



Ministry of Women and Human Rights Development

Capacity Building Training on CEDAW for

Representatives of the Federal Government of Somalia



15th - 17th August 2015

Venue: Sheraton Hotel, Djibouti

Supported by UNFPA Somalia



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BACKGROUND

Somali has experienced more than two decades of conflict, insecurity, environmental shocks and lack of rule and law. Women are at risk of all violations against women. The Federal Government of Somalia is faced with various challenges in protecting the rights of women and needs support the international human rights law in order to protect the rights of women. The Convention on the Elimination of all forms of Discrimination against Women (CEDAW) is the most important human rights treaty for women. It obliges states parties to eliminate all forms of discrimination against women and ensure their full development and advancement in order to exercise and enjoy their human rights and fundamental freedoms in the same way as men.

CEDAW provides the basis for realizing gender equality and offers states parties the roadmap for overcoming barriers of discrimination and achieving progress for women. It establishes a framework for human rights and gender balance in all spheres of lives. The Ministry of Women and Human Rights Development (MoWHRD) of the Federal Government of Somalia is mandated to promote gender equality and women's empowerment by ensuring that it is mainstreamed in the Government institutions and advocating for the legislation and implementation of laws, policies and actions as mandated by the CEDAW.

OBJECTIVES

The objective of the training is to engage the Federal Government technical heads and policy makers of the line ministries as the first ever training on the Convention in Somalia. Once the convention is understood by the heads and policy makers, with clarity on their expected roles in its ratification and implementation processes, they will equally support MoWHRD in ensuring that the expected deliverables of the country on the advancement of women's rights is realized.

Specific Objectives

- To educate the Somali government technical directors on CEDAW.
- To agree on a clear road map by all government line ministries and institutions on the ratification, implementation and reporting processes of CEDAW.
- To gain technical knowledge that can be systemically packaged into community education, consultations, and broader engagement for the elimination of direct and indirect discrimination.
- To establish an advocacy committee that will support MoWHRD in the ratification, implementation, monitoring and reporting of the convention.
- To strengthen the technical capacity of stakeholders on FGM and early/child/forced marriages on the application of Human Rights Based Approaches to the total abandonment of FGM and management of related complications.

EXPECTED OUTPUTS

- Enhanced technical knowledge on the provisions of the convention and expected roles of related line ministries and institutions
- Clear collective roadmap/advocacy plan on the ratification process of the convention developed

- A results and evidenced based plan drafted for the popularization of the convention in the country, including the communities
- National and International media coverage that brings attention to the commitment of Somalia in ratifying and implementing CEDAW

EXPECTED OUTCOMES

- Technical knowledge of DGs of the FGS on CEDAW enhanced
- Inter-ministerial comprehensive national action plan for implementation developed
- Inter-ministerial technical advocacy group on CEDAW with clear TORs agreed and established
- Clear roadmap for the ratification process developed

OFFICIAL OPENING

Ms. Isatu Sesay-Bayoh, UNFPA GBV Technical Specialist and GBV Technical Advisor, and Mr. Mohamed Omar Knur, Director General of the MoWHRD of the Federal Government of Somalia, welcomed the participants to the training. Ms. **Sesay-Bayoh** noted that UNFPA is committed to providing technical support to the Federal Government in working towards ratification of CEDAW with a clear road map and implementation plan. Mr. Nur noted the commitment of the Federal Government in advancing gender equality and promoting the rights of women.

Ms. Grace Kyeyune, UNFPA Somalia Acting Representative, welcomed the participants and thanked them for their participation. She noted that participants will review the 16 articles and 28 recommendations during the training and define an action plan and road map for ratification. She noted that many countries have ratified CEDAW, which provides the background for protecting the rights of women and girls as they are the mothers of all nations, adding that the basis of equality of women, men, girls and boys is a society that is free from discrimination. A key priority for UNFPA is addressing the key issues affecting women and girls like early marriage and education. The Acting Representative thanked the donors and partners and the Deputy Minister of MoWHRD, who represented the Federal Government at the training, and reiterated UNFPA's commitment to support the Federal Government in the process of ratification of CEDAW.

Hon. Mumino Sheik Omar, the Deputy Minister of MoWHRD, welcomed the representatives of various ministries of the Federal Government, UNFPA and other participants. She noted that the training is relevant and reiterated the commitment of the Federal Government in ratifying CEDAW. She added that many Muslim countries like Jordan and Morocco have ratified CEDAW, and encouraged the participants to be effective in dealing with all discriminations against women. She concluded by officially opening the training.

Mr. Mohamed Omar Nur, Director General of the MoWHRD, stated the objective of the training as to understand CEDAW, determine the articles that are applicable to Somalia and propose recommendations for its ratification.

Dr. Mina Hassan Mohamed of the MoWHRD, asked the participants to note down their expectations of the training. The participants stated their understanding of the CEDAW, determining the relevant articles for Somalia as the expectation of the training.



Ms. Grace Kyeyune, UNFPA Somalia Acting Representative and Hon. Mumino Sheik Omar, the Deputy Minister of MoWHRD giving the key note address.

Ms. Isatu Sesay-Bayoh went through the training agenda. She reiterated that the training is consultative and encouraged all the participants to engage actively. She informed the participants that UNFPA and LAW would co-facilitate the sessions with UNFPA leading the session on CEDAW and LAW leading the process of ratification and roadmap for implementation. At the end of the training, participants are expected to understand the CEDAW and develop a comprehensive national action plan for the ratification of CEDAW. A technical Advocacy group on CEDAW would be established to follow up the ratification process. Ms. **Sesay-Bayoh** also reiterated the important role of the government and all the stakeholders in implementing CEDAW. She also noted the training would use various methodologies including PowerPoint presentations, case studies and participatory group discussions. She informed the participants that the presentations will be provided on flash discs.

HIGHLIGHTS OF PRESENTATIONS AND KEY ISSUES EMERGED

Brief History of CEDAW

Ms. Isatu Sesay-Bayoh commenced this session with discussions on the definition of human rights. Participants brainstormed on their general understanding of human rights.

What is a human right?

- God-given rights, including the rights to life, liberty, equality, and a fair trial, freedom from slavery and torture, and freedom of thought and expression.
- Natural rights entitled to every person

Comment: Consider the rights for every person irrespective of the gender. There are very few organizations that promote the rights of men. Participants discussed that gender inequality is entrenched in the society which discriminates against women and girls, hence the many organizations that work with the communities in advancing gender equality and promoting the rights of women and girls.

Ms. **Sesay-Bayoh** briefed the participants on the historical background of CEDAW. She highlighted previous instruments on human rights:

- The International Bill of Human Rights and related human rights treaties provide a comprehensive set of rights to which all persons, including women, are entitled to. The Bill extends this emphasis on the human rights of women.
- The Universal Declaration of Human Rights proclaims the entitlement of everyone to equality before the law and to the enjoyment of human rights.
- UN Charter on human rights focused on the status of human rights, including the goal of equality between women and men, with a contractual obligation of all Governments and of the UN.
- Equality of rights for women is a basic principle of the United Nations.

Women's humanity proved insufficient to guarantee enjoyment of their internationally agreed rights although the above treaties protected and promoted in the areas in which the Commission considered such rights to be particularly vulnerable. It was believed than other than those areas, women's rights were best protected and promoted by the general human rights treaties. However, this was still fragmented as the general human rights were not protecting and promoting the rights of women. With this background, CEDAW was adopted by the General Assembly in 1979 by votes of 130 to none, with 10 abstentions.

Introduction to CEDAW

Ms. Isatu Sesay-Bayoh led the participants through the background of CEDAW as the treaty that provides an international standard for protecting and promoting women's human rights, hence CEDAW is also referred to as the "Bill of Rights" for women. She highlighted that CEDAW is the only international instrument that was adopted by the UN General Assembly in its resolution 34/180 of 18 December 1979. It is the most comprehensive international agreement on the basic human rights of women. She explained the difference between de jure and de facto, and noted that the purpose of CEDAW is to eliminate de facto and de jure discrimination. CEDAW defines sex-based discrimination and takes a concrete and three-dimensional view of equality and legally binds states parties to fulfil, protect and respect women's human rights. As of mid-August 2015, 187 countries had ratified CEDAW. Sudan, Somalia, the USA and two small Pacific Islands have yet to ratify the convention.

Take Home Message

- Gender equality must be addressed at all levels and in all spheres.

Articles of CEDAW

Ms. Isatu Sesay-Bayoh went through the articles. CEDAW contains 30 articles that define discrimination and provide a practical blueprint to promote basic rights:

Article 1: Definition of discrimination - defines discrimination against women to cover all facets of human rights and fundamental freedoms.

Article 2: Country duties - countries must eliminate discriminatory laws, policies, and practices in the national legal framework.

Article 3: Equality - women are fundamentally equal with men in all spheres of life. Countries must take measures to uphold women's equality in the political, social, economic, and cultural fields.

