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## **HUMAN CAPITAL DEVELOPMENT MECHANISM FOR SOMALIA**

HERITAGE INSTITUTE FOR POLICY STUDIES / CITY UNIVERSITY

Mogadishu, Somalia



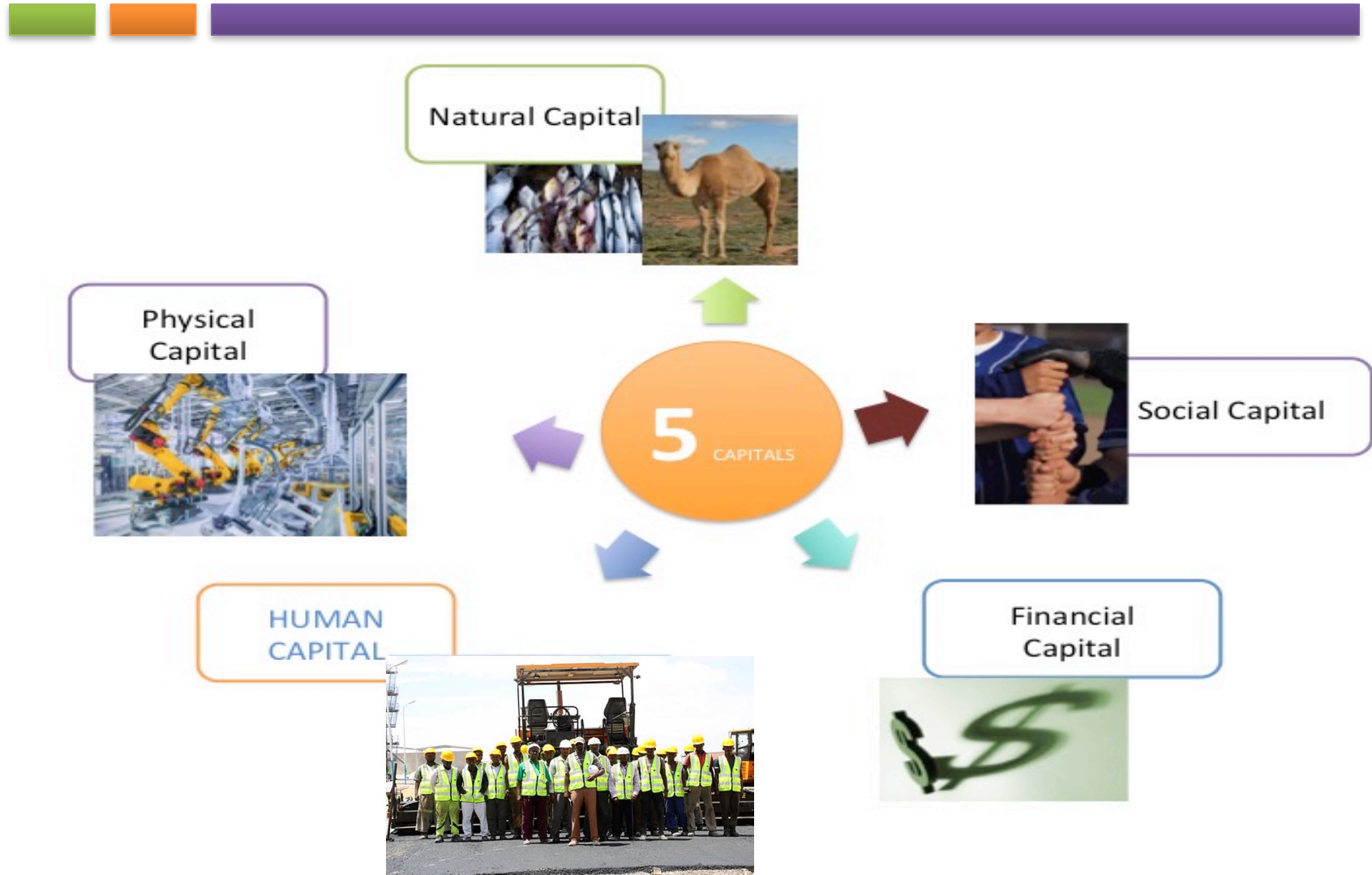
# Background



Somalia is blessed with large stocks of natural resources such as the longest coastline in all of Africa, which remains largely undeveloped; deposits of petroleum, precious metals and minerals; as well Somali's are known for their rich history of rearing and trading livestock.

Yet more critical than these natural resources, greater than all of these combined, a precursor to any meaningful development and by far the largest and most promising force for future growth are the people – Somali's themselves.

