



MOLSAF

MINISTRY OF LABOUR SOCIAL AFFAIRS
AND FAMILY(MOLSAF)

ANNUAL WORK PLAN ON 2025





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Foreword



It is great pleasure for me to present the MOLSAF annual work plan of 2025. This work plan is intended to guide designing and financing of all national programs at all stages in the areas of **job creation, labor, human rights, social protection and Family welfare**. On specific thematic areas include Promoting decent work, inclusive social protection, Representation of women in leadership, improved services with PWDs and capacitate MOLSAF to deliver its mandate.

This work plan has been developed and is a result of multi-disciplinary and multi-institutional work commenced by MOLSAF, using full participatory consultation processes and engagement of department directors and technical staffs. Parallel with these consultations, in-depth capacity analysis of the ministry with internal vs external context has been conducted too, MOLSAF, therefore expect that there will be a high potentiality of commitments from our partners, allies and stakeholders for the implementation of this annual work plan.

The annual work plan has one-year strategic goals and targets including clear, systematic programming processes as a means to realize the intended objectives and outputs. In such a comprehensive course, we ensured that all targets are aligned with MOLSAF five-year strategic plan and the National Development Plan (NDP III) and also reflecting some of the globally sustainable development goals (SDGs). Therefore, these targets and milestones will be the base for resources mobilizations or designing any projects that are intended to support the various target groups and beneficiaries which MOLSAF has been mandated to serve by articles of Xeer Lr.71/2015 and Xeer Lr.01/2018,

The plan is embarking from the MOLSAF achievements during the last years and also taking on board already worthwhile ongoing interventions with the support of the Somaliland government, our donors, UN agencies, NGOs, the private sector and other non-state actors. The Ministry focus, during the coming year, will be included: Promoting decent work, improved social services and protecting rights, women in leadership and Increasing the capacity of MOLSAF for efficient delivery of its mandate

I want to state again and mark great thanks to every office and individual who has contributed for the achievements and completion of this strategic planning document for the Ministry of labor, Social Affairs and Family (MOLSAF).

Finally, I communicate this MOLSAF annual work Plan to you all and count on your support to successfully deliver it with us.



Many Thanks
The Minister
Milgo Mohamed Elmi(Sanbalooshe)

Key word



The **Ministry of labor, social affairs and family(MOLSAF)** is a detailed planning document that provides a comprehensive outlook of the roadmap that the Social sector ,cross cutting and economic sector will take over the next the year, this plan is the four annual workplan. Some efforts have been made to highlight key projections throughout the ministry where feasible and relevant, although it should be noted that availability of credible and reliable data continues to be a critical challenge to an accurate appraisal of the progress made in the sector over the past five years.

The **Ministry of labor, social affairs and family(MOLSAF)** provides most of the contributions, strengthening the annual work plan for the year with great target and we ensured that all targets are aligned with MOLSAF five-year strategic plan and the third National Development Plan. Furthermore, the strategy goes beyond a mere statement of objectives and activities of the ministry mandates to

achieve setting goals in the areas of social affairs ,labor, and family issues, this year 2025 the ministry promoting the job Centre to training the graduate for soft skill and emplacement for the TVET graduate for internships for the private companies, also collaboration our inline ministries in the area of cross-cutting themes and the roles played in enhancing the quality, access and effectiveness of the community services..

The plan further builds on the key interventions suggested from departments ,technical and seeks to solidify the recommendations into key strategies broken down into measurable activities and results on key indicators for the activities. The themes of this year 2025 is to enhance improvement of decent work ,social protection , Gender and Equity have been given prominence in the plan, and in their role in sustaining the main sectors and cross cutting sand their contribution to providing quality education and training services.

In the realization of the increasingly outstanding importance being accorded to matters related to risk and fragility, the annual work plan has delved into useful insights and strategies that contribute to the capacity to predict and respond to emergencies, building resilience and peacebuilding limited data notwithstanding.

Thanks

Many Thanks
Vice-Minister
Mohamed Muse Abdi (Galayd))



Acknowledgements



I would like to thank the Ministry staff for their contribution and brilliant spirit of teamwork, especially the heads of departments and technical advisors, a particular appreciation deserved by the department of planning of the Ministry (MOLSAF) for their comprehensive steer to align with the national development plan (NDPIII) priorities.