Article 4: Temporary special measures - countries may implement temporary special measures to accelerate women's equality.

Article 5: Prejudice - countries agree to modify or eliminate practices based on assumptions about the inferiority or superiority of either sex.

Article 6: Trafficking - countries agree to take steps to suppress the exploitation of prostitution and trafficking in women.

Article 7: Political and public life - women have an equal right to vote, hold public office, and participate in civil society.

Article 8: International work - women have the right to work at the international level without discrimination.

Article 9: Nationality - women have equal rights with men to acquire, change, or retain their nationality and that of their children.

Article 10: Education - women have equal rights with men in education, including equal access to schools, vocational training, and scholarship opportunities.

Article 11: Employment - women have equal rights in employment, including without discrimination on the basis of marital status or maternity.

Article 12: Health - women have equal rights to affordable health care services.

Article 13: Economic and social life - women have equal rights to family benefits, financial credit, and participation in recreational activities.

Article 14: Rural women - rural women have the right to adequate living conditions, participation in development planning, and access to health care and education.

Article 15: Equality before the law - women and men are equal before the law. Women have the legal right to enter contracts, own property, and choose their place of residence.

Article 16: Marriage and family - women have equal rights with men in matters related to marriage and family relations.

Articles 17-24: the Committee on CEDAW and reporting procedures.

Articles 25-30: administration of the Convention.

Take Home Messages

State parties must:

- Fulfil obligations to take steps to suppress the exploitation of prostitution and trafficking in women.
- Ensure that women have an equal right to vote, hold public office, and participate in civil society.
- Ensure that women have the right to work at the international level without discrimination.
- Ensure that women have equal rights with men to acquire, change or retain their nationality and that of their children.
- Ensure that women have equal rights with men in education, including equal access to schools, vocational training, and scholarship opportunities.
- Women have equal rights in employment, including without discrimination on the basis of marital status or maternity.
- Ensure that women have equal rights to affordable healthcare services, including family planning.
- Ensure that women have equal rights to family benefits, financial credit, and participation in recreational activities.
- Ensure that rural woman have the right to adequate living conditions, participation in development planning, and access to health care and education.
- Ensure that women and men are equal before the law. Women have the legal right to enter contracts, own property, and choose their place of residence.
- Ensure that women have equal rights with man in matters related to marriage and family relations.

Optional Protocols

Ms. Isatu Sesay-Bayoh defined the Optional Protocols to human rights treaties as treaties in their own right, that are open to signature, accession or ratification by countries who are party to the main treaty.

Article 1: Establishes that states who become parties to the optional protocol recognize the competence of the Committee to receive and consider communications under the protocol.

Article 2: Provides a Communications Procedure which allows either individuals or groups of individuals to submit individual complaints to the Committee. Communications may also be submitted on behalf of individuals or groups of individuals, with their consent, unless it can be shown why that consent was not received.

Article 3: Establishes that a communication will only be considered by the Committee if it concerns a country that has become party to the protocol. In addition, a communication must be submitted in writing and may not be anonymous.

Article 4: Stipulates admissibility criteria of communications.

Article 5: After receipt of a communication and prior to its final decision, the Committee has the option of contacting the states party with an urgent request that the states party take steps to protect the alleged victim or victims from irreparable harm.

Article 6: Establishes the communications procedure

Article 7: Outlines the process of complaint consideration.

Article 8: Establishes an inquiry procedure that allows the Committee to initiate a confidential investigation by one or more of its members where it has received reliable information of grave or systematic violations by a state party of rights established in the Convention.

Article 9: Establishes a follow-up procedure for the Committee.

Article 10: Provides an opt-out clause.

Article 11: Requires a state party to ensure the protection of those submitting communications.

Article 12: A summary of the Committee's activities relating to the Protocol will be included under article 21 of the Convention.

Article 13: Establishes a requirement that states parties widely publicize the Convention and its Protocol and provide access to the views and recommendations of the Committee.

Article 14: Requires the Committee to develop its own rules of procedure when dealing with communications and inquiries considered in accordance with the Optional Protocol.

Article 15: Governs eligibility for states to sign, ratify or accede to the Protocol. Any state party that is party to the Convention may become party to the Protocol.

Article 16: Establishes that a minimum of 10 countries must have ratified or acceded to the Protocol before the Protocol enters into force. The Protocol will enter into force three months after the 10th ratification or accession.

Article 17: Provides that there shall be no reservations to the Protocol.

Article 18: Establishes procedures for amending the Protocol.

Article 19: Provides for a state party to withdraw from the Protocol by written notification to the Secretary-General.

Article 20: States that the Secretary-General of the United Nations shall inform States of signatures, ratifications and accessions, the date the Protocol comes into force and any amendments and withdrawals.

Article 21: Provides that the Protocol will be deposited in the United Nations archives, made available in Arabic, Chinese, English, French, Russian and Spanish and sent to all states parties by the Secretary General.

General Recommendations

Ms. Isatu Sesay-Bayoh led the session on the general recommendations adopted by the CEDAW Committee: By 2014, 32 general recommendations had been issued. Suggestions are directed at the United Nations entities, while general recommendations are addressed to states parties and usually elaborate the Committee's view of the obligations assumed under the Convention.

General Recommendation # 1: Initial reports submitted under article 18 of the Convention should cover the situation up to the date of submission. Thereafter, reports should be submitted at least every four years after the first report was due and should include obstacles encountered in implementing the Convention and measures adopted to overcome the obstacles.



General Recommendation # 2: Reinforces general recommendation 1 and adds that the report of a state party should be sent to the Secretariat at least three months before the session at which the report is due to be considered.

General Recommendation # 3: Urges all states parties effectively to adopt education and public information programs, which will help eliminate prejudices and practices that hinder the full operation of the principle of the social equality of women.

General Recommendation # 4: Suggests that all states parties concerned reconsider such reservations with a view to withdrawing them.

General Recommendation # 5: Recommends that states parties make more use of temporary special measures such as positive action, preferential treatment or quota systems to advance women's integration into education, the economy, politics and employment.

General Recommendation # 6: Recommends establishment/strengthening the effective machinery, institutions and procedures to advice, formulate and monitor the policies regarding situation of women, take appropriate steps to ensure the dissemination of the Convention, seek assistance in providing translations and include in initial and periodic reports the actions taken.

General Recommendation # 7: Recommends that state parties take the necessary and appropriate steps to ensure that adequate resources and services are available to the Committee to assist it in its functions under the Convention.

General Recommendation # 8: Recommends taking appropriate measures in accordance with article 4 of the Convention to ensure the full implementation of article 8 of the Convention without discriminating women on opportunities to represent their Government at the international level.

General Recommendation # 9: Recommends disaggregation of the national statistical services responsible for planning national censuses and other social and economic surveys.

General Recommendation # 10: Recommendations for events and awareness raising around the tenth anniversary of the adoption of the Convention.

General Recommendation # 11: Recommends support and cooperation in projects that assist states parties to fulfil their reporting obligations under article 18 of the Convention.

General Recommendation # 12: Recommends inclusion of information on legislation that protect women against violence, measures adopted to eradicate this violence, support services for women victims of aggression or abuses and data on the incidence of violence.

General Recommendation # 13: Recommends the study, development and adoption of job evaluation systems based on gender-neutral criteria and ensure the application of the principle of equal remuneration for work of equal value.

General Recommendation # 14: Recommends that states parties take appropriate and effective measures with a view to eradicating the practice of FGM and provides various suggestions for what these activities could be and a requirement to include this in reports.

General Recommendation # 15: Recommends advocacy on the risk of HIV infection and AIDS, especially in women and children, and of its effects on them, programs to combat AIDS, and inclusion of information on the effects of AIDS on women in the reports under article 12 of the Convention.

General Recommendation # 16: Recommends information on the legal and the social situation of unpaid women working in family enterprises; data on women who work without payment, social security and social benefits and the steps taken to guarantee payment, social security and social benefits for women in the reports.

General Recommendation # 17: Recommends research and experimental studies to measure and value of unremunerated domestic activities of women and strategies on advancement of women.

General Recommendation # 18: Recommends provision of information on women with disabilities in the periodic reports including measures taken to deal with their situation.

General Recommendation # 19: Discrimination against women includes gender-based violence; gender-based violence may breach specific provisions of the Convention regardless of whether they expressly mention violence.

General Recommendation # 20: recommends states parties to consider the validity and the legal effect of reservations to the Convention in the context of reservations to other human rights treaties and consider introducing a procedure on reservations to the Convention comparable with that of other human rights treaties.

General Recommendation # 21: Builds on the existing articles and other human rights treaties to explain what measures states should be taking to realize this.

General Recommendation # 22: Relates to the amendment of the meeting time of the Committee.

General Recommendation # 23: Builds on the existing articles and other human rights treaties to explain what measures states should be taking to realize this.

General Recommendation # 24: Builds on the existing articles 12 and other human rights treaties to explain what measures states should be taking to realize this.

