclusion and recommendations are given at the end of the discussion.

4.1 Summary of the findings

The following are the main summary of the findings:

- There is 67% of local in microcredit schemes and are economically impoverished according to financial institution database by Dahabshiil.
- 2,347 Women provided with credit or grants to establish independent income generation sources from Dahabshiil Bank
- 3,610 women are employed into civil service in 2013 – 15, this make 38% of the total employees in civil service
- 25 schools in total, 7 primary schools out of 907 and 18 secondary schools out of 99 have girl-friendly spaces
- 53 female senior teachers are trained to become primary school headmasters. Gender mainstreaming training for all MOE staff.
- 5,256 students are in university with 2,000 female while 2,622 students in Vocational training with 1,376 females. 2000 of the female students are offered scholarship.
- An increase in the number of health is reported in 2013 - 2015 with 20 MCHs.
- A significant increase is reported in the health care practitioners trained in 2013 -15 with 124 midwives and 355 nurses.
- A total of 53 ambulances have been distributed in 2013 – 15 to referral health facilities in 6 regions.
- 3 health facilities in Hargeisa, Burao and Boorama are providing care and support to gender based violence survivors.
- 200 farmers on proper farming and adapting to the giving balanced diets to children in Gabiley and Boorama districts.
- 47% urban and 38% rural households are accessing safe drinking water.
- 7 trainings for 30 MPs on the importance of women political participation, decision making and quota.
- The number of women in the cabinet ministers increased from 1 in 2010 to 4 female ministers over the last years.
- A number of women have been appointed into higher posts as 5 Female Prosecutors, Head of Somaliland Human Rights Commission, President’s advisor on gender issues and newly appointed female member in electoral commission.
- The president nominated a women's quota committee who proposed to allocate 15% in the local councils and 10% in the House of Representatives members to women.
- The SGBV cases have declined to 142 cases in 2015 contrary an increase in 2014 due awareness raising campaigns conducted and reduced role of the traditional leaders in this matter.
- 5 additional centres have been established to give medical treatment and psychosocial counselling to SGBV victims with Three (3) in Hargeisa, Two (2) in Burao and Boorama.

4.2 Findings Poverty reduction, Economic Empowerment and Employment

Objectives: To eradicate obstacles to women's access to and control over productive assets, wealth and economic opportunities, safe drinking water, shelter, and promote measures for conserving the environment.

No	Outcome	Activity planned	Planned Output	Previous situation	Current Achievements
1	Women's access to and control over productive assets, wealth and economic opportunities increased	Carry out a mapping exercise on local financial institutions providing microcredit schemes to economically impoverished communities and proportion of female clients and give recommendation	Database of local financial institutions is in place and recommendations available to stakeholders	Nil	There is considerable achievement where a local women financial institution database is in place with 67% are women clients stated by Dahabshiiil
		Launching specific interventions in providing micro-credit or grants to female groups hindered by severe financial constraints (women living with HIV and women from minority and economically marginalized	# of women provided with credit or grants to establish independent income generation sources	Nil	2,347 Women provided with credit or grants to establish independent income generation sources from Dahabshiiil Bank. NAGAAD established 161 self-help groups and provided grants in which the direct beneficiaries are 3,220. As result, Dahabshiiil Bank launched DAHABO Micro finance to provide credit and grants to the women. 67% women compared to 33% men sustain the micro-credit support offered by Dahabshiiil
		Advocate the elimination of discriminatory practices against employment and promotion of women in the public sector	% of increase in women's share in formal employment	The total civil servants are 9591. Women are 1912 which means 20%. There was one female out of five Somaliland government employees in 2010. The prediction is that women's share in public sector employment will be 31% in 2015, which is below the MDG target of 50%	3,610 women are employed into civil service in 2013 – 15, this make 38% of the total employees in civil service.
			% of the national budget allocated for services or programs benefiting women (Primary health care, education, water and economic development).		Women benefit national budget in terms of health, education and other general services. In addition, there 100 million Somaliland shillings allocated for the orphans and low income households to support their children in terms of education and health

The following outputs were not reported achieved:

- a) Civil Service Law was approved the cabinet in 1997, but it is yet to be approved by the legislature
- b) Conduction the feasibility study on the existing vocationally skilled women
- c) Advocacy campaign on women employment in public sector

4.3 Education and Training

Objective: To develop and sustain measures to eliminate gender disparities in access, retention, and performance in education for both boys and girls.