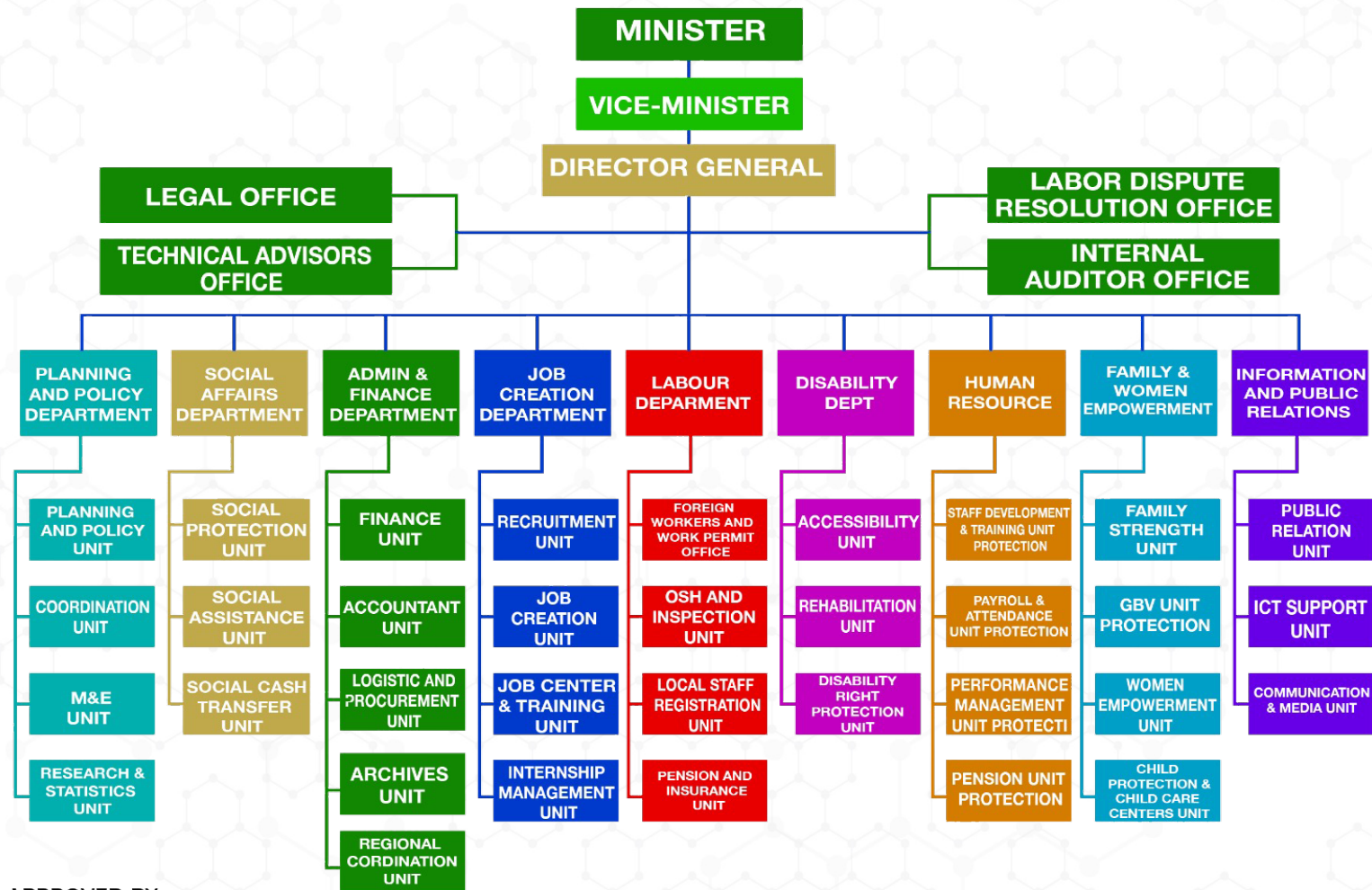
I want to acknowledge the efforts of all those departments and technical who have participated and contributed to the development of this annual work plan document, that has existed throughout the development of this process.

Exceptional thanks to the department of planning and policy for their outstanding contributions to the process from beginning to finalization stage. Special thanks too for the Consultant, an Institutional Capacity Building and Programme Management Specialist, who has facilitated this process, and produced such a beautiful annual work plan Document.

MOLSAF is committed to implementing this strategic plan using various parallel and sequential approaches, including decentralizing the plan through having in place a detailed annual implementation plan, regional and district outreach plans. MOLSAF will engage all partners and allies to design and develop some coordinated key strategic project proposals and funding plans between government and with the international and national actors. Among the key priority programming areas included, scaled up regional outreach, protection, women participation in decision making, employment & labor rights including migrant laborers, PWDs, taking key role in labor conflict resolutions.

Finally, MOLSAF is committed to creating an enabling environment and partnerships for the effective implementation of the strategy during the year.

Many Thanks
The Director General
Abdi Shakur Ismail Hussein



APPROVED BY
MARWO,MILGO MAXAMED CILMI
MINISTRY OF LABOR SOCIAL AFFAIRS AND FAMILY

SIGNATURE _____





Department		Planning and policy							
Sector/cross-cutting		Economic sector, social sector &cross cutting							
	Alignment of the Political Party Priorities: Economic growth ,Job creation, development of child and social issues								
	Goal: Increasing the capacity of MESAF for efficient delivery of its mandate.								
Outputs/Strategy	Interventions	Target	Performance indicator	Timeline				Responsibility	Es.Budget
				Q-1	Q-2	Q-3	Q-4		
Planning and Coordination mechanisms strengthened both national and sub national level	Organized retreat meeting for annual review and work plan	One time	Developed annual work plan					Section of planning	6000
	Dissemination of annual work plan into bi-yearly, quarterly, monthly and weekly into regional level	Decentralized Ministry work plan	• Achievement for annual work plan in regional					Section of Planning	Department
	Dissemination of the annual work plan into regional and district level								
	Strengthen the relationship between MoLSAF and Stakeholders with preparation of the partners contracts and proposals of the year.	Lobbing partners	• Enhanced resources Mobilization of MOLSAF					Planning	Department /technical s
	Provide capacity building training for MOLSAF regional staff (with the HR Department) and conduct coordination meetings effectively	To providing 4 regions staffs capacity building	- Improved regional staffs' performance - Enhanced regional coordination's for effective and efficiency manner					Planning	1\$5000
	Organize other important Ministry meetings including conferences in partnership with concerned department	Quarterly meeting	• Reports for the meetings • Attendance for the participants					Coordination	Department