# The Five Core Capitals that Shapes any Economy

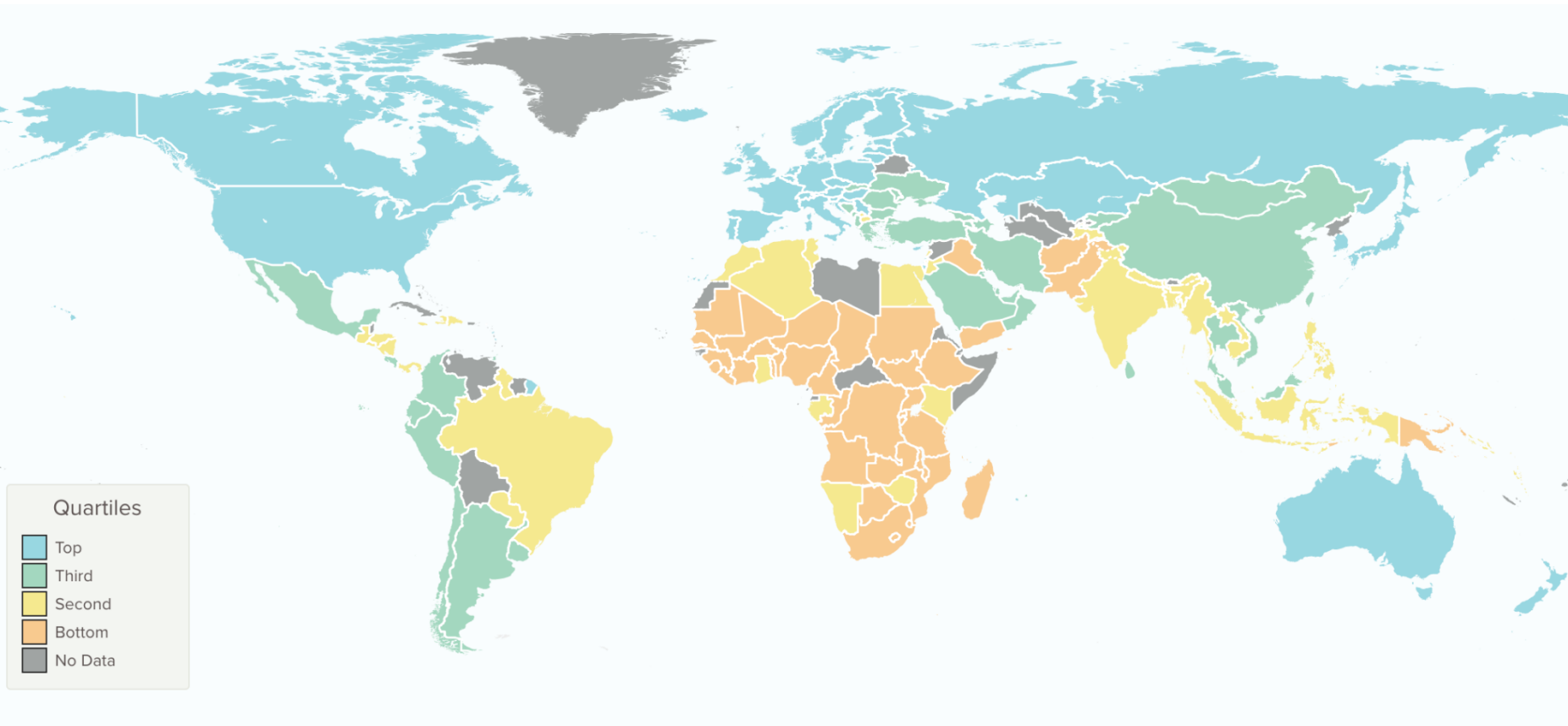




## World Bank Ranking of Human Capital Index



**How Did Somali Rank in the Human Capital Index for 2018?**



**No Data was available – So, not ranked.**



# Why invest in Human Capital Development



Education and skills impact individual and national economic and social development in many ways. They improve labour market outcomes both in terms of employment rates and earnings and they are key to tackling inequality and promoting social mobility. According to the OECD, *investing in human capital is the single most effective way of not just promoting growth but also of distributing its benefits more fairly.*

Somalia's National Development Plan (NDP) agreed on by the Federal Government and Federal Member States resolved to develop the human capital of the Somali people and so is Ministry of Planning's Vision 2030



# Cont...



## Overarching Objective of the Human Capital Development Strategy (HCD):

To help Somalia **develop a roadmap and strategy** to systematically increase and enhance citizens' knowledge base, skills developments and employment prospects.

