



UNDP Somalia

Gender Equality Strategy

(2023-2026)



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UNDP GLOBALE MANDATE FOR GENDER EQUALITY (2022-2025)

4 key Priority areas

Break deep-rooted structural and patriarchal barriers

Advance Gender equality and deliver SDGs

- ✓ The UNDP Global Gender Strategy proposes a new transformative approach towards Gender Equality.
- ✓ UNDP Somalia has already started this new way forward and is committed to follow and ensure the application of the following key priority areas.

1 REMOVING STRUCTURAL BARRIERS TO WOMEN'S ECONOMIC AUTONOMY AND ENABLING, INCLUDING UNPAID WORK

- A new approach to transform legal, policy and social norms to create a sustainable impact on women's economic autonomy.
- UNDP Global Gender Strategy enabler is focused on gender-sensitive financing, i.e. aligning public and private finance through integrated national financing frameworks.
- Investing more in gender-responsive infrastructure, implementing policies that support equal redistribution of unpaid care and domestic work, equal access to assets and land.



In Somalia, in 2017, 87.8% of the beneficiaries of the Cash for Work programme reported that the program empowered them to participate in financial decision-making and other important economic decisions.

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2 PREVENTING AND RESPONDING TO GENDER-BASED VIOLENCE

- Closely working with governments and national and local institutions to address gender-based violence (GBV)
- Improving the skills and knowledge of police officers, judges, prosecutors, court administrators and military and religious leaders to ensure justice for survivors of sexual and gender-based violence (SGBV)



Since 2019, the ADR Centres reached a total of 14,268 beneficiaries, including 6,293 women.

In 2022, 4,020 beneficiaries including 1,806 women utilized ADR Centres, legal aid, and mobile court services and 1-stop sexual assault referral centres provided medical, legal, and psycho-social support to 296 SGBV survivors, including 259 women.

In 2022, around 300 Federal Darwish police officers received a refresher training on human rights to support their capacity to deliver policing services in line with human rights standards.

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3 PROMOTING WOMEN'S PARTICIPATION AND LEADERSHIP IN ALL FORMS OF DECISION-MAKING

- Increasing women's participation and leadership in a broad range of institutions, including parliaments, political parties, public administration, judiciary, and the private sector.
- Increasing the number of women candidates
- Addressing structural barriers to women's leadership through support of gender equality laws and quotas
- Strengthening women's empowerment and leadership in the workplace through the Gender Equality Certification for Private and Public Enterprises.



Development of the Somali Women's Charter in 2019 and its endorsement by women Members of Parliament (MPs).

Establishment of 3 women caucuses to advance the adoption of legally binding provisions for the effective representation of women in the decision-making bodies.

Establishment of the LeadNow! The Women's movement striving to achieve women's equal participation in peacebuilding.

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4 STRENGTHENING GENDER-RESPONSIVE STRATEGIES IN CRISIS PREVENTION, PREPAREDNESS, AND RECOVERY

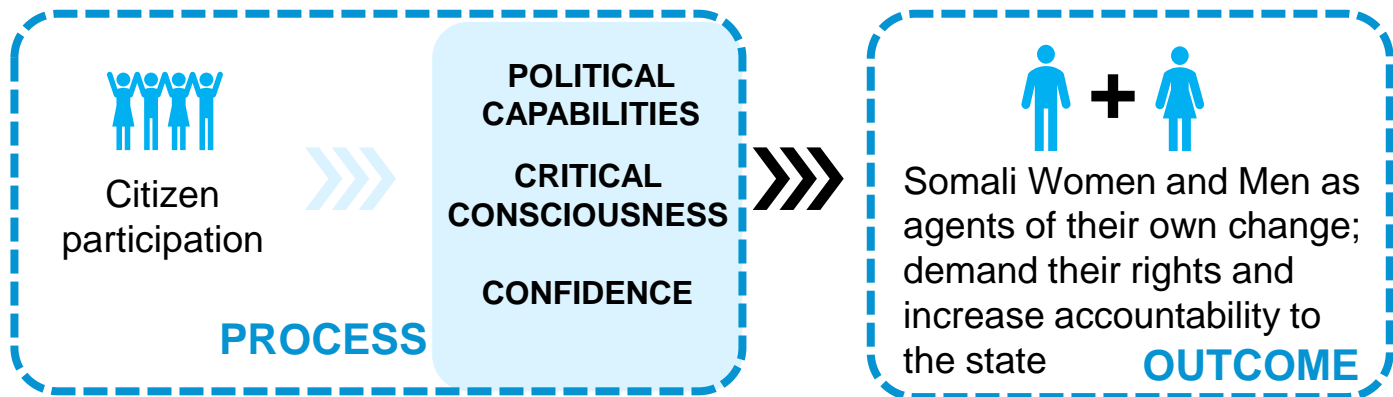
- Improving integration of gender equality issues in conflict prevention, disaster preparedness and crises response.
- Advancing the women's peace and security agenda.
- Ensuring the use of the Gender & recovery toolkit, developed to support gender-sensitive work in fragile countries, in Somalia by the UNDP staff and partners.