No	Outcome	Activity planned	Planned Output	Previous situation	Current achieved
	Boys and girls have equal access, retention and performance in education	To create girl-friendly spaces at primary and secondary schools	Increase the number of schools with girl-friendly spaces such as separate toilets, playgrounds etc.	No girl friendly spaces reported previously	25 schools in total, 7 primary schools out of 907 and 18 secondary schools out of 99 have girl-friendly spaces. Primary school 119,453 boys, 95,578 female students. Secondary school Male students 27,368 and 16,133 Female students Special schools have 620 female and 886 male students
			Increased number of female teacher given in-service and pre-service teachers training	5,668 primary teachers 1,202 secondary teachers, 2011.	7,298 primary, 1,600 secondary teachers. 80 teachers in Amoud University and 30 in Hargeisa University received in-service and pre-service teaching training in 2013-15.
			% of increased in women holding elevated posts in education system	Nil	Successfully trained 53 female senior teachers to become primary school headmasters. Gender mainstreaming training for all MOE staff.
		Provision of tertiary education scholarships to female students leaving secondary school with little access to universities due to financial constraint	Increase in the number female students enrolling in tertiary education	University of Hargeisa 24% 2007. Amoud University 27%, 2007. Burao University 20%, 2007. Number of students graduated from University of Hargeisa in 2011 is 1,788 (female graduates constitute 25%). Golis University: 784 graduated (2008-2011). The percentage of female graduates is about 23% or 184 students.	5,256 students are in university with 2,000 female. 2,622 students in Vocational training with 1,376 females.
			# of female students offered scholarships		2000 Secondary school students

The following outputs were not received nor reported:

- a) Established career counselling centres in main district in order to provide career counselling services to new female entrants to universities
- b) Number of training in the 30 family life centres exist across the urban areas

4.4 Health and Reproductive Health

Objective: increase women's access to comprehensive, affordable and quality health care

No	Outcome	Activity Planned	Planned Output	Previous situation	Current Achievements
	Equal access to standard of health services leading to improved quality of life in Somaliland	To establish or strengthen MHCs or Health Post in every village	Increased number of health facilities established in 2013 - 15	There are 24 hospitals, 85 MCHs, and 165 health posts	MCHs Awdal 23, MCHs M/Jeex 37, MCHs Sanaag 12, MCHs Sool 10, MCHs Togdheer 23, = 105 MCHs Health post Awdal 30, M/Jeex 30 Saxiil 15, Togdheer 30, Sanaag 30 Sool 30
		To provide capacity building trainings to nurses, auxiliary nurses, midwives and traditional birth attendants at village level health facilities	Increased number of health care practitioners trained in 2013 -15	712 cadres have proper health qualifications; 110 doctors, 459nurses, 106 midwives, 8 X-ray technicians and 34 laboratory technologists serving	Midwives trained in 2014 60, in 2015 64 – 124 total. Nurses trained in 2014 are 166 while in 2015 is 189 – total increase is 124 midwives and 355 nursed trained.
		To create effective referral system between health facilities in remote areas and main referral hospitals in towns through provision of transport	Increased number of ambulances provided to the referrals in regions in 2013 - 15	Nil	In Saxiil ambulances 5, Hargeisa G/Hospital 5, Hargeisa TB hospital 1, Awdal Hospital 7, M/Jeex hospitals 13, Togdheer hospitals 12, Sanaag hospital 7, Sool Hospital 3 were distributed in 2013 -15
			Increased number of awareness raising campaigns conducted to community on harmful traditional practices, gender based violence and HIV and AIDS carried out in 2013 -15?	Nil	Gave counselling HIV/AIDS Positive, during Mother's visit to all MCHs and health posts on any harmful traditional practice such FGM/C during 2013 -15.
			Increased number of health facilities proving care and support to gender based violence survivors	Nil	Baahi koob health facilities or centre Hargeisa, Boorama 1, Burao 1 centre, Aden hospital 1 centre