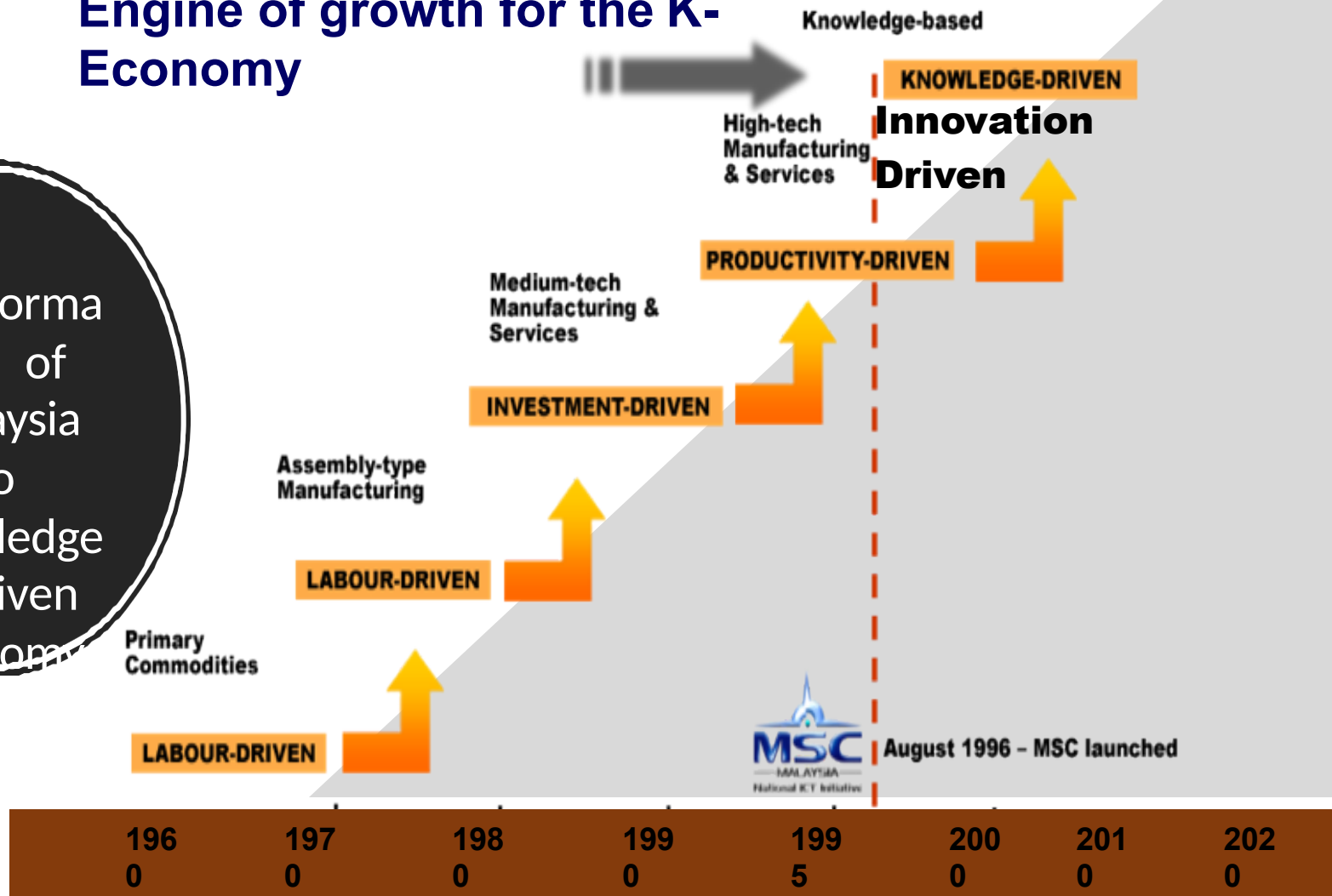
### Our Vision

Establishing a solid partnership among Somalia's key stakeholders in the human capital development arena so they lay the foundation for an inclusive and sustainable HCDM.



## Engine of growth for the K-Economy

Transformation of Malaysia to Knowledge - Driven Economy





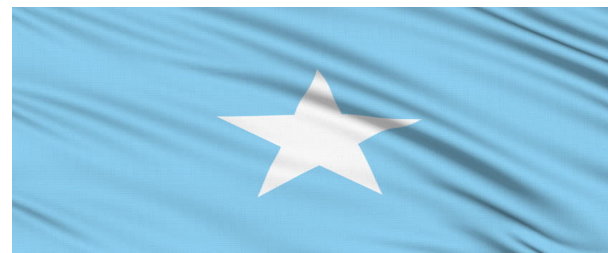
# ECONOMIC PROFILE OF SOMALIA



Population 14.7 million (2018)  
Youth 70%



GDP \$7.82 billion  
GDP Growth: 2.3% (2017)  
3.1% (2018)  
Per capita €481 (2018)



## SECTOR

## GDP CONTRIBUTION (%)

2018

**Agriculture**

**60.2**

**Industry**

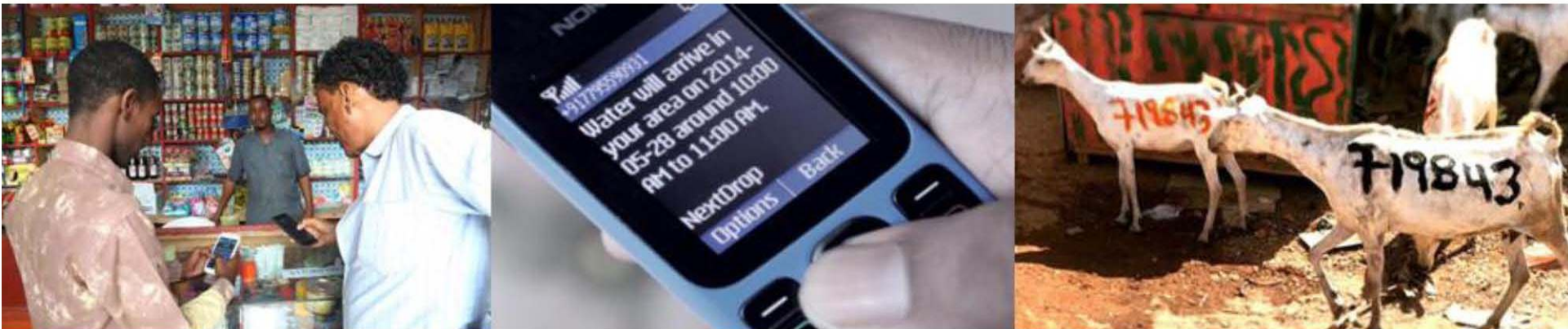
**7.4**

**Services**

**32.5**

- **Agriculture** the largest contributor to the Economy (**60.2%**)
- **Service** sector contributes **32.5%**
- **Industry** contribute **7.4%**

## Economic Activities & Sectors in Somalia



- The collection of like economic activities make up the various economic sectors.
- A nation's leading economic sector can be used to identify that nation's "stage of development" or "production" when using an "evolutionary" style model.
- There are three main sectors:
  - **Primary** – Agriculture, Livestock, Fisheries, Forestry, Mining, Etc.
  - **Secondary** – Manufacturing, Processing of raw materials, Construction, Etc.
  - **Tertiary** – Services, Retail, Education, Health, Entertainment, Hospitality, Real Estate, Transportation, Financial Services, Waste Management, Etc.

## Agriculture [Primary] Sector in Somalia

- Produces meat, milk, cereals, Etc.
- Turns natural resources into raw materials for use in secondary sector.
- **Challenges with Agriculture:**
  - Dry river – water shortage.
  - Drought – water shortage.
  - Overproduction & WFP timing.
  - Lack of legal protection & support.
  - Animal disease & export issues.
- Charcoal & deforestation.
- Soil nutrients & crop rotation.
- Fisheries Training & Equipment.
- Fisheries Markets.



## Industry [Secondary] Sector in Somalia

- Manufacturing & Construction.
- Turns raw materials into finished products.
- Bottling [CocaCola, Tuna canning, Yogurt, Etc.]
- Profits remain in the country.
- Citizens get employment, Etc.