General Recommendation # 25: Reports of states parties should include information on the adoption or temporary special measures and adhere “temporary special measures”, to avoid confusion.

General Recommendation # 26: Discusses women migrant workers.

General Recommendation # 27: Discusses older women and protection of their human rights.

General Recommendation # 28: Reservations to article 2 are incompatible with the object and purpose of the Convention and therefore impermissible under Article 28, and encourages states parties to withdraw any reservations to article 2.

General Recommendation # 29: Discusses economic consequences of marriage, family relations and their dissolution.

General Recommendation # 30: Obliges states parties to uphold women's rights in conflict when they are directly involved in fighting, and/or are provide peacekeeping troops or donor assistance for conflict prevention, humanitarian aid or post-conflict reconstruction.

General Recommendation # 31: Joint recommendation with the Committee on the Rights of the Child on release a comprehensive interpretation of the obligations of States to prevent and eliminate harmful practices done to women and girls.

General Recommendation # 32: Discusses gender-related dimensions of refugee status, asylum, nationality and statelessness of women.

Take Home Messages

- States parties should implement a comprehensive national strategy to promote women's health throughout their lifespan. This will include interventions aimed at both the prevention and treatment of diseases and conditions affecting women, as well as responding to violence against women, and will ensure universal access for all women to a full range of high-quality and affordable health care, including sexual and reproductive health services.
- States parties should allocate adequate budgetary, human and administrative resources to ensure that women's health receives a share of the overall health budget comparable with that for men's health, taking into account their different health needs.
- States parties should also, in particular:
 - a) Place a gender perspective at the centre of all policies and programmes affecting women's s health and should involve women in the planning, implementation and monitoring of such policies and programmes and in the provision of health services to women;
 - b) Ensure the removal of all barriers to women's access to health services, education and information, including in the area of sexual and reproductive health, and, in particular, allocate resources for programmes directed at adolescents for the prevention and treatment of sexually transmitted diseases, including HIV/AIDS;
 - c) Prioritize the prevention of unwanted pregnancy through family planning and sex education and reduce maternal mortality rates through safe motherhood services and prenatal assistance. When possible, legislation criminalizing abortion could be amended to remove punitive provisions imposed on women who undergo abortion;
 - d) Monitor the provision of health services to women by public, non-governmental and private organizations, to ensure equal access and quality of care;
 - e) Require all health services to be consistent with the human rights of women,

Summary of Country CEDAW Reporting Guide

Ms. Isatu Sesay-Bayoh discussed the four CEDAW reports: initial and periodic reporting; subsequent periodic reports; shadow report by NGOs and alternate reports. She noted that initial and periodic reporting is the state party's first opportunity to present to the Committee the extent to which its laws and practices comply with the Convention which it has ratified. The report should establish the constitutional, legal and administrative framework for the implementation of the Convention, explain whether the Convention is directly applicable in domestic law on ratification or has been incorporated into the national Constitution or domestic law and describe how article 2 of the Convention is applied.

The report should also include information on the judicial, administrative and other authorities having jurisdiction with respect to the implementation of the provisions of the Convention, any national or official institution or machinery used in implementing the Convention or responding to complaints, outline any restrictions or limitations and describe the participation of the civil society in the implementation of the Convention and preparation of the report. The annexes should contain sufficient quotations or summaries of the relevant principal constitutional, legislative and other texts which guarantee and provide remedies in relation to Convention rights.



Subsequent periodic reports are submitted between the consideration of their previous report and the presentation of the current reports. The structure should follow the articles of the Convention and highlight any obstacle in the implementation. The reports should be submitted in one of the six official languages of the United Nations. Shadow report by NGOs are written by an NGO with access to the government report submitted to the CEDAW Committee while alternate reports are written by an NGO where no government report is available.

Take Home Messages

- Start by using the checklist in the planning as it will help in reporting.
- Document on that you implement for easy reflect in the country report.

Ratification of CEDAW in Somalia

Ms. Khadija Hassan, LAW Programme Manager, led the session on the process of ratification of an international treaty. The United Nations adopted CEDAW in 1979 following which the Convention was opened for signature at the United Nations headquarters in New York on 01 March 1980. The Convention entered into force on 03 September 1981. 189 out of 198 UN Member Nations member states have ratified CEDAW while two countries are signatories of CEDAW. The latest country to accede to CEDAW was South Sudan. Only Somalia, USA, Iran, Sudan, Palau; and Tonga have not ratified CEDAW.

Ms. Hassan informed that states can become party to CEDAW through ratification or accession; both have the same legal effect. Ratification is the international act whereby a state indicates its consent to be bound to a treaty if the parties intended to show their consent by such an act. Accession is the alternative process to ratification. Ratification and accession have the same legal effect. Article 28 of the Convention permits ratification or accession subject to reservations.

CEDAW Alignment with New Deal Compact

Mr. Mohamed Omar Nur led the session of aligning CEDAW and the New Deal Compact. He aligned CEDAW articles with the relevant Peace and Stability Goals (PSGs). See Annex 8.

CLOSING AND CERTIFICATION

Hon. Moumina made the closing remarks. She thanked the participants for their active participation during the training. She noted that CEDAW training was timely and reiterated the commitment of the Federal Government in advancing gender equality and implementing CEDAW. She also issued certificates to all the participants.

WAY FORWARD

A dedicated Somali CEDAW Technical Advocacy Committee was established and tasked to expedite the ratification process, ensure the full implementation and share the progress reports. The MoWHRD was requested to share the draft Terms of Reference for the CEDAW Technical Advocacy Committee and advice on the first meeting. UNFPA will compile and share the training report and the consolidated implementation plan with MoWHRD review. LAW will draft and share the road map for the ratification process and update the advocacy briefing package based on the presentations and issues raised during the training and share with UNFPA and MoWHRD. LAW and MoWHRD will consolidate and translate the package to Somali.

OUTCOME

One of the key outcomes of the training was the establishment of the Somali CEDAW Technical Advocacy Committee, with representation and members of the directors from the line ministries. A clear draft road map was also discussed in the ratification process, and implementation plan to systematically and collectively act on the expected deliverables of the convention. Technical discussions on CEDAW would be organized for both cabinet ministers and parliamentarians as another step towards galvanizing more commitment towards the ratification and full implementation

of the convention. The Somali CEDAW Technical Advocacy Committee established with the leadership of the Deputy Minister of MoWHRD will take forward the following actions:

- Lead in the educating the civilian population and policy makers on CEDAW.
- Lead in advocacy for the speedy ratification of CEDAW and its optional protocol, and ensuring its full implementation based on the national Implementation plan of CEDAW.
- Hold monthly advocacy forums and meetings to track the progress made on the planned ratification road map and implementation plan.
- Hold joint stakeholders forums to popularize CEDAW.
- Ensure that all the 16 substantive articles of CEDAW are acted on and reported by each line ministry and institution.
- Encourage NGOs to start focusing their development and humanitarian interventions with full integration of the CEDAW provisions.
- Hold joint reviews on the implementation of the ratification road map and implementation plan on CEDAW and its optional protocol.
- Provide technical guidance to their respective ministries, partners and institutions on the full implementation of CEDAW in their respective plans and reporting.

ACTION POINTS

Action Point	Timeline	Responsible
Share the draft Terms of Reference for the Somali CEDAW Technical Advocacy Committee and advice on the first meeting.	Monday, 17 Aug 2015	MOWHRD
Draft and share the training report and the consolidated implementation plan.	Friday, 21 Aug 2015	UNFPA
Consolidate and share the final road map for the ratification process.	Friday 21 Aug 2015	LAW
Update the advocacy and briefing package based on the presentations and issues raised during the training and share with UNFPA and the MoWHRD for review.	Friday 21 Aug 2015	LAW
Review and finalize the training report and share with UNFPA	Monday 24 Aug 2015	MoWHRD
Review the implementation plan	TBD	Technical Committee comprised of the MoWHRD and other ministries
Finalize consolidation and translation of the package to Somali	TBD	LAW and MoWHRD