The following activities were not achieved:

- To establish and train community health committees in villages
- To train inspectors of the Quality Control Commission and staff of hygiene units of local Municipality and MoH in monitoring drugs in markets
- To establish laboratories at entry points like ports so that the equality of medical supplies are effectively monitored
- To monitor storage facilities and conditions of drugs in local markets

4.5 Nutrition Security*

Objective: To advocate for increased food and nutrient intake of women and children to reduce the major nutritional disorders prevalent in the country.

No	Outcome	Activity Planned	Planned Output	Previous situation	Current Achievements
	Increased food security and nutrition for all particularly for rural and urban population characterized by food insecurity and malnutrition	To raise awareness of the community on nutritional values of local agricultural products	Number of activities implemented in ensuring increased food and nutrient intake of women and children to reduce the major nutritional disorders prevalent in 2013 – 15.	Nil	Trainings of 200 farmers on proper farming and adapting to the giving balanced diets to children in Gabiley and Boorama districts.

*Most of activities and activities in the above theme were not fully implemented and achieved. More monitoring and continuous collected of data is needed. The ministries acting in the theme had no information on the activities nor the out reached. This applies also to the actor CSOs and INGOs or international Development agencies. The names of the CSOs, INGOs and International development agencies should be clearly stated in the action plans to enable effective monitoring and data collection.

4.6 Water Resources and Supply

Objective: To lobby for the provision of safe, sufficient and potable water.

No	Outcome	Activity Planned	Planned Output	Previous situation	Current Achievements
	Women got improved access to potable water	To develop gender sensitive policies facilitating access of women to water services	Water related laws and policies are made gender sensitive	Nil	Water Act -Women to participate in provision of water and the community water committees and Water Policy-Ownership, Management and operation but has not been implemented
			Increase in the percentages of households using improved drinking water and sanitation facilities	41% households using safe drinking water in 2006,	In Urban areas 47% and in Rural Areas 38% MICS Report 2013 -15
		To include women's needs and perspectives in the design and implementation of water programs	Number of women groups participating in water management decisions and programs	Nil	Women participate during the data collection and provide land and commitment during the designing of the project and during implementation, they do awareness raising volunteer for the clearing of the site and hence restore ownership
		To raise the awareness of the community on the role of women in water related activities so as to relieve women from the daunting burden involved in water	Increased number of women relieved of daunting water related activities at household level and as a result get time and chance to education and economic opportunities etc	Nil	Providing piped water points between 1-5 KMs build water kiosks and storage tanks and charge minimum costs for example 300/- per 20 litres. This enabled households to get chance to access education and economic opportunities.

4.7 Political Participation and Decision Making

Objective: To enhance gender parity in political participation and decision – making at all levels.