- **Challenges with Industry:**

- Unfair competition – dumping.
- Expensive energy.
- Lack of local skilled labour.
- Lack financing opportunities.
- Lack of export markets.

- **To succeed in this sector:**

- Produce high quality goods.
- Adopt world class manufacturing & institute quality control.
- Find new markets and export goods.



## Services [Tertiary] Sector in Somalia

- Includes – Retail, banking, hospitality, health, education, transportation, Etc.
- Provides support services for the primary and secondary sectors.
- Grows the fastest.
- **Challenges with Services:**
  - Requires high level of skills.
  - Requires solid education and training.





# Primary and Secondary Education Enrolment, Teachers and Schools



Puntland State 2016/7				Four Member States & Banadir 2016/7		
Enrol/Teachers	Male	Female	Total	Male	Female	Total
Enrolment(PS)	81,810	66,017	147,827	128937	104520	233457
Enrolment(SS)	14,004	7,984	21,988	48740	36842	85582
<b>Totals</b>	<b>95,814</b>	<b>74,001</b>	<b>169,815</b>	<b>177,677</b>	<b>141,362</b>	<b>319,039</b>
Teachers(PS)	3,566	601	4,167	5790	681	6473
Teachers(SS)	795	28	823	3245	115	3360
<b>Total</b>	<b>4,361</b>	<b>629</b>	<b>4,990</b>	<b>9,035</b>	<b>796</b>	<b>9,833</b>

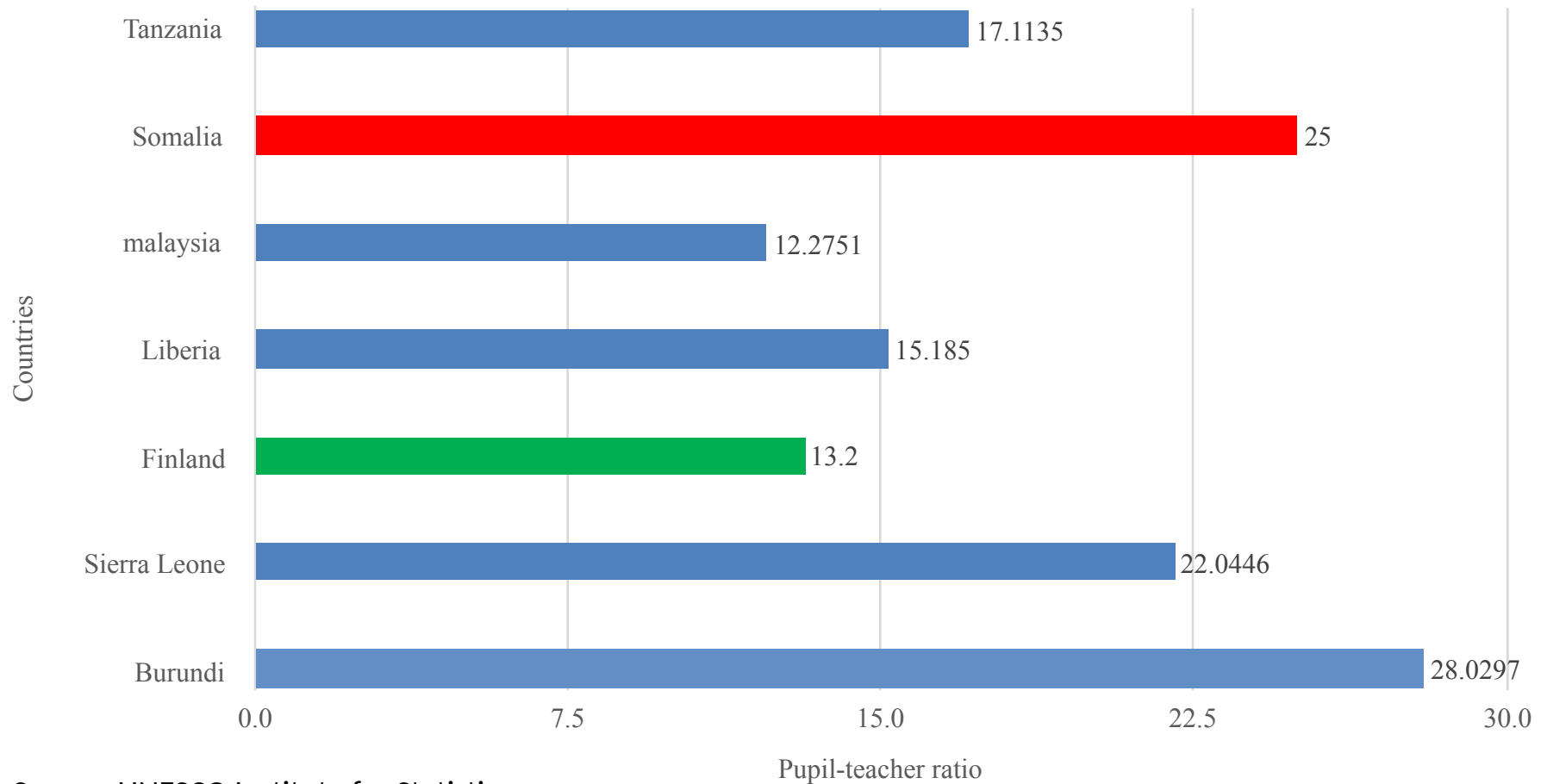
Somalia				
Gender	Male	Female	Total	%
Enrol Primary	328,714	265,664	594,378	45%
Enrol Secondary	90,112	60,959	151,071	40%
Enrol total	418,826	326,623	745,449	44%
Teachers Prim	14,343	2,230	16,573	13%
Teachers Sec	6,085	455	6,540	7%
Teachers Total	20,428	2,685	23,113	12%
Schools	Primary/sec	2,436	638	26%