	Put in place a robust coordination platform between MOLSAF and Islamic organizations		- Strengthened meeting for MESAF and Islamic organization - Develop coordination reports					Coordination	Ministry level
	Conduct quarterly social protection coordination sector meeting	4meetings	Report for the national employment conference					Planning	\$23000
	Organize and coordinate timely the GBV WG, NEF, CPWG, include meetings at national and sub national level	Monthly meeting	- number coordination held in annually. - Improved sub-national level coordination meeting.					Coordination	Department
	Organize national employment, women and conferences	2times	- Report for the conference - Report for the meeting minutes - Attendance for the participants					Coordination	\$30,000
Efficient policies and laws, initiated, reviewed and adopted and decentralize	Conduct and implement the Social protection implementation strategy	Three meeting	Validated Sp implementation plan					Planning /coordi	\$35000
	Decentralized social protection policy to regional level	Main regions	Adapted community for sp -policy					Planning/c o	TBD
	Launching Implementation plan for Social protection implementation strategy	Finalized strategy	Meeting report , attendance and photos					Planning /coordination	
	Developing FM/C Policy implementation strategy		Meeting report , attendance and photos					Planning policy	
	Conduct consultative session of SOB	2meetings	Documents ,and report for the trade acts					Planning policy	



	Finalize trade union act	Launching	Drafted and develop approved act					Planning policy	
Scale up of MESAF mandates	Participate and contribute inputs consultative on MOLSAF budget plan		- Policy documents, approval policy - Report for department plans - Increased departmental commitments					Planning	
								Planning	
Planning and Coordination mechanisms strengthened both national and sub nation level	Regularly review and follow up MOLSAF department plans and produce quarterly reports.	Quarterly	- Produced achievements report films - Produced annual report for the ministry achievements - Document of annual work plan - Dissemination annual strategy for the ministry department.					Planning	
								Planning	
Increased staff capacity at regional and districts.	Provide capacity building training to MOLSAF staff at regional and dis	- Staff trained for various responsibilities and mandate of the MESAF in the 6 main regions 1 platform for knowledge sharing should be developed						Planning	
Somaliland National Disability Survey	Assess the prevalence, accessibility, and challenges faced by persons with disabilities in Somaliland.	Persons with disabilities and stakeholders	Comprehensive data on the challenges faced; percentage of accessible services.					Research	TBD



Foreign workers Survey	Data collection on foreign workers status, rate participation, and skill gaps in Somaliland.	Foreign worker in Somaliland or marodi jeex Region.	Foreign workers sector rate And number foreign workers in the country					Research	TBD
Foreign workers Survey	Data collection on foreign workers status, rate participation, and skill gaps in Somaliland.	Foreign worker in Somaliland or marodi jeex Region.	Foreign workers sector rate And number foreign workers in the country					Research	TBD
Situation Analysis of Somaliland Children	Evaluate the status of children's health, education, protection, and overall well-being.	Children and their caregivers	Report on child health, education, and protection indicators; identified gaps.						TBD
Policy and Act Analysis Surveys	Review existing policies/acts to identify gaps and recommend improvements for gender equality and child protection.	Government policies and laws	Number of policies reviewed; improvement recommendations implemented.					Research	TBD



Increased staff capacity at regional and districts.	Provide capacity building training to MOLSAF staff at regional and dis	- Staff trained for various responsibilities and mandate of the MESAF in the 6 main regions 1 platform for knowledge sharing should be developed	# of training regional staffs needed. # of platform created					Planning	
To improve program quality by increasing research studies, Statistics and documentation and Robust MEAL	Conduct consultative meeting of MOLSAF M&E policy	2consultative meeting	Develop M&E policy					M&E	
	Provide in house capacity building for MOLSAF M&E section	2training for capacity building	Improved M&E staff performance					M&E	
	Conduct quarterly review meetings on MOLSAF progress	Quarterly	Quarterly progress report					Planning	
	Training regional staff on M&E	4regions	Improved regional capacity staff					M&E	



DEARTMENT	SOCIAL AFFAIRS								
Alignment of the Political Party Priorities									
Outputs/Strategy	Interventions	Target	Per. indicator	Time line				Responsibili ty	Estimated Budget
				Q-1	Q-2	Q-3	Q-4		
To increase access to social services and develop/strengthen service delivery mechanisms for vulnerable people	Professionalization of Social workforce in Somaliland	Professional social workers	Social workers Associatio n					Sp section	\$40,000
	Scale up and replicate the piloted Community Cares model to promote social change rolled out in the targeted districts(Training, community dialogue & Innovative school-based prevention program for adolescents).	One session training						Sp section	\$30,000
To increase access to social services and develop/strengthen service delivery mechanisms for vulnerable people	Support and facilitate of quality response/assistance coordinated system to child victims/survivors for their full physical and psychological recovery, development and social reintegration.	4 times (quarterly)	Weekly, monthly and quarterly as well yearly report Number of victims supported					Sp section	