No	Outcome	Activity Planned	Planned Output	Previous situation	Current Achievements
	Enhanced gender parity in political participation and decision-making	Train legislative bodies House of Representatives and House of Elders, Guurti) on gender equality and sensitise them to the importance of women's political participation through quota	# of PM trained and sensitized to the importance of women's political participation	The House of Representatives removed quota from their agenda under the pretext that women are legally guaranteed equal political rights and thus quota is discrimination against them	MOLSA conducted 7 trainings for 30 MPs on the importance of women political participation, decision making and quota. NAGAAD have trained MPs and Political parties in the importance of women's political participation, decision making and women's quota. In this regard, trained and political parties pledged their support of the women's quota. Training women political participation and women candidates.
		To lobby and advocate Quota for women in elected bodies (local District Councils, Parliament and House of Elders)	Increase in number of women elected through quota	Currently, women are represented by only 1 female PM in the parliament while there is none in the House of Elders or Guurti)	Additionally, the number of women in the cabinet ministers increased from 1 in 2010 to 4 female ministers over the last years. However, there is only one female MP In the parliament out of 164 MPs (House of Representatives and House of Elders). - 5 Female Prosecutors appointed by the President. - Head of Somaliland Human Rights Commission. - President's advisor on gender issues. - Newly appointed female member in electoral commission
			Quota for women is incorporated into electoral Law through parliamentary amendment	10 women won seats in district elections 2012.	MOLSA conducted lobbying and advocacy session for 25 MPs in 2014. Met with president to communicate on the revival of the women's quota. Quota task force created and trained, quota advocacy strategy developed. The president nominated women's quota committee who proposed to allocate 15% in the local councils and 10% in the House of representatives.
		To sensitize traditional leaders to women's political rights	Increase the number of traditional leaders reached	Nil	3 sensitization workshop conducted to 30 Traditional leader how to support women candidates
		To carry out activities to promote female role models of women taking part in decision-making in both private and public sectors	Number of awareness and advocacy activities conducted and number of persons reached by women role models		Conducted 7 debates hosting main women role models and distribution of 8,000 brochures with messages of women political rights.
		Accurate and updated data on women's rights to participate in public affairs is regularly made available	Develop a monitoring framework for women's political rights	A monitoring mechanism for women's political rights does not exist.	Developed monitoring tools and indicators show how to make impact what will provided action aid and relationship between economic empowerment and political participation

4.8 Sexual Gender Based Violence

Objective: Preventing and eliminating all forms of Sexual and Gender Based Violence (SGBV) Against Women and girls in Somaliland

No	Outcome	Activity Planned	Planned Output	Previous situation	Current Achievements
	Sexual Gender Based Violence is extremely reduced through concerted efforts in Somaliland	To raise the awareness of law enforcing agencies and on criminality of SGBV and train them in relevant domestic procedural and substantive criminal laws as well as International treaties	Number of police, lawyers, attorney general and judges trained in SGBV related domestic laws and international human rights treaties.	Nil	Female paralegals trained in 2013. Judiciary monitoring developed in 2013. This was very effective but not sustained due project gap and funds limitations
		Advocate the introduction of SGBV law	Promulgation of a new law dealing with SGBV cases and its effective enforcement by the judiciary	Somali Penal Code is in effect, SGBV cases are not covered in detail.	MOLSA and NAGAAD aggressively advocated for development of Sexual offences bill. Hired two legal experts for this bill and presented the draft to the house of representatives and conducted regular lobbying sessions with MPs.
		To provide legal aid to SGBV victims through linkage and referral to legal aid providing institutions such as Somaliland Lawyers' Association, S/L Female Lawyers Association.	Increased number of SGVB victims accessing legal aid per year.	Nil	All Victims are referred to the Prosecutors and are given legal Aid. In 2013 to 2014, the SGBV cases were in the increase but declined to 142 cases in 2015 due awareness raising campaigns conducted and reduced role of the traditional leaders in this matter
		To raise the awareness of traditional leaders on negative effects of SGBV on human rights of women and children from an Islamic Perspective and encourage them to stop intervening in judiciary process as far as SGBV is concerned	Increased number of traditional elders sensitized on negative effects of SGBV on human rights of women and children from an Islamic Perspective and encourage them to stop intervening in judiciary process as far as SGBV is concerned	Rape cases ranging from 22 to 30 are dealt with by Baahi-koob centre at Hargeisa Group Hospital monthly	160 traditional and religious leaders from 4 regions, mainly Maroodi Jeex, Togdheer, Awdal and Saxiil trained and sensitized on the effects of SGBV on human rights
		To organize country-wide awareness raising campaigns on SGBV through diverse channels including media, mosques, public speeches, drama etc	Number of media programs, media and promotional materials produced and disseminated.		MOLSA conducted sensitization campaign on gender based violence against girls and women in 16 days activism which started 25 November to 10 December, 2015.
			# Awareness raising campaigns conducted at Universities and number of students reached		Awareness Raising through radio and also universities, Hargeisa institute of Health sciences-peer to peer and advised of the complications resulting from SGBV for example STIs unwanted pregnancies and psychosocial disorders
		To establish SGBV centres in in to give medical treatment and psychosocial counselling to SGBV victims	Number of SGBV centres established	There is only Baahi koob centre in Hargeisa	5 Centres including Bahi Koob, two more in Hargeisa, 2 in Burao and Boorama
		To approve and implement the existing draft National FGM Policy	The National FGM Policy is adopted by the Cabinet Ministers. Advocate and lobby of the Ministry of Religious Affairs to support the eradication of FGM	National FGM policy developed MoRA is unequivocal in eradication of FGM	FGM policy developed in English and translated into Somali but not yet approved by the cabinet MOLSA top management had several key lobbying session with MORA. Unfortunately, MORA did not yet take a clear stand towards FGM