Puntland Banadir and 4 states	Primary	Secondary
	653	96
	848	428
<b>Total</b>	<b>1501</b>	<b>524</b>



# Quality of Education

Pupil-teacher ratio in secondary education in selected countries



Source: UNESCO Institute for Statistics



# Total number of Primary and Secondary out-of-School Children in Somalia



## 2016/17 School data with PESS 2014 Population Census

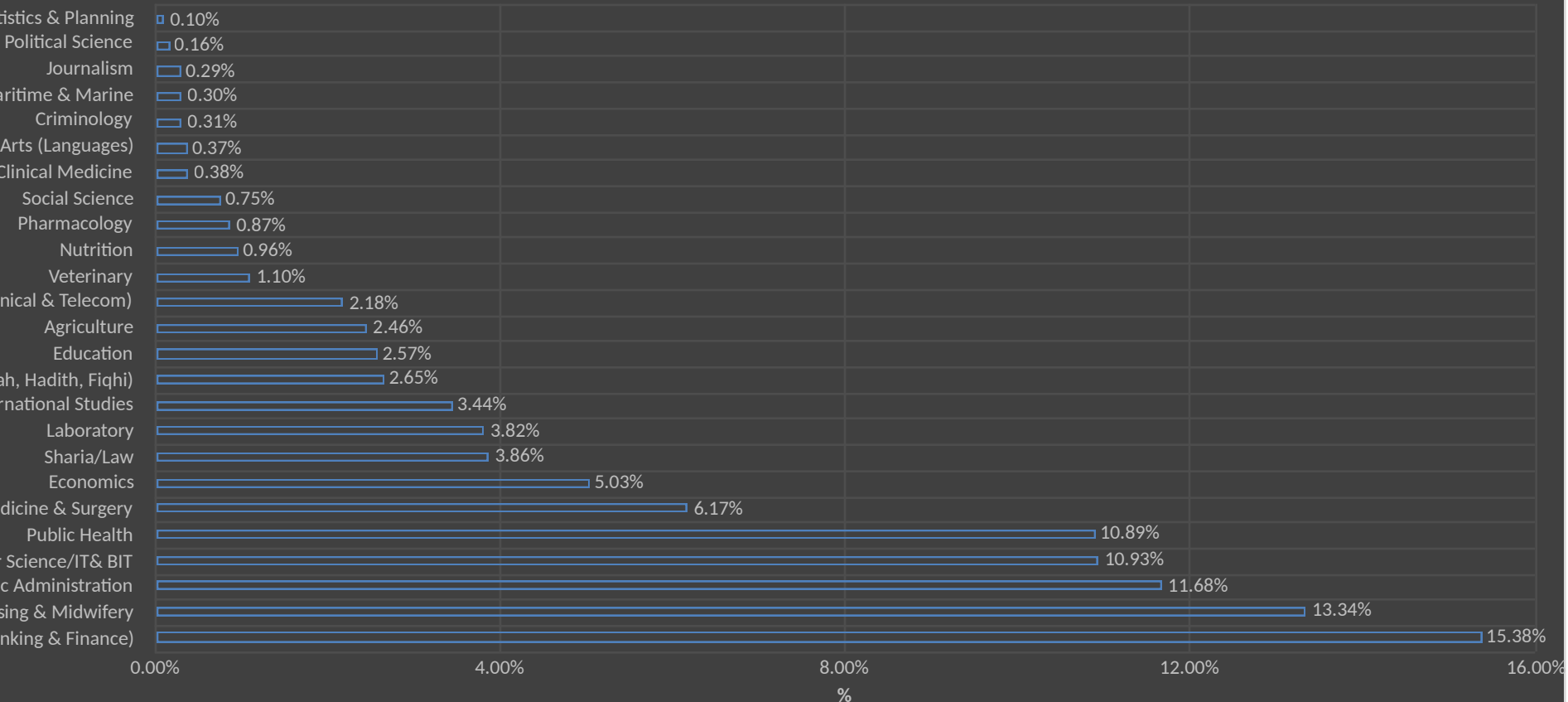
#	States	School age Population (6-18) Per State- From PESS	Children in School	% of Children in School	Out of school Children	% of Out of school Children
1	<b>Puntland</b>	590,271	169,815	29%	420,455.97	71%
2	<b>Banadir</b>	483,351	182,944	38%	300,407.49	62%
3	<b>Jubbaland</b>	398,529	45,891	12%	352,638.41	88%
4	<b>South-west</b>	691,721	37,766	5%	653,954.55	95%
5	<b>Galmudug</b>	271,918	20,416	8%	251,502.25	92%
6	<b>Hirshabelle</b>	303,656	32,022	11%	271,633.58	89%
7	<b>Total</b>	3,607,619	745,449	21%	2,862,169.55	79%