To increase access to social services and develop/strengthen service delivery mechanisms for vulnerable people	Facilitate with the support Community social workers and GBV Initiatives		# of trained SWs					Director department	
	Developing a single registry for social protection schemes. This single registry system will facilitate the cross-coordination of social protection schemes in the country		Developed national database					Social protection	
	Food distribution and emergency responses.	As emergency	Assessments and pictures					Social assistance section	
	Social Assistance -shelter related project for homeless society and vulnerable people.	#of individuals provided with shelters	Increased shelter accessibility					Social assistance section	
	seed grants 100 beneficiary from all regions of Somaliland.	100 beneficiaries	Provided grant seeds					Social assistance section	
	Conduct targeted Assessment regarding challenges against vulnerable and marginalized groups towards getting basic food and shelter assistance.	One assessment	Conducted assessments					Social assistance section	
To increase access to social services and develop/strengthen service delivery mechanisms for vulnerable people	Providing humanitarian cash transfers for those families affected by shocks and climate emergencies. In collaboration with other mandated public institutions, the MESAF will	Number population gained cash transfer	# of beneficiaries received					Cash transfer section	



	create a shock-responsive social		cash transfers						
	Supervise and monitor the social and cash transfer programs implemented in the country	4quarters	#of program enrollment					Cash transfer section	
	Assessing the feasibility of implementing short-term complementary interventions for vulnerable rural communities, such as weather-based and livestock insurance products that enhance income protection for those relying on livestock and agricultural livelihoods. This is important as it will take time for rural communities to benefit from social insurance	One assessment	% rural household s enrolled					Vulnerable community section	
Designed, facilitated, and established access to financial schemes for vulnerable poor families.	Food distribution and emergency responses.	30,000HH	Vulnerabl e Groups					Social Assistance	55,0000 \$
Establishing and Strengthening Coordination Systems with Non-Governmental Organizations (NGOs) for Emergency Response specific with Islamic organizations	Establish/strengthen and support coordination systems with non-governmental organizations to respond Emergency response. Specific Islamic organizations	3	# of coordinati on meeting					Social Assistance	4,000 \$



Development of Social Single Registry Information System.	Development of social single registry information----- ranging from registration to Management Information Systems, payments and monitoring.	1	32,000 HHs				Social Assistance	204,000 \$ Reference with NDP III
Empowered poor families economically support.	Seed grant 100 beneficiary from All regions of Somaliland	100	Vulnerable people				Social Assistance	45, 000 \$
Empowering marginalized and vulnerable groups economically through the provision of quality skills, financial schemes and inclusive social protection	Provide social transfers to improve access to food for 2000 HH	2000 beneficiaries	# of beneficiaries				Social Assistance	50,000 \$
Strengthened coordination and collaboration among the protection partners.	Implement a robust monitoring and evaluation framework to assess the effectiveness of Activities.	% of activities with established monitoring and evaluation frameworks	12				Social Assistance	12,000 \$



Department	Disability								5
Outputs/Strategy				Time line			Responsibility	Budget	
	Interventions	Target	P. indicator	Q1	Q2	Q3			
• Designed, facilitated, and established access to financial schemes for vulnerable poor families	• Strengthen departmental capacity to design and implement social transfers.	• Staff of the department	• Enhancing the knowledge and skills of the departmental staff.				Department	\$2,000	
• Strengthened community's resilience and reduced their vulnerability to covariate shocks through shock responsive social protection	• Participate, organize and arrange Effective coordination's such as Social Protection working groups, Project Steering Committee meetings and National Disability Forums.	• 4coordination	• Increasing the participation working groups.				Services and coordination sector	10,000	
• Inclusive social transfer schemes are designed and implemented	• Provide social transfers to improve access to food for 2000 Households	2000 HHS	Improving live standers of the PWD's				Services and coordination sector	\$20,000	



for poor families.	Supervise and monitor the social and cash transfer programs implemented in the country	Cash transfer institutions in the country	Supervised the inclusivity of PWD's in social and cash transfer programs implemented in the country				Accessibility and inspection	5,000
Non-formal education opportunities and skills availed for marginalized and vulnerable groups, including hearing and visual impairment people	To promote and advocate that PWD's have equal rights with special inclusive TVET educational skill system	TVET School centers in the 4region	Participating PWD's TVET Education system				Inclusivity and inspection	\$1,000
	Ensure that PWD are integrated into regular school system and have inclusive facilities.	Hargeisa Primary up to secondary schools	Provided PWD's, inclusive facilities Education				Inclusivity and inspection	\$1,000
	MOLSAF to provide survey in order to know the level of education for children of PWD in need.	PWD's fifty families	Identifying the level of education for the children of PWD's				Inclusivity and inspection	
	MOLSAF providing sign language training two staff for each public institution.	All Public Institutions. In Hargeisa	Produced sign language interpreters				Inclusivity and inspection	\$4,500
	Undertake monitoring activities to determine whether children with disabilities have been integrated into the regular schooling	All Public and Private schools and TVET Centers(4regions)	Produced monitoring report				Inclusivity and inspection	\$12,000



	system, whether they have been provided with proper facilities and special teachers and whether education and TVET centers are accessible to be PWDs							
• The existing Disability Coordination Meetings strengthened and improved • Awareness raising and advocacy provided to the elimination of PWDs discrimination • PWDs institutions technically supported. • Income security for food for PWDs improved	Visitation and verification of offices of PWD organizations and umbrellas to verify their effectiveness. Hold the National Disability Day Events Distribute wheel chairs and disability related materials to PWDs National Disability Registration and Survey for the country for knowing the exact figure of PWD and Analysis the National Census of the PWD	PWD's Organizations and Umbrella(32 org/umbrella) 3Events 540 Disability mobile devices One survey	Strengthening the Capacity and partnership between MOLSAF and DPO's/Umbrella Changing the negative attitude against PWD's Increasing disability participation in social/political and economic issues. Getting actual number of PWD's living in Somaliland				Accessibil ity and inspection Services and coordinati on sector Services and coordinati on sector Services and coordinati on sector	\$1,500 \$20,000 \$7,500 \$182,000