5. CHALLENGES

Number of challenges have weakened the effective implementation of the national gender policy implementation plan, these weakness relate to strategic, institutional, resources and implementation methods and mechanisms

- Very weak coordination, communication and information sharing between the Gender Policy Implementation Plan stakeholders, this hinders the proper the implementation of the National Gender Policy
- The capacity of the gender focal points in the government institutions including MOLSA is limited and needs to be improved
- No resources have been allocated for the implementation of the gender implementation action and this the prime challenges continue to face to effectively implement the policy and its implementation plan
- The awareness of the gender focal points and the public is very limited. Some of the focal points are not aware the existence of the policy and its implementation plan where others are aware off but they never read it
- Gender Policy Implementation Plan monitoring and evaluation framework does not exist. In addition, the reporting of the progress made is also very weak and needs to be improved
- There is lack of commitment and political willingness from the senior leadership to implement the gender policy implementation plan
- The current institutional set up is not adequate and is not support the proper implementation of gender policy implementation plan. For instance, In MOLSA, the gender is a section under the Social affairs department and there is need to be upgraded as a separate department. In addition, very few government institutions have gender focal points

6. CONCLUSIONS

The overarching conclusion of this review “The Implementation of the National Gender Action plan” by the MINISTRY OF EMPLOYMENT, SOCIAL AFFAIRS AND FAMILY (MESAF) was significantly relevant in order to know the progress made, identify gaps and challenges experienced and come up with recommendations.

The key conclusion of the review is that more efforts is needed to be employed for the effective implementation of the Somaliland National Gender Action plan. Even though, there has been a significant achievement in some of the outcomes but more is needed quantitative data in different output activities.

7. RECOMMENDATIONS

Recommendations and the way forward in reference to the findings of the review are as follows:

- It’s recommended that in order to fully implement the National Gender Action plan, the MOLSA gender office has to be strengthened especially in the monitoring and coordination mechanism.
- It’s recommended that an effective and strong coordination meeting during the multi- sectorial gender cluster meeting for better documentation of the progress of the implementation of NGAP.
- Less has been done in the Promotion of women’s participation in decision making and politics (elected bodies, civil service and political parties etc) need more advocacy and lobbying especially by the quota task force established.