Sources: Ministry of education, culture and Higher Education data



# Tertiary Education Statistics

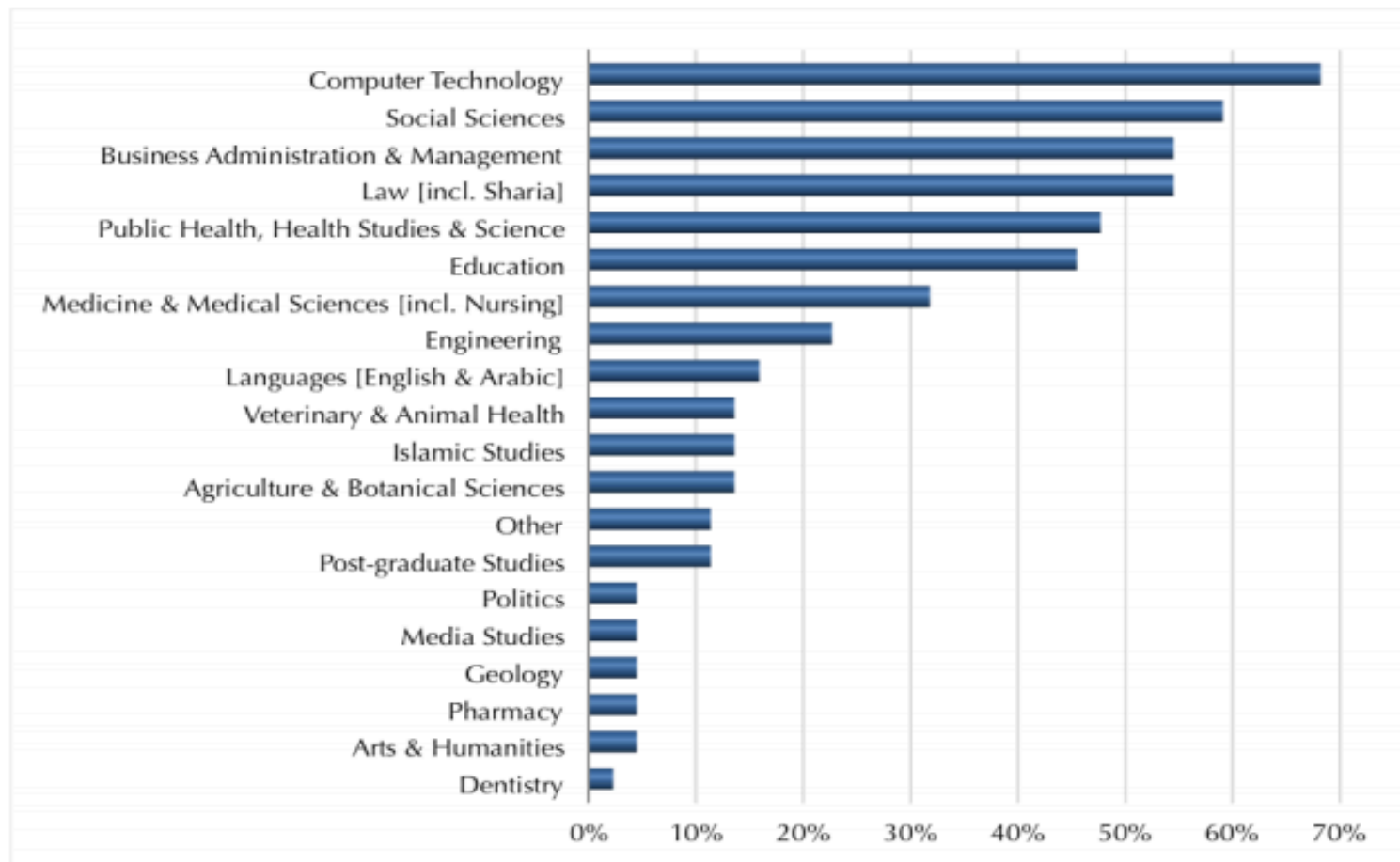
## *Distribution of tertiary students by field of study in Somalia, 2017*





# Tertiary Education Statistics

**Graph 2: Faculty distribution across surveyed HEI**



## KEY Qualitative FINDINGS ON Human Capital Challenges

- Accreditation challenges
- **Poor quality education**
- Absence of a streamlined Language of instruction
- Limited efficient monitoring and evaluation programs of schools
- Ineffective regulatory policies
- Low paid and unqualified teachers/instructors
- Mostly privatized education
- Conflict a major challenge



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“...waxbarashadiisa aan tayo  
laheyn qof kasta school ama  
jaamacad waxbaa la iska  
furanaa dowlad  
kontorooleyso xitta ma lahan  
dowladii ayada na  
waxbarasho bulshada ku nool  
dalkeeda in ayada ay ka war  
hayso..”  
- Youth Group