• The approval and finalization of the existing laws and policies.	• Advocate and finalize for the approval of the existing laws and policies concerning stakeholders.	One disability bill	Finalizing rules and policies to promote rights of the PWD's						Inclusivity and awareness	\$25,000
• Reviewed and Advocacy ,lobby strategy for the policies and laws approval and implementation developed.	• Amendment and review the National Disability Policy, advocate for the approval of the National Disability Bill and develop the national strategy plan for the Disability Bill.	One Disability policy	Validating PWD's Policy and approved the disability Bill						Inclusivity and awareness	\$17,500
	• Have an effective Social Protection Policy in Place with effective Implementation strategy with inclusive disability program.	One training session for social protection inclusivity	Including PWD's social protection policy						Inclusivity and awareness	\$10,000
Department										
Job creation										
Alignment of political part priorities										
○ Outputs/Strategy	Interventions	• Target	Indicator	Q-1	Q-2	Q-3	Q-4	Responsibility	Estima.budget	



○ The increased employment rate in the market	Conducting National job creation Conference	• One conference	- Increased employability - Improved labor skills					Head of job creation	
○ Enhanced skill development and Reduced unemployment rate	Conduct job fair in regional level	• One job fair	Reduced unemployment level					Director of j. creation	
	Seed grant 100 beneficiary from All regions of Somaliland	• 100 Poor family	Provided 100 grant					Head of job creation	
	Organize and conduct quarterly regional and national job creation Forums	• Employment partners	4 meeting					Head of job creation	



○ Created Database system containing available jobs across the country established	Establish Employment, and labor Market information management System	• Job center staff	Adapted and implantation in ELIMS				Head of job creation	
○	Develop a comprehensive implementation plan for the national employment policies.	• Private sector	Finalizing implementation police				Director of job creation	
	Finalization of the internship act	• Job creation partners	Finalization of the internship act				H. of job creation	
	Develop a implementation plan for internship policy	• Job creation partners	Final draft				H. of job creation	



The increased employment rate in the market ○	Conduct national labor Market Assessment	• Private sector, universities, tvat centers, job creation partners'					Director j. creation s	
	Reform and stablsh national jo centers	universiti es , tvat centers,	•	Establ ishing job center s			Head job creation	
	Equitable participation in skills trainings, internships, & employment creation opportunities	• Young studen ts	# training				Head job creation	
Department Labour								
Outputs/Strate gy	Interventions	Target	Indicato r	Time line	Responsibility		Estimated budget	



				Q-1	Q-2	Q-3	Q-4		
Labor laws and policies amended, reviewed and updated.	1. Amending the Private Sector LaborCode-31/2020.	4	# of sessions conducted					Plan and labor	
Awareness and coordination meetings.	2. Engaging private sectors to enforce the Labor code norms through awareness and coordination meetings.	2	# of meetings conducted					Planning and labor	
International Labor Day	3. Commemoration of International Labor Day	1	# of event conducted					Labour	



seeks to strengthen the capacity of oversight	4. Policy OSH	1	# of meetings conducted					Inspection section	
establishes and adopts international labor standards and is a forum for discussion of key social and labor	5. To conduct National Labor Conferences							Labour	
Session awareness of	Drafting Labor Migration Policy.	2	# of meetings conducted					Labour /work permit	
Session awareness	awareness sessions to disseminate the labor code-31/2020		#of meeting conducted					Labour	



Data base online	Registration campaign	1	# of sessions conducted				Registration section	
establishes and adopts international labor standards and is a forum for discussion of key social and labor	To conduct National Labor Conferences	1	• Awareness raised • Reduced foreign workers •				Labour	



Department Outputs/Strategy	Family and Women Empowerment		Performance indicator	Timeline				Responsi bilities	Estimated Budget
	Interventions	Target		Q-1	Q-2	Q-3	Q-4		
1. Cross-Border program	Functionalize established cross-border committees	4 cross border s	Well-established anti-FGM Mechanism at cross borer					GBV section	\$200.000
2. Women Center	Plan and set up women center for life skills development	1 wome n cente r	Establishe d Women center					Women empower ment section	\$300,00
3. Formulation of Women's Economic Empowerment Strategy	Conduct series of consultations on development of Women's Economic Empowerment Strategy	One Strategy developm ent	Final draft of strateg y					Women empower ment section	\$110,000
4. Facilitation of Women's Economic development fund for women's economic empowerment	Establish and operationalize Women's Economic Development Fund	- Key MES AF Partn ers - Gove rnme nt leade rship - Wom en's Orga	Enabled funds for women 's Economic Developm ent					Women empower ment section	5,000.000



		- nizations • And Business sector							
5. One Stop Center in Hargeisa. (GBV mitigation)	Establish and functionalize One Stop Center in Hargeisa	• One office in Hargeisa (as pilot)	• Established at least One Stop Center in Hargeisa.					GVB section	\$100,000
3. acceleration of FGM Policy adaption process	Adapt and implement the FGM Policy	• Government officials (Minister/president) and • key partners	• Adapted FGM Policy					GVB section	\$100,000
4. Finalization of Anti-FGM Bill:	Draft and finalize the Anti-FGM Bill.	• Parliament, • Key partners • And community	• Well-drafted final Anti-FGM Bill					GVB section	\$100.00