- More efforts needed in the gender mainstreaming especially in the capacity of gender machineries in ministerial focal points, and CSOs)
- Improve the coordination with MoRA to ensure effectiveness of coordination for the promotion of gender equality
- Standard Monitoring and Evaluation framework should be developed and applied to the gender stakeholder in order to ensure proper documentation of progress made, gaps, challenges encountered and the way forward
- The capacity of the gender staff should be improved. These can be included trainings, seminars on gender mainstreaming, gender budgeting, knowledge, management, information sharing, coordination and communication
- The current institutional set up to be improved. MOLSA may place the gender as department under the Director General instead of section under Social Affairs Department
- Resources and funds should be allocated for the implementation of the national gender implementation plan

8. LESSONS LEARNED

- The review found out that most of Gender Focal Points in Ministries have limited capacity in terms of their position in the ministries, influence and skills therefore, MOLSA should strengthen the capacity of national Gender focal points with gender expertise, clear job descriptions and performance indicators;
- There is need for MoLSA to increase interaction with line ministries to assess their policies and programs from a gender perspective.
- Collaboration, coordination, communication and information sharing are crucial for the implementation of the national gender policy implementation plan
- The commitment and political will of the senior leadership is also crucial for the gender mainstreaming and gender policy implementation plan

9. ANNEXES

Annex 1: Data Collection Tools

Interview Questions for MoLSA, CSC, MoF and Dahabshiil

Poverty Reduction, Economic Empowerment and employment

1. Are you familiar with the gender policy implementation plan? And what is your role towards its implementation?
2. In your view, how clearly are your roles and responsibilities in implementing and supporting the gender policy articulated in the implementation plan?
3. Is there database of women in local financial institutions?
4. Are women provided with credit or grants to establish independent income generation sources in 2013 – 15? How many? (*Dahabshiil, Kaah & Darasalaam Bank*)
5. What income generation businesses do you provide micro- credit support? (*Dahabshiil, Kaah & Darasalaam Bank*)
6. How have women sustained the micro- credit support in comparison to men? (*Dahabshiil, Kaah & Darasalaam Bank*)
7. Are there women group who are refused/hindered from getting the micro-credit support? If yes specify. (*Dahabshiil, Kaah & Darasalaam Bank*)
8. Do women have access to the skills and vocational training institutions?
9. How many women are there in civil service 2013 – 2015?
10. What is the representation of women employed against all the employees?
11. What is the share of representative women in public sector?
12. How much of the national budget allocated for services or programs benefiting women especially in Primary health care, education, water and economic development in 2013 – 2015?

Interview Questions for MoE

Education and Training

1. What is the number of schools with girl-friendly spaces such as separate toilets, playgrounds in 2014-2015?
2. Is gender policy integrated in the education policy?
 - If yes, explain what is the main areas and implementation status?
 - What are the main challenges experienced?
3. What is the gender segregation in 2014 – 2015 for?
 - a) Primary school students and teachers
 - b) Secondary school students and teachers
 - c) University students and teachers
 - d) Technical and non - informal school students and teachers

4. What is the number of sensitization campaigns on girl-child education conducted? What is number of persons reached?
5. What is the number of female teacher given in service and pre service trainings in 2014 -15?
6. Has there been an increase in the number of trained women teachers in force 2013 – 15 compared with other years?
7. Is there female students offered education scholarships in 2013 – 15? How many?
8. What is the number of female students graduating from universities in 2013 -15?
9. What activities have been implemented by Family life centres and what is the number of persons provided with trainings in 2013 -15?
10. Is there established special and vocational institutions in Somaliland? If yes how many? And what is the number of girl students enrolled in 2014 – 15?

Interview Questions for MoH & MoLSA

Health and Reproductive Health

1. What is the number of MCHs/health post established in 2014 – 15?
2. Is gender policy integrated in the Health policy?
 - If yes, explain what is the main areas and implementation status?
 - What are the main challenges experienced?
3. What is the number of nurses, auxiliary nurses, midwives and traditional birth attendants at village level health facilities trained in 2014 – 15?
4. What is the number of Referral protocol (ambulances) adopted for health facilities across regions in 2014 – 15?
5. What activities in raising awareness of the community on harmful traditional practices, gender based violence and HIV and AIDS carried out in 2014 -15?
6. What are the number of health facilities proving care and support to gender based violence survivors in 2014 – 15?
7. How many inspectors of the Quality Control Commission and staff of hygiene units of local Municipality and MoH are trained in monitoring quality drugs in markets in 2013 – 15?
8. What mechanism in ensuring quality drugs are in markets are implemented in 2014 – 15?