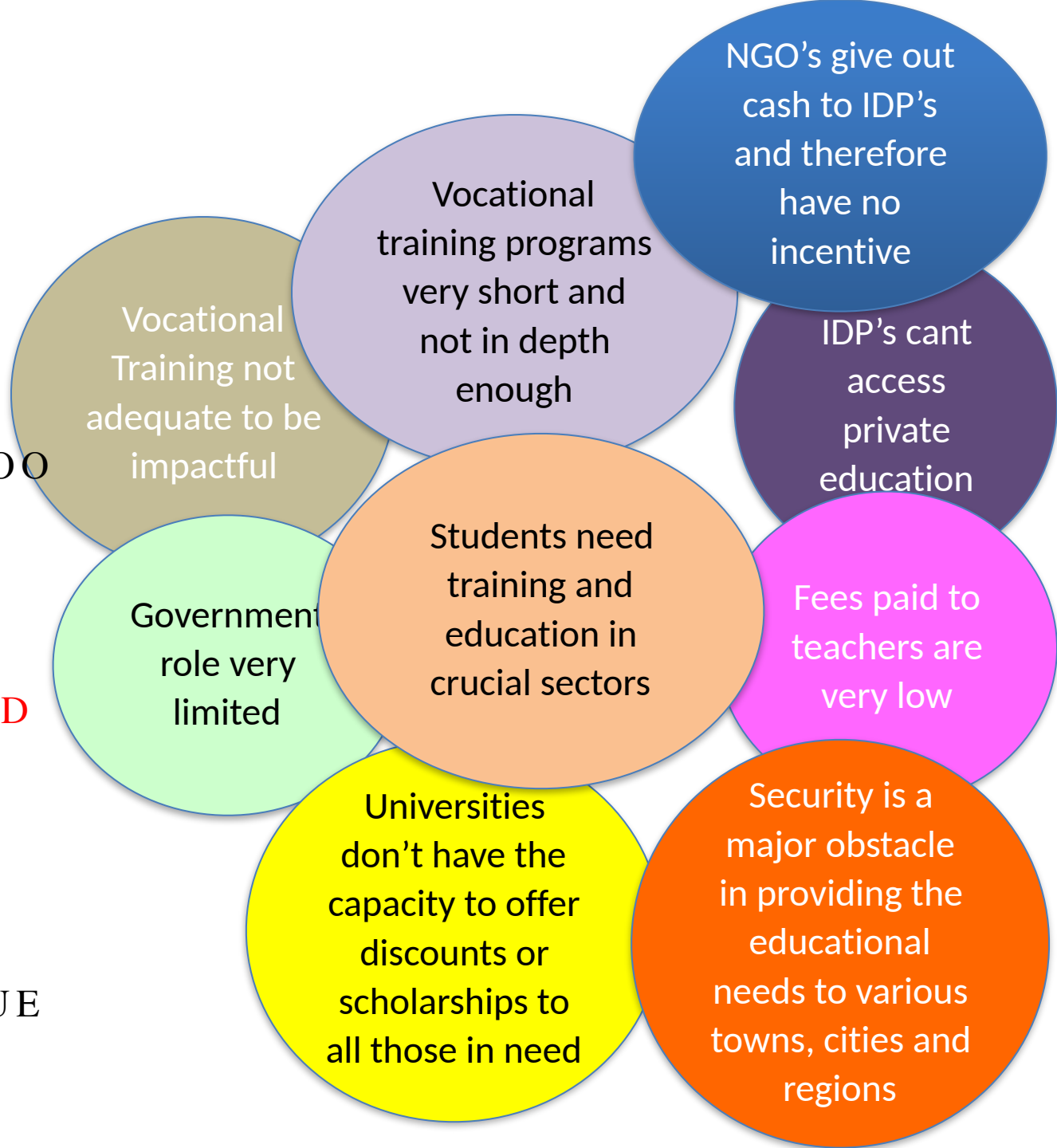
No policy or  
regulation to  
monitor  
quality  
control

Accreditation  
of degrees  
not credible

Poor Quality  
of education  
and lack of  
soft skills

Conflict a  
**MAJOR  
CHALLENGE**  
for skills  
development

- SECURITY A MAJOR CHALLENGE
- VOCATIONAL TRAINING NOT PRODUCTIVE- TOO SHORT
- **IMPORTANT SECTORS Often NOT PRIORITISED**
- TEACHER FEES TOO LOW
- ACCESSIBILITY CHALLENGES DUE TO LIMITED PUBLIC SCHOOL OPTIONS



- Schools don't tailor programs to market needs
- LIMITED affirmative policies THAT SEEK TO INTEGRATE OR ASSIST PEOPLE with disabilities
- Students not JOB ready after graduation

"... waxaa jirta arday Muqdisho imtaxaan ku galaysa ilaa 25 arday oo aragga la' waxaa lagu wareersanyahay oo wasaaradda waxbarashada ku wareersantahay qaabkii dadkaas imtaxaan kooda loo qaadi lahaa. Ma oral baa lagu qaadaa mase bareel waddadii loo qaadi lahaa ayaa lagu wareersanyahay.." - Youth Activist & Student

Accessibility  
challenges for  
people living  
outside urban  
centres

Accessibility  
challenges for  
those with  
disabilities

Accessibility  
challenges for  
people living  
outside urban  
centres

- LIMITED Affirmative POLICIES & SUPPORT FOR GIRLS SCHOOLS
- GIRLS FACE LONGTERM PLAN CHALLENGES POST GRADUATION
- CULTURAL BARRIERS
- EARLY MARRIAGE A BIG OBSTACLE

No long term education available for girls post basic education

Lack of financial support for all girls schools

Cultural Constraints on girls education and advancement still an obstacle

Girls forced to fund their own education therefore dropping out early

Girl Education lacking although parents now accepting of girl's education

Early Marriage a major obstacle for most girls

# TVET

- **ABSENCE of A COHESIVE curriculum, certification and standards**
- LIMITED clarity of tvet strategic direction or policy
- Funding does not follow strategic priorities
- **Poor MINDSET, perception and recognition of tvet**
- Lacking in efficiency and quality
- Weak governance and lack of expertise in subject matter

“..waxbarashada gacmaha laga suubsado waxbo ma barto iyada hay’adaha imaada bulshada ay arkee waxey leedahay farsamo gacmeed maxaa uu baahantihiin in la idin baro dadkuna waxey iska dhahayaan harqaan tie and die waxaas ay mar walbo ay dalbadaan..” -Youth Group

“...alwaax iyo harqaan cilaan wax kale looma haayo meeshaan waxaa jiro dhaqankii hore oo lagu shqeysan karo aa jiro beeraha aa jiro .....wax la cuni karo ay siyaan dadka uma baahano wax la cuno wax la cuno wey dhamaanayaan laakin dadka waxey uu baahanyihiin in wax la baro ...”  
- Youth Group

- Proper work ethic not entrenched in society
- Skill prioritization limited
- Skills Mismatch

”...ninka ugu horeeya waxaa weeye 12:30 hadii Salaada la dukado is Gone waaba tagay meeqo Saac ? laba Saac waa Ninka ugu Soo horeeyo 12:30 waa tagay marka waa Qiyaasi kareysaa not only qofkii inuu Shaqadii baraneynin Xataa I don’t know hadalka Ereyga ugu haboon lakiin Qofka in loo Shape gareeyo inuu Shaqeeyo loo carbiyo inuu Shaqeeyo ..”