ANNEX 1: AGENDA

Travel Date: Friday, 14th August 2015 to Djibouti	
Lead Facilitator: Isatu Sesay-Bayoh and Legal Action World Wide	
Day 1: Saturday 15th August 2015	
Time	
08:00-08:30	Arrival and registration: All
Opening , objectives, and purpose for the forum	
08:30-09:00	Call meeting to order, Prayers, and Introductions by DG Mohamed
09:00-09:05	Welcome and Remarks by the Deputy Representatives of UNFPA
09:05-09:10	Remarks by UNWOMEN on broader partnership towards collective UN Support in the ratification and implementation of CEDAW
09:10 -09:20	Statement and official opening of the training by the Deputy Minister of MoWHRD
09:20-09:30	Objectives, and purpose of the Training by DG Mohamed
09:30-09:40	Participants' Expectations and Ground rules: by Dr Mina
09:40-09:50	Taking participants through the agenda: By Isatu
09:50--10:00	Security Briefing
10:00-10:30	Health Break
10:30-12:00	Presentation on the history of CEDAW by Isatu
12:00:1:00	Presentation on Introduction to CEDAW (what is CEDAW , Why CEDAW, Ratifying countries
1:00-2:00PM	LUNCH
2:00-2:45	Presentation on the provisions of CEDAW Articles 1,2,3 and 4 by Isatu Sesay-Bayoh
2:45-3:30	Presentation on the provisions of CEDAW Articles 5,6,7,8, by Isatu Sesay-Bayoh
3:30 - 5:00	Presentation on the provisions of CEDAW Articles 9,10,11,12,13,14,15,16 by Isatu Sesay-Bayoh
5:00 - 5:30	Wrap up, Tea break and end of day
End of Day One	
Day 2: Sunday, 16th August 2015	
08:00-8:30	Registration of participants
08:30-8:45	Recap of Day1 : Sadia
08:45-9:30	Presentation on General Recommendations of CEDAW by Isatu
09:30-10:00	Discussions:
10:00-10:45	Presentation on the Optional Protocol
10:45-11:00	Discussions
11:00 -11:30	Health Break
11:30-12:30	Introduction on Ratification Process by LAW
12:30-1:00	Presentation on Steps/processes of Ratification and the role of every Stakeholder by LAW
12:00 to 2:00pm	Lunch
2:00-2:00	Presentation on Steps/processes of Ratification and the role of every Stakeholders Continues by LAW
3:00-4:00	Presentation on advocacy, policy dialogues and negotiations, including community dialogues skills and strategies on the ratification process by LAW
4:00-4:30	Discussions
4:30-5:30	Group work to develop roadmap and advocacy plan/strategy towards the ratification process by LAW
5:30-6:00	Group presentations and plenary
Wrap up, Tea break and end of Day Two	
Day 3: Monday, 17th August 2015	
08:00-9:00	Registration of participants
08:30-8:45	Recap of Day2 by a participant
08:45-10:15	Presentation on country CEDAW Reporting Processes by Isatu Sesay-Bayoh

10:15-11:00	Group work on current status of country's implementation on the provisions of CEDAW and its Optional Protocol by Isatu Sesay-Bayoh
11:00-11:30	Health Break
11:30-1:00	Presentation on the role of Government, Civil society and the Communities in the implementation of CEDAW by Isatu Sesay-Bayoh
1:00 -2:00pm	LUNCH
2:45-3:30	Linking the implementation of CEDAW to the New Deal Compact and other national frameworks to be led by DG Mohamed
3:30-4:00	Group work to develop comprehensive on the implementation plan, including capacity building, popularization and reporting.
4:00-5:00	Group presentations, discussions and agreement
5:00	Closing
End of Day Three and training/Tea Break	

ANNEX 2: PARTICIPANT LIST

#	Name	Title
1.	Hon. Mumino Sheik Omar	Deputy Minister of Women and Human Rights Development
2.	Amina Sheik Osman	DG of Ministry of Finance
3.	Abdullahi Hayir Duale	DG of Ministry of Commerce
4.	Ali Ga'al Gabow	DG of Ministry Transport & Civil Aviation
5.	Abdinor Abdulkadir Mohamed	Commission of Fishery
6.	Abdirizak Ali Yusuf	DG of Ministry of Information
7.	Mohamed Omar Nur	DG of Ministry of Women and Human Rights development
8.	Mohamed Osman	DG of Ministry of Ports
9.	Ismacil Yusuf Osman	DG of Ministry of High Education
10.	Ali Mohamud Ibrahim	Chair of Person commission of Civil Servant
11.	Said Adan Mire	Acting Dg Ministry of Labour
12.	Mohamed Kheyrow Adan	DG of Ministry of Religious and Endowment
13.	Dahir Abdi Abdullahi	DG Ministry of Youth and Sports
14.	Abdiqani Sh. Omar Hassan	DG Ministry of Health
15.	Fahma Abukar Sh. Mohamed	Ministry of Justice
16.	Samsam Ibrahim Ali	Ministry of Livestock, Forests and Range
17.	Innocent Ndizeye	Training Coordinator- AMISOM Gender Office
18.	Ahmed Mohahamed Iman	DG of Ministry of Fisheries
19.	Dr Mina Hassan Mohamed	MoWHRD
20.	Ahmed Abdullahi Ali	MoWHRD
21.	Sadia Mohamed Nur	MoWHRD
22.	Ifrah Ahmed	MoWHRD
23.	Ahmed Ali Nur	MoWHRD
24.	Cadar Ali Mohamed	MoWHRD
25.	Dahabo Suusow Mohamud	MoWHRD
26.	Sucaada Ali Awale	MoWHRD
27.	Maryan Mohamed Omar	Ministry of Planning
28.	Mohamed Dahir Mohamed	Election Commission
29.	Siad Nor Adam	DG Ministry of National Security
30.	Halima Ali Adam	GBV Co-chair
31.	Grace Kyeyune	Acting Representative, UNFPA
32.	Sahra Abdi Mohamoud	UNFPA
33.	Isatu Sesay-Bayoh	Gender Advisor and GBV Technical Specialist, UNFPA
34.	Eri Taniguchi	GBV Specialist, UNFPA
35.	Elizabeth Kigen	GBVIMS National Coordinator, UNFPA

36.	Mohamed Mursal Abdi	GBV Coordinator - SC, UNFPA
37.	Agnes Ekeno	Program Assistant, UNFPA
38.	Bahsan Said	Gender and Youth Officer - PL, UNFPA
39.	Penina Gathuri	GBV coordinator - PL, UNFPA
40.	Ahmed Jama	Gender and Youth Officer - SL, UNFPA
41.	Khadija Hassan	LAW

ANNEX 3: CHECKLIST REPORTING ON CEDAW

Article (s)	Critical questions to answer when reporting
Article 1: Definition of discrimination	1.1. Has the definition of discrimination as given in Article 1 of the CEDAW Convention been incorporated into the Constitution and laws of your country? 1.2. Do the laws of the land also address both direct and indirect discrimination?
Article 2: Policy measures to be undertaken to eliminate discrimination	2.1. Has the government legally provided for the principles of substantive equality and non-discrimination of the CEDAW Convention to be incorporated into domestic laws at the national level? 2.2. Is the CEDAW Convention applicable in the courts? 2.3. Has any of the provisions of the CEDAW Convention been directly invoked in domestic courts to gain equal rights for women? Is there case law? 2.3. Are lawyers and advocates able to directly cite the CEDAW Convention in court? 2.4. Are there national laws that conflict with the CEDAW Convention? 2.5. Where there is a conflict between national laws and the CEDAW Convention, which one supersedes? 3. What measures, if any, has the government undertaken to ensure the practical realization of these principles of equality and non-discrimination? 2.6. Are there provisions to ensure that non-State actors, such as individuals, also comply with these rights and principles? 2.7. Are there competent and sensitised tribunals to hear such cases? 2.8. Have all relevant government officers in all sectors as well as the judiciary and relevant legal personnel been trained to carry out their obligations under the CEDAW Convention? 2.9. Are there specific sanctions for discrimination on the basis of gender included in the domestic legislation? 2.10. Has any other appropriate legislation been enacted to make discriminatory acts in the public and private sectors actionable? 2.11. Such legislation could take the form of an Equal Opportunities Act or an Anti-Sex Discrimination Act. 2.12. What sanctions are in place for discrimination against women by the private sector or public sector? 2.13. What steps have been taken by the government to ensure that women are informed about their rights? 2.14. What legal remedies are available to women who have been discriminated against or have their rights violated? 2.15. Are the remedies also available to women whose perpetrators are from the private sector or public sector? 2.16. Are there specific institutions and procedures laid out in order for women to have access to the remedies such as Office of the Ombudsman or special tribunals? 2.17. If these institutions and procedures are in place, how effective are they in addressing the violations and providing the remedies? 2.18. Has an inter-sectorial monitoring mechanism been established to gather data on compliance with the obligations under the CEDAW Convention? 2.19. Are there assessments carried out to measure the effectiveness of laws and policies that are meant to promote women's equality?
Article 3: Guarantees basic human rights and fundamental freedoms, on an equal basis with men	3.1 Has the government created national machineries which address the development of women, create equal opportunities for women and ensure women's equal access and results to those opportunities? 3.2. If so, what kinds of machineries have been created? 3.3. What are the competence and mandate of these machineries?