Interview Questions for MoA, UNICEF, FAO

Nutrition security

1. Is gender policy integrated in your Ministry's policy?
 - If yes, explain what is the main areas and implementation status?
 - What are the main challenges experienced?
2. What activities are implemented in ensuring increased food and nutrient intake of women and children to reduce the major nutritional disorders prevalent in 2014 – 15?
3. What activities in raising awareness of the community on nutritional values of local agricultural products are carried out in 2014 – 15?
4. What assistance is given to rural women in increasing food security and nutrition in 2013– 15?

Interview Questions for MoWR, CSOs

Water Resources

1. Is gender policy integrated in your Ministry's policy?
 - If yes, explain what is the main areas and implementation status?
 - What are the main challenges experienced?
2. What are the water related laws and policies that are made gender sensitive?
3. What increase are there in the percentages of households using improved drinking water and sanitation facilities in 2014 – 2015?
4. Are women's needs and perspectives considered in the designing and implementation of water programs in rural communities? If yes which are they?
5. What activities are carried out in raising awareness of the community on the role of women in water related activities so as to relieve women from the daunting burden involved in water?

Interview Questions for MoLSA, UN Women, CSOs

Political Participation and Decision Making

1. Are the legislative bodies trained and sensitized on the importance of women political participation?
2. What activities are carried out in Lobbying and advocating quota for women in elected bodies?
3. What factors contribute to the success of women political candidates if any? And what are the main challenges facing women political candidates?
4. What activities are carried out to promote female role models of women taking part in decision-making in both private and public sectors?
5. What are the main activities are carried out through media, panels, seminars, conferences on raising awareness of the women on their political rights?
6. Is there any monitoring framework established for women's political rights?
7. Has it been ever conducted gender audit nationally or party level? If yes, what were the main findings?

Interview Questions for MoJ, MoLSA, CBOs (Nafis, Baahi Koob).

Sexual Gender Based Violence

1. What awareness creation activities carried out to law enforcing agencies and judiciary in SGBV related domestic laws and international human rights treaties?
2. What has been done to advocate SGBV laws in dealing with SGBV cases and its effective enforcement by the judiciary?
3. Are female police and lawyers trained in SGBV related domestic laws and international human rights treaties?
4. What are changes experienced in SGBV cases in 2013 – 15?
5. What is the number of SGVB victims accessing legal aid in 2014 – 15?
6. How are traditional leaders sensitized on the effects of SGBV on human rights of women and children from an Islamic Perspective and encouraged stop intervening in judiciary process?

7. What activities are carried out in the awareness raising campaigns on SGBV in media, mosques, public speeches, drama?
8. What advocacy and lobbying activities in integration of gender equality and SGBV are carried out to raise the awareness of students in educational institutions in Somaliland? (*incl. MoE*)
9. What is the number of established SGBV centres in Somaliland in 2014 /15?
10. What has been done in the implementation of the developed FGM policy?
11. What has been done to incorporate FGM into the health policy?
12. What has been done to Advocate and lobby the Ministry of Religious Affairs to take a clear public stance towards FGM? (*incl. MoRA*)
13. What are the preventive measures so far in place against SGBV?
14. How has the enacting of Sexual Offense Bill process?
15. Do you think Sexual Offense Bill will be supportive to tackle SGBV problems?

Proposed FGD Questions for the Review

1. What progress has been made and how does it compare with the milestones set in the gender action plan?
2. What factors contributed to the achievements or non-achievement of milestones set in the gender action plan?
3. What are the key gaps that still exist in the implementation of the gender action plan?
4. What key challenges continue to be faced in the implementation of the gender action plan?
5. What lessons have been learnt that can inform gender action plan implementation strategies and approaches?
6. What needs to be prioritised in order to fully achieve the objectives of the gender action plan in the remaining period of time?