-Employer

”...marka aad fiiriso Soomaaliyoo Dhan ay aad ugu Hoseeso Xagga Skills-ka oo Technical Skills la yiraahdo aad bey Soomaalidu is leeyahay In general ugu hoseesaa...”

- Labour Official

# KEY INTERVENTIONS TO DRIVE SOMALIA'S DIGITAL ECONOMY



**Data  
Economy**



**Talent**



**Startups**



# DIGITAL IS SHAPING THE FUTURE OF WORK

**65% of Children in Schools Today Will End Up Working in Completely New Job Types That Don't Yet Exist**

Future of Jobs  
Report,  
World Economic  
Forum 2016



Tele-Surgeon

Big Data Doctor

Robot Counselor

Drone Traffic Optimiser

Cryptocurrency Banker

Virtual Habitat Designer

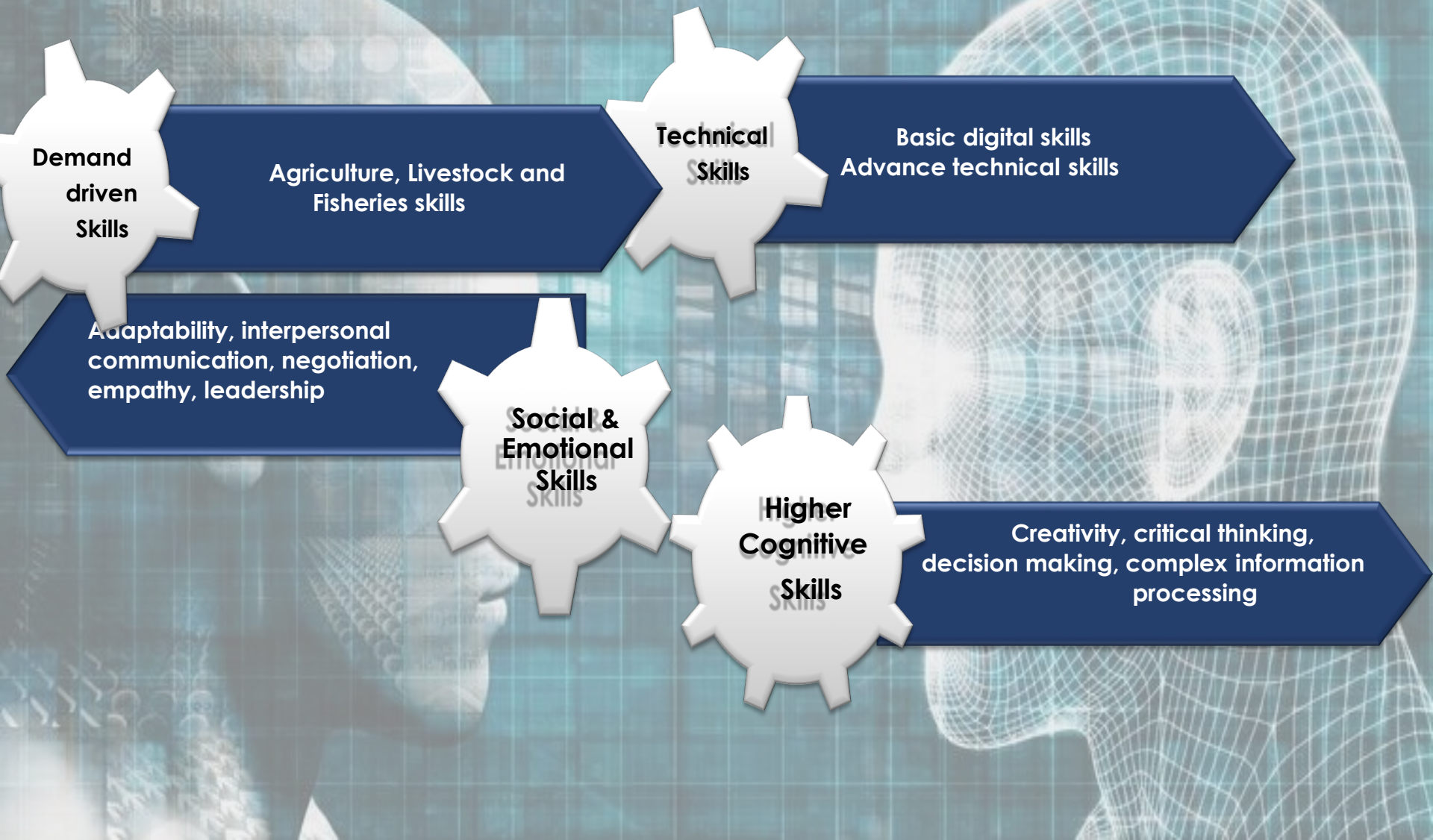
AI/Machine Learning Researcher

Source:

*Fast Company, futuristspeaker.com, careeraddict.com,  
Microsoft Make What's Next Career Explorer Portal*

# FUTURE PROOFING OUR TALENT:

## THREE CRITICAL SKILLS FOR THE FUTURE



# INCLUSIVE AND SUSTAINABLE HC DEVELOPMENT FOR SOMALIA'S ECONOMY SECTORS



Building  
our  
Future  
Talent  
Pipeline



Nurturing  
Industry-  
ready  
Tertiary  
Talent



Upskilling  
&  
Reskilling  
the  
Existing  
Workforce



إِنَّ اللَّهَ لَا يُغَيِّرُ مَا بِقَوْمٍ حَتَّى يُغَيِّرُوا مَا بِأَنْفُسِهِمْ

"Indeed, Allah will not change  
the condition of a people until  
they change what is in themselves."

Quran 13:11



***"If we fail to plan, we plan to fail"***

**Benjamin Franklin**

***Thank You to all  
who helped and  
contributed. We are  
grateful***