- 3.4. What is the level of coordination with other institutional machineries?
- 3.5. What level of progress has been achieved in addressing the development and advancement of women in your country in all spheres i.e. political, economic, social and cultural?
- 3.6. Can these machineries be more effective?
- 3.7. Have the national development plans in your country addressed women's development and advancement on a scale that is representative of the women's population in your country?
- 3.8. In the national development plans, has the government incorporated macro-economic and social policies that will ensure women's access and enjoyment to overall economic and social development?
- 3.9. What percentage of the budget in the national development plans is geared towards the goals for the development and advancement of women?
- 3.10. Did the development of these national plans utilize the definition as provided for in Article 1 of the CEDAW Convention in ensuring that the plans do not discriminate against women, either directly or indirectly?
- 3.11. Do the national development plans include specific provisions for specific groups of women in your country including rural women, indigenous women, disabled women, migrant women, minority women and marginalised women in your country?
- 3.12. Are there any monitoring systems in place to evaluate the implementation of the national development plans in relation to women's development?
- 3.13. Are there mechanisms in place to address the shortfall of the national development plans implementation especially in relation to women's development?
- 3.14. How are the women in your country affected by the World Trade Organisation's (WTO) agreements?
- 3.15. Have there been any assessments on the impact of these agreements on the rights of women in your country?
- 3.16. Is there adequate data to assess progress made in the implementation of the CEDAW such as data disaggregated by sex, by ethnicity and other relevant variables?
- 3.17. Aside from that; is there data collected to identify obstacles to the achievement of de facto rights for women and to assess the effects of laws and policies on women?
- 3.18. Is there a plan for implementation of the CEDAW Convention that sets out benchmarks for progress?
- 3.19. Are there plans for special programmes to enable women to access rights given in the law, or plans that delineate responsibility, identify inter-sectorial cooperation, allocate budgets and integrate capacity building measures for the implementers?
- 3.20. Are these integrated into the mainstream national development plans?
- 3.21. Has the government involved NGOs in planning any of the above?

	<p>3.22. Does the government/state party report mention specific commitments and institutional arrangements for implementation of the Beijing Platform for Action that includes accountability to NGOs?</p> <p>3.23.What is your analysis of the efficiency or effectiveness of state machinery or national institutions meant to promote human rights in general and women’s rights in particular?</p> <p>3.24.What are your recommendations for government action under each of the issues or problems you have identified?</p>
<p>Article 4: Temporary special measures to achieve equality</p>	<p>4.1. Has the government taken any temporary special measures to improve specific situation of women in your country that would bring them closer to experiencing equality with men, i.e. the implementation of affirmative action policies in education, decision-making participation?</p> <p>4.1.2. Are the temporary special measures limited to the public sector or are they also extended to be applicable in the private sector as well?</p> <p>4.1.3. Are there specific temporary special measures that address specific groups of women such as rural women, indigenous women, disabled women, migrant women, minority women and marginalised women in your country?</p> <p>4.1.4.Are there mechanisms in place to monitor the implementation of temporary special measures and to measure their progress in accelerating de facto equality for women in your country?</p>
<p>Article 5: Sex roles and stereotyping</p>	<p>5.1. What did the government do to overcome negative perceptions of women and stereotyping of their roles within the family and the society?</p> <p>5.1.2.What are they implementing to change prevailing mind-sets among the population?</p> <p>5.1.3. How have gender equality campaigns address the issue of stereotyping of women and men and the roles that they play within the family and the society?</p> <p>5.1.4.Is there political will by the government and other related institutions and organisations in overcoming cultural and religious obstacles to women’s equality? If so, how is this shown?</p> <p>5.1.5.What concrete actions are taken by the government to eliminate harmful traditional practices?</p> <p>5.1.6. Initiatives to raise awareness on harmful traditional practices are critical but not sufficient to change harmful cultural and religious practices.</p> <p>5.1.7.Has the government taken steps to put in place relevant laws and legislations to eliminate these harmful practices?</p>
<p>Questions for Articles 6 - 16</p> <p>Article 6: Trafficking and Prostitution</p> <p>Article 7: Political and Public Life</p>	<p>1. What issues and rights are raised in the CEDAW Convention article?</p> <p>2.What is the government obligated to do to ensure that right?</p> <p>3. What is the status of that right in your country?</p> <p>4. Has the government acknowledged these issues/problems in their report to CEDAW? If so, how has it presented these issues/problems and are you in agreement in relation to?</p>

Article 8: Participation at the International Level	5. Prevalence and magnitude of the problem
Article 9: Nationality	6. Contributing factors - immediate, historical, systemic, etc.
Article 10: Equality in Education	7. Effects on women
Article 11: Employment	7. What does the government say should be done to address the problems and what does it say it is already doing? What is your analysis of this with regard to:
Article 12: Healthcare and Family Planning	8. Appropriateness of what the government says should be done?
Article 13: Economic and Social Benefits	9. Effectiveness of what the government is doing. Are there statistics or evidence of the scale or the effectiveness of government action? Does the government monitor its own actions?
Article 14: Rural Women	10. If in your opinion the government's actions are not effective, what are the contributory factors?
Article 15: Equality before the Law	11. Is there evidence in the report that the government is taking steps to implement what it says should be done?
Article 16: Marriage and Family Law	12. Have the relevant actors been identified?
	13. Is there an allocation of adequate resources?
	14. Are there laws or policies to mandate the action?
	15. Are there institutional arrangements to facilitate the action?
	16. Are relevant personnel being trained?
	17. Is there a public awareness programme?
	18. Is there a plan for support services if needed?
	19. For countries presenting periodic reports, what action has the government taken to follow-up on the Concluding Comments made by the CEDAW Committee in relation to this right at the previous state party report review?
	20. What are your recommendations for government action under each of the issue(s) or problems(s) that have been identified?

ANNEX 4: DRAFT TERMS OF REFERENCE FOR THE SOMALIA CEDAW TECHNICAL ADVOCACY COMMITTEE

Established by Representatives of Government Directors from various Line Ministries, during the 3 days comprehensive CEDAW Training in Djibouti from 15th to 17th August 2015.

Background

Decades of conflict in Somalia, insecurity, environmental shocks, lack of rule and law and civil service has meant that women are at risk on all violations against women, Somalia Federal Government is facing challenges and need support for the international conventions and laws to protect the rights of Women.

Since the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) is the most important human rights treaty for women, States parties are legally obliged, firstly, to eliminate all forms of discrimination against women in all areas of life, and, secondly, to ensure women's full development and advancement in order that they can exercise and enjoy their human rights and fundamental freedoms in the same way as men.

CEDAW establishes a human rights framework for the application of quotas to attain and maintain gender balance in public and political spheres, while lobbying for their utilization or while evaluating the results of existing Somali National system.

Therefore, the MoWHRD of the Federal Government of Somalia is mandated to promote gender equality and women's empowerment by ensuring that it is mainstreamed across the government and to advocate for the legislation and implementation of laws, policies and actions as mandated by the CEDAW. The Ministry concluded a technical capacity building training for about 28 Directors and technical staff of 19 government lines ministries and government institutions from the Federal Government of Somalia.

These include:

- Ministry of Women and Human Rights Development
- Ministry of Finance
- Ministry of Commerce
- Ministry of Transport & Civil Aviation
- Ministry of Information
- Ministry of Ports
- Ministry of High Education
- Ministry of Labour
- Ministry of Religion and Endowment
- Ministry of Youth and Sports
- Ministry of Health
- Ministry of Justice
- Ministry of Livestock, Forests and Range
- Ministry of Fisheries
- Ministry of Planning
- Ministry of National Security
- Election Commission
- Civil Servant Commission
- Fishery Commission

One of the key outcomes of the capacity building training was the establishment of the Somali CEDAW Technical Advocacy Committee, with representation and members of the directors from the above mentioned line Ministries.

The Purpose, Aim and Objective of the Somali CEDAW Technical Advocacy Committee

a. The Purpose:

The Purpose of establishing the Somali CEDAW Technical Advocacy Committee is to sustain commitment made by the Federal Government of Somalia from the 19 government Ministries and

Institutions mentioned above in leading on advocacy and technical support towards the ratification and full implementation of CEDAW in Somalia.

b. The Aim:

The Somalia CEDAW Technical Advocacy Committee aims at better coordinating the technical engagement with Government Ministries, Institution, and policy makers, with evidence and knowledge based advocacy and dialogues for the speedy ratification and full implementation of the Convention.

c. Objectives:

- To educate to the Somali government and partners on CEDAW.
- To follow up on the agreed road map by all government line Ministries and institutions on the ratification, implementation and reporting processes of CEDAW.
- To jointly share technical knowledge by all line ministries trained, that can be systemically packaged for community education, consultations, and broader engagement for the elimination of direct and indirect discrimination.
- To lead a joint advocacy campaign with all duty bearers and right holders on the needed support to promote the comprehensive rights of women and girls in Somalia.