6. Approval and adaption of SOB	Adapt and implement the SOB.	- GUUR TI - President	Approved and adapted SOB					GVB section GVB section	\$60,000
7. Facilitation of finalization of National Family Law	Finalize updating process of National Family Law	- MESA F leadership - Key partners - Concerned community segments	Updated Family Bill(codified)					Family section	\$50,000
8. Finalization of Women's Quota for Political Participation	Finalize and adapt Women's Quota for Political Participation.	4meetings	- Enabled Parliamentary Caucus - At least quota women submitted to parliament					Women empowerment section	\$100,000
10. Development of Safeguarding Protocols:	Develop and implement safeguarding protocols for private and public institutions, agencies, and offices to protect women/girls' human rights from sexual exploitation, sexual harassment and assaults.	One guidelines	At least the safeguard developed well					GVB section	\$70,000



11. Advanceme nt of GBV Information Managem ent System (GBV/IMS)	Advance the GBV Information Management System (GBV/IMS) and GBV/WG Mechanisms	• Ne yste m (IMS)	• Updated and improved					GVB section	\$80,000
Psychosocial Services	Enhance the provision of psychosocial services for GBV survivors and victims in regions.	• Four sessio ns for servic e provid ers	• At least 20% of services provision increased					GVB section	\$75,000
Finalization of FGM Policy Implementation Action Plan	Finalize FGM Policy Implementation Action Plan	• Girls and wome n organi zation s • Activis ts and advoc ates • Wome n organi zation s • Girls' Clubs	• Finalized and functionaliz ed well					GVB section	\$20,000



Building Capacity for Gender Ministries/Institutions/agencies	Build the capacity and competency of Gender Ministries/Institutions/agencies and structured communities for gender equality for all	• 2 trainings	• At least 4 trainings conducted in each region					Women empowerment section	\$85,000
Leadership and Campaigning Skills for Women in Politics	Improve the Leadership and Campaigning Skills for Women in Politics for better participation	• 3trainings	• At least 240 women/girls equipped with practical skills					Women empowerment section	\$150,000
Engagement of Effective Media outlets for better and massive awareness raising	Conduct massive and impactful Awareness campaigns against Gender-Based Violence	• 2training capacity	• Visibility and documentation promoted					GBV section	\$60,000
12. Undertaking International Days	• Conduct FGM Day • 8 March • And 16 Days of activism	• 5conferences /workshop	•					√GBV section/ Women empowerment section	
Conduct National Conference about Children with participating of all stakeholders concerned with children's right.	Ensure that the protection needs of Orphanage children in Somaliland	Maintain an overview of the child protection situation in	<u>To attend.</u> <u>Minimum 100 participants</u> - Child protection stakeholders.					Khadra	\$30,000



		Somalilan d.	- Childcare centers. - Orphanag e centers						
To increase access to social services and develop/strengthen service delivery mechanisms for vulnerable people	Conduct various sessions to improve the quality of services delivered to children through training, coordination, and resource mobilization.	1000 Social worker	Achieved 1000 Social worker to competent children in needs at districts and sub-districts					Khadra	\$ 100,000
	Case Management (how to handle cases involving children, including identification, registration, access service and case closure.	500 of Children	500 of Children received child protection service through case management					Khadra	
	Implement priority interventions under the child protection act implementation plan	6 of meetings	Conduced All meetings					Child section (Khadra)	\$100,000



		and trainings	and trainings for the implementation plan.						
Scale up policies and legal framework	Develop and finalize national safeguarding policies	To get safeguarding policy	# of consultation meetings conducted for drafting this policy					Child section (Khadra)	\$ 80,000
	Conduct training for disseminate National standard operating procedure for child protection case management and data protection and information sharing protocols for case management practitioners, referral and accountability.	8 training sessions	Implemented training sessions					Khadra	\$40,000
	Translate in to Somali National Standard Operating Procedures	300 translate version	Translated document					Khadra	\$50,000
	Mapp out and assess the capacity of CP service provider, support and strengthen their capacity of service	All district community	# of child protection community					Khadra	\$8000



	delivery and develop and disseminate service directory (Twice a year)	committees	committees received the service directory						
Scale up CP awareness raising	Setting up a psycho-social professional pool for Somaliland and develop guidelines and procedures of psycho-social service deliveries in accordance with Inter Agency Standing Committee (IASC) guideline	Draft of guidelines	Developed guidelines for Child survivors					Khadra	\$20,000
	Create new users to use of the digital case management system CPIMS+/primero and implement and disseminate user's guideline of the Primero package and facilitate the review CPIMS+ package regular bases	Case management users	# of users access users primero users						Office
To provide adequate support and response to children and women with protection	Improving Case Management Systems in Somaliland by shifting from traditional case management to digital and undertake regular monitoring and review for CP case management practice	Service provides	# of cases in the Primero system						\$30,000



concerns through proper case management process	Professionalization of Social workforce in Somaliland	Professional social workers	Social workers Association						\$40,000
	Strengthen the IDTR for UASC specifically in the main border's towns transit location and Rehabilitation centers	IDTR	# of children on the move received IDTR services					Khadra/Cawo	\$50,000
	Conduct targeted assessments/researches on CP to find out root causes of children's right violation, preventive and response structures, available services and other protection related mechanism in Somaliland and promote positive traditional norms and community practices								\$100,000
	Attach social workers in schools to prevent and response violence against children in schools								\$40,000
	Assess and map out existing Community Based CP structures and restructure/re-establish and convene regular mobilization and sensitization sessions of the community structures to play their critical role the CP interventions in their respective locations		Organized and capacitate CP and GBV community-based mechanisms to undertake preventive and response activities on social norms						\$2000