Roles and Responsibilities

- Lead in educating the rest of the Somali population and policy makers on CEDAW.
- Lead in advocacy for the speedy ratification of CEDAW and its optional protocol, and ensuring its full implementation based on the National Implementation plan of CEDAW.
- Hold monthly advocacy forums and meetings to track the progress made on the planed ratification road map and implementation plan
- Hold joint stakeholders forums to popularize CEDAW
- Ensure that all the 16 substantive articles of CEDAW are acted on and reported by each line ministry and institution
- Encourage NGOs to start focusing their development and humanitarian interventions with full integration of the CEDAW Provisions.
- Hold joint reviews on the implementation of the ratification road map and implementation plan on CEDAW and its optional protocol.
- Provide technical guidance to their respective ministries, partners and institutions on the full implementation of CEDAW in their respective plans and reporting.

Leadership

The MoWHRD will be the lead coordinating Ministry, with the Deputy Minister as the chair of the Committee. The deputy minister will chair on the Committee's meetings and give direction in consultation with the Directors of the various related line ministries in the advocacy agenda and implementation of the ratification road map and plan. The Ministry of Foreign Affairs is proposed to co-chair the committee.

Membership

The Somali Technical Committee will be represented by the various line ministries trained and in addition the Ministry of Foreign Affairs

Observers

Internal agencies such as the United Nations may be invited as observers, particularly UNFPA, UNWOEMN, the Human Rights Section of UNSOM and AMISOM

Somalia CEDAW Secretariat

A CEDAW secretariat shall be established which will be mandated to initiate agenda's for all meetings, share information, reports, call meetings, do minutes, and share advocacy tools and packages. The secretariat will organize trainings and other advocacy forums in consultation with the Chair and members of the committee. The Director of Women Affairs at MoWHRD will be the lead focal point for this secretariat.

Meeting Schedules

The committee meetings to be held on every last Sunday of the month.

Expected Deliverables of the Somalia CEDAW Technical Advocacy Committee

- Enhanced technical knowledge on the provisions of the convention and expected roles of each related line ministry and institution
- Clear collective roadmap/advocacy plan on the ratification process of the convention successfully implemented
- A results and evidenced based advocacy campaign on CEDAW implemented
- Popularization of the convention in the country, including the communities enhanced
- Wide national and international media coverage on the commitment of Somalia in ratifying and implementing the CEDAW.

Monitoring, Evaluation and Reporting

The committee with the overall coordination of MoWHRD will be responsible for monitoring and evaluating activities and progress towards each Article of the CEDAW and its general recommendations.

ANNEX 5: CEDAW ALIGNMENT WITH NEW DEAL COMPACT

CEDAW Article	PSGs
Article 1: Definition of Discrimination against Women	All PSGs
Article 2: Obligation to Eliminate Discrimination	PSG1
Article 3: Equality (The Development and Advancement of Women)	PSG3
Article 4: Temporary Special Measures (Acceleration of Equality between Men and Women)	All PSGs
Article 5: Prejudice (Sex Roles and Stereotyping)	PSG5
Article 6: Trafficking (Suppression of the Exploitation of Women)	PSGs 2, 3, 5
Article 7: Equality in Political and Public Life	PSG 1, 4, 5
Article 8: International work (International representation and participation)	PSG 5

Article 9: Nationality	PSG 5
Article 10: Equality in Access to Education continues	PSG 5
Article 11: Employment	PSG5
Article 12: Equality in Access to Health Care	PSG3 5
Article 13:Economic and Social Life	PSG, 4, 5
Article 14: Rural Women	PSG 5
Article 15: Equality before the Law and in Civil Matters	PSG 3
Article 16: Equality in Marriage and Family Law	PSG 3, 5

ANNEX 6: CEDAW IMPLEMENTATION PLAN

Article 1: Definition of Discrimination against Women									
<p><u>Indicators:</u></p> <ol style="list-style-type: none"> 1. Identification of Somali laws which are not compliant with CEDAW definition of discrimination 2. Number of public consultations organized on CEDAW definition of discrimination and legal reform 									
<p><u>Baseline:</u></p> <ol style="list-style-type: none"> 1. To be determined by assessment 2. Zero 									
<p><u>Target:</u></p> <ol style="list-style-type: none"> 1. Provisions of Somali laws which are not compliant are revised 2. 15 by the end of 2016 									
	Detailed description of activities, including M&E activities associated with this work plan.	Lead Ministry					Approximate Budget	Other partners	
			Y1	Y2	Y3	Y4			
Activity 1.1: Legal review			MOWHRD					300,000	
Sub-Activities									
1.1.1 Confirm whether definition of discrimination under CEDAW is compliant with Sharia law								20,000	
1.1.2 Identify Somali laws which are compliant with CEDAW's definition of discrimination								50,000	
1.1.3 Identify Somali laws which are not compliant with CEDAW's definition of discrimination								30,000	
1.1.4 Propose revision of Somali laws which are not compliant with CEDAW's discrimination								200,000	

Activity 1.2: Advocacy on legal reform							580,000	
Sub-Activities								
1.2.1 Public Consultations							80,000	
1.2.2 Media and Advocacy							100,000	
1.2.3 Capacity building+B64							400,000	
Article 2: Obligation to Eliminate Discrimination								
<u>Indicators:</u> Enactment of laws which ensure protection of women's rights in accordance with CEDAW and Sharia Law								
<u>Baseline:</u> Sexual Offences Bill and Citizenship Bill are drafted (2015)								
<u>Target:</u> Sexual Offences Bill, FGM Bill and Citizenship Bill are enacted and fully implemented								
Detailed description of activities, including M&E activities associated with this work plan.	Lead Ministry					Approximate Budget	Other partners	
		Y1	Y2	Y3	Y4			
Activity 2.1: Legal reform to ensure protection of women's rights		MOWHRD					720,000	
Sub-Activities								
2.1.1 Abolish laws which discriminate women subject to Sharia law							20,000	
2.1.2 Enact laws which prevent discrimination and protect women subject to Sharia Law for example, FGM Bill, Sexual Offences Bill, Citizenship Bill							400,000	
2.1.3 Identify and take all appropriate measures to stop discrimination against women and protect women's rights							300,000	
Article 3: Equality								
<u>Indicators:</u> 1. Number of women trained on different skills 2. Number of women reached through media programs on gender equality								
<u>Baseline:</u> To be determined by the assessment								

Target:								
1. At least 150,000 trained on different skills								
2. One million women reached through media programs on gender equality								
Detailed description of activities, including M&E activities associated with this work plan.	Lead Ministry					Approximate Budget	Other partners	
		Y1	Y2	Y3	Y4			
Activity 3.1: Capacity Building	MOWHR	X	X	X	X	1,976,000	MOE, MOI	
Sub-Activities								
3.1.1 Training on technical and vocational skills (18schools one each region)						720,000		
3.1.2 Informal literacy programs for rural women (8 Centers)						128,000		
3.1.3 Special trainings in leadership, management, IT, resource mobilization and campaigning to be very competent in all spheres of life (16 trainings)						128,000		
3.1.4 Train on enterprise development and management (30 trainings)						300,000		
3.1.5 Train on human rights in Islamic context (20 trainings)						200,000		
3.1.6 Establish skilled mobile teams for pastoralists (women)- for education						500,000		
Activity 3.2: Access to information	MOWHR	X	X	X	X	1,420,000	MOI	
Sub-Activities								
3.2.1 Establish women's forums to understand their basic rights (4 forums)						200,000		
3.2.2 Conduct sensitization programs in rural and urban areas using media						400,00		
3.2.3 Establish women's information exchange between regions of Somalia (10 exchange visit)						350,000		
3.2.4 Educate women on their basic rights (health, education, political, social, security)						100,000		
3.2.5 Disseminate simplified information booklets (clarifying their basic rights)						50,000		

	3.2.6 Establish regional and district based information centers for women victims						320,000	
Article 4: Temporary Special Measures								
<u>Indicators:</u> Number of temporary special measures introduced and implemented for health, education, employment, political participation and decision making process								
<u>Baseline:</u> None (TBC)								
<u>Target:</u> One each for health, education, employment, political participation and decision making								
	Detailed description of activities, including M&E activities associated with this work plan.	Lead Ministry					Approximate Budget	Other partners
			Y1	Y2	Y3	Y4		
Activity 4.1: Legal process to introduce temporary special measures		MOWHRD					170,000	
Sub-Activities								
	4.1.1 Draft and publish a Presidential Decree with the agreement of Parliament which prohibits the discrimination of women subject to Islamic law and states commitment to adopt provisions of CEDAW and enact nondiscriminatory laws which protect the rights of women.						20,000	
	4.1.2 Ratification process at international level and national level to commence immediately as a high priority for the Somali government						100,000	
	4.1.3 Introduce any other special measures to improve health care services, education, employment, political participation and decision making processes						50,000	
Article 5: Prejudice (Sex and Stereotyping)								
<u>Indicators:</u> Number of young girls in school age who are reached through different empowerment programs								
<u>Baseline:</u> To be determined by specific research on the cultural stereotyping in Somalia								
<u>Target:</u> 500,000 (TBC)								
	Detailed description of activities, including M&E activities associated with this work plan.	Lead Ministry					Approximate Budget	Other partners
			Y1	Y2	Y3	Y4		