To increase community, awareness knowledge and skills to combat harmful social norms and traditional practices	Develop and disseminate harmonized Awareness raising messages on CP through different communication channels	10 Messages we will use 2025	Developed and disseminated awareness raising					Child protection unit	\$5000
	Undertake targeted awareness raising campaigns and social dialogue programs addressing negative attitudes, social norms and practices challenging children's participation and carry out women and child rights monitoring and reporting.								\$25000
	Initiate mass media/IEC and communication awareness raising programs and develop promotional materials to advance women and children's rights in Somaliland								\$20,000
	Facilitate and promote community open discussions and voice out on child protection issues to break the silence and allegiances negative attitudes, perception and believes.								\$40,000
	Scale up and replicate the piloted Community Cares model to promote social change rolled out in the targeted districts(Training, community dialogue & Innovative school based prevention program for adolescents).		Enhanced social change rolled out by targeted in district level and Conducted innovation						\$30,000



	Mentor CP committees and support implementation plans of the to conduct community mobilization, awareness and dialogue on including FGM/C , child marriages and other harmful practices (Dialogue, IEC , media)								\$50,000
	Provide positive parenting skill training and engage and power child right forums to hear their voice								\$40,000
To Increase capacity of the protection stakeholder	Establish/strengthen and support coordination systems with both government and non-governmental cluster to respond to CP issues							Khadra	\$20,000
	Develop training, education and capacity building package for all CP actors based on the outcomes from the capacity and trainings needs assessment								\$15000
	Facilitate experience learning and exposure visits for key CP partners within and to the neighboring countries								\$40,000
	Facilitate improvement CP during humanitarian responses								\$3000
Improve child protection coordination	Focuses on strengthening child protection coordination systems to ensure effective prevention and	4regions (Hargeisa, Borama,	48 of meetings conducted					khadra	\$9600



mechanisms from district to national level	response to child protection concerns at all levels.	Burao, Berbera)							
	Ensuring effective case management, improving child protection responses, and strengthening the overall protection system.	Hargeisa	# of meetings on case management taskforce conduct						\$1200
Reuniting Children with Families of Origin	Children in centers have been reunited with their families.	300 children	The processed often required time and lengthy investigations, sometimes necessitating DNA testing					Cawo	\$50,000
communication, monitoring and documentations of the SWG	Quarterly meetings of the SWG have been conducted	12 Meetings	Shared Information gap regarding meeting minutes sharing, and follow up.					Cawo	\$30,0000



DEPARTMENT	ICT DEPARTMENT								
Outputs/Strategy	Interventions	Target	Performance indicator	Timeline				Responsibility	Estimated Budget
				Q-1	Q-2	Q-3	Q-4		
MESAF operations and digitalized documented.	Installing antivirus software for MESAF Computers	# 84 computers	Access to safe and functional computers					Department Staff	600\$
MESAF operations and digitalized documented.	Establish E-learning system	# 1 Establish E-learning system	Creating an online learning system					Director Department	1,500\$
MESAF operations and digitalized documented.	Creating and updating Somaliland FF, Forms	Access to real data on children in RCC and foster family, database	# 1 updating Somaliland RCC database					Data managers	Department
Improved communication system and public relations of the ministry.	Expanding MESAF call center at regional level	Delivery to the call center of the ministry of regions	#Expanding MESAF call centers					Public relation section	Telesom Group



Improved communication system and public relations of the ministry.	Broadcasting ministry events	Spreading the day jobs of the ministry	# Broadcasting					Media office	Ministry
MESAF operations digitalized and documented.	Updating Database labor conflict resolution office	Access to complete information by having offices	#Implementation of complete information					Labor conflict resolution office IT&PR Department	1,500\$ Hosting and domain
MESAF operations digitalized and documented.	Manage all MESAF data bases	Administration and management of all databases of the ministry	#Manage database minister and troubleshooting					Director Department	Department
MESAF operations digitalized and documented.	Creating National Disability information database	Access to country disability data	# Disability data					Disability Department / IT&PR Dept	
MESAF operations digitalized and documented.	Prepare ministry Quarterly achievements digitally	Present the performance of the ministry	#Ministry Quarterly achievements					Director Department	3,000\$
Improved communication system and public relations of the	Broadcasting of the children's law in the country	Community outreach on children's law	Raising public awareness of the children's law					Media and communication department	Ministry of information and national guidance



ministry.									
MESAF operations digitalized and documented.	Updating Database LIMS, conflict resolution office	Access to complete information by having offices	#Implementation of complete information						Hosting and domain 2,000\$
MESAF operations digitalized and documented.	Training RCC database	Implementati on of RCC database	# Training database						Zooming Meeting



Department									
Human Resource									
Outputs/Strategy	Interventions	Target	Performance indicator	Timeline					Estimated Budget
				Q-1	Q-2	Q-3	Q-4	Responsible	
MOLSAF staff capacity strengthened (Strengthened the capacity of MOLSAF interims of HR Policies) Meeting minutes, attendance and pictures are planned to be taken A training will be held, attendance and Pictures are planned to be taken	Disseminate and implementing National HR Policies and laws	3 sessions	.					Director	\$3000
	Finalize MOLSAF Capacity Need Assessment	2 Sessions	An electronic assessment will be created.					Director	\$2000
	Organizing and conduct staff internal meetings	4 Sessions	Meeting minutes, attendance and pictures are planned to be taken.					Director of the HR dept.	\$0.00
	Finalize MOLSAF Tor and staff JD at HQ and regional level.	2 sessions						Head of performance	\$5000