Activity 5.1: Sensitization and Public Education		MOWHR	X	X	X	X	1,190,000	MOYS, MOI
Sub-Activities								
5.1.1 Incorporate women's talents in the education curriculum							650,000	
5.1.2 Establish sports clubs for girls based Islamic context							250,000	
5.1.3 Provide technical orientation and career development for women							130,000	
5.1.4 Carry out media programs for public sensitization							160,000	
5.1.5 Organize women role models in motivating young girls							100,000	
Article 6: Trafficking								
<u>Indicators:</u> Existence of legal framework to prevent trafficking in persons, especially women and girls								
<u>Baseline:</u> None (TBC)								
<u>Target:</u> Policy/Bill to prevent trafficking in persons, especially women and girls, is enacted and implemented								
Detailed description of activities, including M&E activities associated with this work plan.	Lead Ministry					Approximate Budget	Other partners	
		Y1	Y2	Y3	Y4			
Activity 6.1: Enactment of laws to prevent trafficking	MOWHRD					100,000		
Sub-Activities						100,000		
6.1.1 Draft and enact laws to prevent and prohibit trafficking and prostitution note SOB has provisions on sex trafficking								
Article 7: Equality in Political and Public Life								
<u>Indicators:</u> 1: Proportion of women & men in provisional/transitional governing bodies 2: Proportion of women in the Constituent Assembly, constitution drafting committees and popular consultations 3: Proportion of women/men in political candidate lists 4: Proportion of Women and Men in Independent Commissions 5: Number of men and women appointed as speaker of House and the deputies 6: Percentage of women and men in the national army ranks								

Baseline:							
1: Women's Proportion & Participation in Political seats is currently below 13%							
2: to be added							
3. to be added							
4. to be added							
5. to be added							
6. to be added							
Target:							
1. Increase the proportion of Women in Political & Public lives at least 30%							
2. at least 30% (TBC)							
3. at least 30% (TBC)							
4. at least 30% (TBC)							
5. TBC							
6. At least 10% (TBC)							
Detailed description of activities, including M&E activities associated with this work plan.	Lead Ministry					Approximate Budget	Other partners
		Y1	Y2	Y3	Y4		
Activity 7.1: Increase Women's Participation in Political & Public Lives						400,000	
Sub-Activities							
7.1.1: Introduce 30% Quota to increase Women's Proportion in all the levels of Political & Public Lives indicated in the Constitution	Ministry of Constitution & MoW&HRD		X			100,000	CIVIL SOCIETY, UN AGENCIES, NGOs, TRADITIONAL ELDERS
7.1.2: Encourage Women's Participation in Political seats through sensitization & Training in Leadership Skills	MoW&HRD, Ministry of Information	X	X	X	X	300,000	UN Agencies, NGOs, AMISOM
Activity 7.2: Women's Economic Empowerment						3,000,000	
Sub-Activities							
7.2.1: Establish Micro & Macro Economic Schemes, Loans for Rural & Urban poor women	Ministry of Commerce		X		X	1,500,000,000	UN Agencies, NGOs
7.2.2: Establish Literacy Classes for Women	Ministry of Education	X	X	X	X	1,000,000	UN AGENCIES, NGOS

7.2.3: Increase employment quota for Women in all Public & non-public Offices	Ministry of Labor, Civil Society Commission	X	X	X	X	500,000	UN AGENCIES, NGOs
Activity 7.3: Legal framework to ensure women's political participation	MOWHRD					230,000	
Sub-Activities							
7.3.1 Implement provisions of Constitution which mandate for the full political participation of women and public life of women not restricted						150,000	
7.3.2 Ensure women's rights are included in the Political Parties Bill						80,000	
Article 8: International Work (International representation and participation)							
<u>Indicators:</u> Proportion of women/men employed in the government							
<u>Baseline:</u> Ministers-22 men and Ladies -3, Deputy Ministers -2 ladies, 23 men, DG - 24 men -1 Ladies, Ambassadors -23 Men -2 ladies							
<u>Target:</u> 30% given quota to be achieved at all levels including Governments, and International Representation							
Detailed description of activities, including M&E activities associated with this work plan.	Lead Ministry	Y1	Y2	Y3	Y4	Approximate Budget	Other partners
Activity 8.1: Women empowerment	MOWHD					1,010,000	
Sub-Activities		X	X	X	X		MOY/MOICT/M OFA/MOPIC/M OF/MOED
8.1.1 To create opportunities for all training for women and also youth for international representations and negotiations.		x	x	x	x	360,000	
8.1.2 participation of Women and youth in political/decision making activities at the local and international levels, legislation/laws to be put in place						200,000	
8.1.3 Awareness raising for women, men and youth on international human rights Laws e.g. CEDAW and exchange programs with other countries						300,000	
8.1.4 M & E - Work plans and quarterly review meetings						150,000	

Activity 8.2: Increase women's participating at international level		MOWHD					530,000	
Sub-Activities								MOE/MOL/MOI CT/MOFI/
8.2.1 to provide opportunities for women and youth participation in international meetings and conferences							140,000	
8.2.2 to provide the international opportunities for education (Scholarships) to the women and youth, (such degree, master)							340,000	
8.2.3 encourage the rate of getting opportunities for job to the international level (INGO)							50,000	
Activity 8.3: Provide sports activities for women and youth		MOYS/MO WHD					350,000	
Sub-Activities								MOY
8.3.1 to encourage women and youth sports e.g. trainings for women and youth coaches for basketball, football etc.							100,000	
8.3.2 encourage participation in international sports							200,000	
8.3.3 M & E - Work plans and quarterly review meetings							150,000	
Article 9: Nationality								
<u>Indicators:</u> Existence of Citizenship Amendment Bill in compliant with CEDAW								
<u>Baseline:</u> Citizenship Amendment Bill is drafted								
<u>Target:</u> Citizenship Amendment Bill in compliant with CEDAW is enacted and implemented								
Detailed description of activities, including M&E activities associated with this work plan.		Lead Ministry	Y1	Y2	Y3	Y4	Approximate Budget	Other partners
Activity 9.1: Citizenship Amendment Bill		MOWHRD					230,000	
Sub-Activities								
9.1.1 Support public consultations on the Citizenship Amendment Bill							60,000	
9.1.2 Ensure Citizenship Amendment Bill is compliant with CEDAW							170,000	
Article 10: Equality in Education								

Indicators: 1. Percentage of women and girls enrolled in institutions of learning 2. Number of policies established that enhance equality in education							
Baseline: 1. 55% of women and girls are currently enrolled in institutions of learning in Somalia. More enrolment in urban than rural areas 2. None (TBC)							
Target: 1. 100% of women and girls enroll in institutions of learning in Somalia 2. One (TBC)							
Detailed description of activities, including M&E activities associated with this work plan.	Lead Ministry					Approximate Budget	Other partners
		Y1	Y2	Y3	Y4		
Activity 10.1: Advocacy and policies for enrolment of women and girls in institutions of learning						350,000	
Sub-Activities							
10.1.1 Conduct campaigns promoting equality in education using the media like TV, radio, newspapers etc.	MoE	x	x	x	x	150,000	Humanitarian orgs
10.1.2 Establish policies that enhance equality in education	MoE	x	x			200,000	Humanitarian orgs
Activity 10.2: Provide equal access to education for all						2,900,000	
Sub-Activities		x	x	x	x		
10.2.1 Free primary education for all learners including provision of teaching and learning materials	MoE	x	x	x	x	2,000,000	Humanitarian orgs
10.2.2 Provide transportation for primary school learners to and fro school as incentive for their safety	MoE	x	x	x	x	450,000	Humanitarian orgs
10.2.3 Establish adult literacy education institutions	MoE, MOYS	x	x	x	x	450,000	Humanitarian orgs
Article 11: Employment							
Indicators: Percentage of women employed in the public sector							
Baseline: 25% women employed in all the ministries of the Federal Government. Currently women are entitled to two months maternity leave before delivery and two months after delivery, and two hours per day for breast feeding until the child turns two years.							