Organizing and conduct yearly employee award event	1 Session							Head of performance/ Director	\$4000
Conduct quarterly meeting MOLSAF Staff	4 sessions	.						Director	\$0.00
Conduct on Job and off job training recruitments new staffs and other staffs	1 sessin	.						Director	\$900
Review and Document performance appraisal set by MOLSAF staff in line with policies and guidelines.	2 Session							Head of performance	\$500
Conduct yearly monitoring and evaluation on progress MOLSAF staff national and regional	1 Session							Director	\$6000
Staff Upgrading	1 session							Director, head of performance& committee	\$000
Developing updated Staff Filling System.	Regular	An E-system is planned to be innovated.						Head of staff management	\$0.00

Department	Admin and Finance								
Outputs/Strategy	Interventions	Target	Performance indicator	Timeline				Responsibilities	Estimated Budget
				Q-1	Q-2	Q-3	Q-4		



Scale up departmental activities	Preparing the Ministry's Financial report in 2024 using the IPSAS CASH BASIS system.	Annually	Annual Financial report					Accountant and finance team	Departments
To enhance MOLSAF logistics, procurement, and archives	Renew all contracts with service providers of the ministry through the Bid process.	First quarter	Reviewed the contracts					DG, Admin and head of Logistic	Departments
	Preparing to reopen the Job Centre, and also Preparing to retrieve the equipment of the Job Centre office."	Second quarter	Opened job center and equipped					Admin, Job creation and logistic team	
	Internal audit will prepare reports and continues follow ups	Follow up whole year	Conducted the internal audit					Internal audit	MOLSAF
To enhance MOLSAF logistics, procurement, and archives	Repairing and decoration of offices and facilities such as: the Office of the center ministry, Gabiley office, Baligubadle and Oodwayne office.	4 offices repaired	Prepared and decorated offices					Admin and logistic team	
	Participating and organizing the monthly meetings held by the ministry and the commemoration of international days such as Labor Day, Somaliland Independence Day on May 18, African Children's Day on June 16, African Children's Day on November 20, February 6 (Anti-Circumcision Day Girls) 8 March International Women's Day in 2025.employee and employment conference	Ongoing whole the year						Different department and Admin team	Resource Mobilizing



	The Department of Administration and Finance will improve the efficiency and regulation of the quarterly accounting of all the projects implemented and the expenditure incurred by the ministry every three months, speeding up the cooperation of all the offices of the ministry.	Quarterly						DG, Admin and logistic	
	Preparing the Ministry's Quarterly Financial plan and Quarterly financial report	Quarterly						Admin and finance team	
To enhance MOLSAF logistics, procurement, and archives	Preparing all the expenses of the financial support such as , DAN, SNDF, NOW, Labor Union, SNM Mental Care organization, SDHO, DAAMI Care, Tabon-tabon Orphanage Assistance, Burco, Adams Academy Homeless, Deaf Association.	Monthly						Admin and Accountant	
	the department will prepare the vulnerable family ration	Monthly						GD, Admin and logistic	
To enhance MOLSAF logistics, procurement, and archives	Create new Quick book Software to the Sales Accounts Office that will make things much easier	Third quarter						Admin	
	The department will review and update the asset of the ministry in all regions using with FMIS	Monthly						Logistic team	
	The department will renovate the departmental store by providing training to the office staff and skilling up the staff.	Second quarter						HR and Admin	
	The Department of Administration and Finance will reform the security	Second quarterly	Improved security of					DG and Admin	



	of the ministry, by procuring any equipment that will help to improve the security of the ministry.		the ministry						
	The department prepare capacity building of internal audit staff of Admin	Third quarter							Admin and internal audit
	The internal audit will prepare asset management and control forms including, asset disposal forms, equipment repairing form, storing in and out register forms, asset transfer forms and lost and theft forms.	First quarterly						Admin and internal audit	MOLSAF
	The Department of Administration and Finance will Repair mini bus for the Ministry and all others	Repairing Mini bus	Government al budget					Admin and logistic	
	The Department will prepare the 2026 Budget	Third and forth quarter	Programme d budget,					Admin, accountant and another department suggestion	MOLSAF
	purchasing a new Toyota Harrier for the vise Minister	Toyota Harrier	Improved ministry transportation					DG and Admin	



Department NDP III Aligned Sector		Dispute Resolution Office Economic Sector							
Outputs/Strategy	Interventions	Target	Performance indicator	Timeline				Responsibilities	Estimated Budget
				Q-1	Q-2	Q-3	Q-4		
To promote responsive labor/Employment laws and policies for creating a protective environment for nationals and migrant workers	Establishing Regional Dispute Resolution Committees	One Committees	Tog-dheer Committees					Dispute offices	Office
	Extension and promotion the service of the Dispute Resolution Office	3 regions	Opened three dispute offices for main regions					Dispute offices	Office
	Activation online digital system for labor dispute office	Activated online digital						Dispute offices	Office
	Conduct capacity building training for the regional labor dispute committees	4trainings						Dispute offices	5000
	Finalization of labor dispute committee internal procedures and guidelines- Regulatory Act	One meeting conducted.	One meeting conducted					Dispute offices	6000
	Awareness sessions to disseminate the labor code-31/2020.	4awareness raising	Increased understanding labor code-31/2020					Dispute offices	10,000



**MINISTRY OF LABOUR SOCIAL
AFFAIRS AND FAMILY(MOLSAF)**

ANNUAL WORK PLAN ON 2025