Target: 50% women employed in all the ministries of the Federal Government							
Detailed description of activities, including M&E activities associated with this work plan.	Lead Ministry					Approximate Budget	Other partners
		Y1	Y2	Y3	Y4		
Activity 11.1:						810,000	
Sub-Activities							
11.1.1 Skills training for 50% women and 30% in the civil service trained to enhance their skills	MOYS	X	X	X	X	160,000	
11.1.2 Recruitment of women from all communities in Somalia, at least 50% women in the public sector	All Ministries	X	X	X	X	650,000	
Activity 11.2:	MOWHRD					350,000	
Sub-Activities						100,000	
11.2.1 Review the employment laws						50,000	
11.2.2 Revise and update the employment laws in compliance with CEDAW						200,000	
11.2.3 Implement employment laws in compliance with CEDAW							
Article 12: Health Care and Family Planning							
Indicators: Percentage of women, girls, boys and men accessing health care							
Baseline: 30% of women, girls, boys and men have access to health care. NB: 3) Somali law is compliant with Sharia law. Any activity that is contrary to Sharia law is not acceptable. The basis is Sharia law. Currently vaccination is free to children below 5.							
Target: 100%							
Detailed description of activities, including M&E activities associated with this work plan.	Lead Ministry					Approximate Budget	Other partners
		Y1	Y2	Y3	Y4		
Activity 12.1: Health Service Provision						8,500,000	
Sub-Activities							
12.1.1 Provision of free health care for all people in Somalia	Ministry of Health, Ministry of Planning	X	X	X	X	4,500,000	All stakeholders

12.1.2 Establish at least 15 health care institutions each year for four years	Ministry of Health, Ministry of Planning	X	X	X	X	3,500,000	All stakeholders
12.1.3 Rehabilitation of existing sports centers targeting the youth for their well-being	MOYS	X	X	X	X	500,000	All stakeholders
Article 13: Economic and Social Benefits							
Indicators: Percentage of people accessing economic and social benefits (disaggregated by sex, age and locations)							
Baseline: Currently, there is pension scheme which the Government is in the process of implementing. Currently there are no obstacles to women accessing economic benefits.							
Target: 10%							
Detailed description of activities, including M&E activities associated with this work plan.	Lead Ministry					Approximate Budget	Other partners
		Y1	Y2	Y3	Y4		
Activity 13.1:						650,000	
Sub-Activities							
13.1.1 Implement the social benefits scheme in place so that all people have access to the social benefits	Ministry of Labor, MOYS	X	X	X	X	200,000	All stakeholders
13.1.2 Establish skills training centers especially for the youth who make 81% of the population	Ministry of Labor, MOYS	X	X	X	X	350,000	All stakeholders
13.1.3 Do market analysis and establish resource centers for the youth	Ministry of Labor, MOYS	X	X	X	X	100,000	All stakeholders
Article 14: Rural Women							
<u>Indicators:</u> Percentage of rural women in the target locations reached by comprehensive support programs							
<u>Baseline:</u> To be confirmed by situational analysis on rural women							

Target:

80% of women in 40 villages reached by 2019

Detailed description of activities, including M&E activities associated with this work plan.	Lead Ministry					Approximate Budget	Other partners
		Y1	Y2	Y3	Y4		
Activity 14.1: Access to education (formal, information and skills)	MOWHR	X	X	X	X	3,300,000	MOE, MOA
Sub-Activities							
14.1.1 Establish mobile schools for pastoralists and fixed schools for agricultural setting						1,000,000	
14.1.2 Sensitization on human rights in compliance with Islamic principles						100,000	
14.1.3 Establish small businesses (rural industries, village markets)						850,000	
14.1.4 Establish women's cooperatives under rural micro financing						150,000	
14.1.4 Create rural based women forums in discussing their needs and life challenges						100,000	
14.1.5 Establish women village committees						50,000	
14.1.6 Support women on their basic needs (water, shelter, food, clothing, books, etc.)						980,000	
14.1.7 Train rural women on human rights, leadership, financial management, etc.						100,000	
Article 15: Equality before the Law and Civil Matters							
Indicators: Number of women reached by legal education on human rights							
Baseline: TBC							
Target: One million (TBC)							
Detailed description of activities, including M&E activities associated with this work plan.	Lead Ministry					Approximate Budget	Other partners
		Y1	Y2	Y3	Y4		
Activity 15.1: Legal Sensitization and Education	MOWHRD						
Sub-Activities							

15.1.1 Review and update all laws to ensure equality before the law engage the religious leaders						20,000	
15.1.2 Education on rights of Muslim women on capacity to contract						150,000	
15.1.3 Capacity building for Muslim women to know their rights						200,000	
Article 16: Equality in Marriage and Family Law (Reservation for the whole article? To be discussed)							
<u>Indicators:</u> Existence of family law in accordance with Sharia Law and CEDAW							
<u>Baseline:</u> TBC							
<u>Target:</u> Family law is updated in accordance with Sharia Law and CEDAW							
Detailed description of activities, including M&E activities associated with this work plan.	Lead Ministry					Approximate Budget	Other partners
		Y1	Y2	Y3	Y4		
Activity 16.1: Legal Framework Review	MOWHRD					180,000	
Sub-Activities							
16.1.1 Review and update family laws in compliance with Sharia law and CEDAW art.16 (1) (a), (b) € (g) (h) and art. 16 (2) (no reservations on these articles) domestic violence as a matter of priority						50,000	
16.1.2 Draft reservations for arts. 16 1 (c) (d) (f)						30,000	
16.1.3 Ensure the rights of children are fully protected under family laws especially regarding adoption, guardianship, ward ship etc.						100,000	

ANNEX 7: CEDAW ROADMAP FOR IMPLEMENTATION

Roadmap for CEDAW Ratification

1. Strategy

2. Calendar

Required Actions	2015					2016				Lead Implementing partners	Responsible supporting partner	To be funded by	
	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr				
Mentor Somali CEDAW Technical Advocacy Committee on further advocacy for the ratification of CEDAW	✓										MoWHRD and CEDAW Technical Advocacy Committee	LAW to provide the needed technical support	Funded by UNFPA within the AWP of LAW
Update CEDAW Articles and its ratification process briefing tool in both English and Somali	✓	✓									MoWHRD and CEDAW Technical Advocacy Committee	LAW to update the toolkit	Funded by UNFPA within the AWP of LAW
Disseminate widely CEDAW in Somali language	✓	✓		✓	✓	✓	✓	✓	✓	✓	MoW&HRD and CEDAW Technical Advocacy Committee	Civil Society Organizations and Local partners	Funded UNFPA under the AWP of MoWHRD
Develop a comprehensive advocacy brief in both English and Somali on the		✓									MoWHRD MoW&HRD and CEDAW	LAW to support a consultative process in the development	Funded by UNFPA under LAW's AWP

ratification process of CEDAW and its benefits to the country in compliance with Sharia law										Technical Advocacy Committee	of the advocacy package and consolidate for the endorsement of MoWHRDA and CEDAW Technical Advocacy Committee	
Publish/disseminate a comprehensive advocacy brief in both English and Somali on the ratification process of CEDAW and its benefits to the country in compliance with Sharia law (both in English and the Somali language)	✓	✓	✓	✓	✓	✓	✓	✓	✓	MowHRD and CEDAW Advocacy Committee	MoWHRD	Funded by UNFPA within the AWP OF MoWHRD
Discuss with UNFPA and UNW at HQ for further technical support on the ratification process. UNFPA may lead on this in consultation with the Ministry, UNWOMEN and the CEDAW Technical Advocacy committee		✓	✓							MowHRD and CEDAW Advocacy Committee	UNFPA in consultation with UNWOMEN	UNFPA will contact their colleagues at the Gender branch in NY for further guide and consultation with UNWOMEN

Facilitate technical dialogue sessions with Parliamentarian on the ratification of CEDAW		✓	✓							MowHRD and CEDAW Advocacy Committee	Technical support to be provided by LAW	With funds from UNFPA
Facilitate SECOND technical dialogue sessions with Parliamentarian on the ratification of CEDAW						✓	✓			1MowHRD and CEDAW Advocacy Committee	Technical support to be provided by LAW	With funds from UNFPA and possibly UNWOMEN and UNDP
1. Draft international CEDAW Ratification instruments in compliance with Sharia law (Signature of CEDAW, Ratification or Accession Instruments of CEDAW)		✓	✓							MoWHRD and the CEDAW Technical Advocacy Committee	LAW	
2. Obtain Parliamentary approval for a national Bill to ratify CEDAW in compliance with Sharia law (this Bill or Presidential		✓	✓	✓	✓					MoWHRD and the CEDAW Technical Advocacy Committee	LAW to provide technical support	UNFPA UNWOMEN and UNDP to confirm

Decree would serve as a ratification tool; as well as, prohibit all forms of discrimination against Somali women with immediate effect thus giving protection to women whilst new non-discriminatory national Somali laws are gradually being enacted)												
3. Deposit CEDAW Ratification documents in compliance with Sharia law at UN HQ				✓	✓							
4. Conduct a comprehensive review and produce a report on whether existing Somali laws are in compliance with Sharia law and CEDAW. In		✓	✓	✓						MoWHRD		UNFPA will fund this within the AWP of MOWHRD

particular, Civil laws, Marriage and Family Laws, Employment Laws, Political and Public service laws etc. Propose amendments as may be necessary to existing Somali laws.												
5. Capacity building and training programs for the ratification of CEDAW (for Somali government (parliament, executive, and judiciary), Somali law enforcement, Somali legal aid providers, Somali lawyers, Somali civil society, especially women's groups, and Somali media		✓	✓	✓						MoWHRD and the CEDAW Technical Advocacy Committee	LAW to provide technical support	UNFPA funds within the AWP of MoWHRD and LAW