Establishment of a Gender Task Team (GTT) to further facilitate the use and understanding of the Toolkit to follow the transformational gender agenda. GTT team are using UNDP toolkits and guidance notes.

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RATIONALE OF THE GENDER EQUALITY STRATEGY



TRANSFORMATIVE AND INCLUSIVE APPROACH : FOCUS ON THE PROCESS RATHER THAN THE OUTCOME

FACTS & FIGURES



Climate and human induced shocks, such as droughts, floods, locusts, leading to the increase of the movement of Internally Displaced Persons (IDPs) and seriously affect women.



COVID-19 pandemic, exacerbated by poor health infrastructure, and fragilities in the health management system, led to an aggravation of the existing challenges (SGBV, food insecurity and loss of livelihood).



The ongoing drought is expected to render half the population **food-insecure** by mid-2023 and place the country at increased risk of famine.



Regular attacks by Al-Shabaab and overall insecurity slow down necessary institutional reforms



Somalia remains one of the poorest and least developed countries in Africa with annual GDP of 7.63 bn USD in 2021



Somalia has not ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) & the the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol)



20% women seats elected in the **House of the People** For the first time, a woman is elected **First Deputy Speaker**

13% members of the cabinet are women



20% in 2022 vs 24% in 2016 of Women elected in the House of People (54 women out of 275 MPs and 14 women out of 54 senators of the Upper House)



2.6 m persons displaced internally **200%** increase in GBV cases among IDPs in 2022 compared to 2021



Double SGBV rates in 2020 vs 2019

80% SGBV cases do not reach the judiciary

296 SGBV survivors supported in sexual assault referral centers

1,606 Women used Alternative Dispute Centers, legal aid, and mobile court services in 2022

The UNDP CPD 2021-2025 gives full recognition to the need to work in tandem with both **COMMUNITY MEMBERS** and **DUTY BEARERS**. The creation of engagement platforms to further facilitate increased understanding of challenges and possibly recognize and support homegrown solution are an example of creating an environment where agency is negotiated to the benefit of all.

SOMALIA'S COMMITMENTS TO GENDER EQUALITY AND WOMEN EMPOWERMENT

2012

> **Provisional Federal Constitution** guarantees women's rights and gender equality

2014

> Re-establishment of the **Ministry of Women and Human Rights Development**

2016

> Adoption of the **National Gender Policy (2016-2026)**

2020

> Adoption of the the **Somali Women Charter (2019)**

> **New National Development Plan (NDP-9) (2020-2024)** integrates Gender Policy

2022

> First Gender-inclusive **National Voluntary Review (NVR)**

> **Somalia SDG Goal Tracker**, linking the NDP to SDG financing

> **Somali National Action Plan (SNAP)** for the implementation of the Somali Women's Charter and UNSCR 1325



5 PILLARS OF ACTION – THE HOW ?

PROBLEM

Even though the results of the performance indicators show relative progress and positive results, no systemic or lasting change in the perception of women in the society has been noted in Somalia.

HOW can gender be effectively mainstreamed?

HOW transformational work will allow us to address normative and structural barriers to gender equality ?

SOLUTION

The strategy focuses on the actions instead of the outcome.

In other words, **HOW** will this outcome be achieved? Actions are key across all our engagements, within the organization and with our partners. They influence our capacity to **address structural and normative barriers** to further support the journey to gender equality,

Knowledge creation & sharing - 05

Evidence is key in measuring development and showcase that peace and sustainable development will only be achieved if gender equality is fully integrated within the different interventions. Several tools (such as evidence-based research, behavioral sciences tools) serve to address these social and normative barriers.

Digitalisation & Innovation - 04

UNDP has taken great strides in setting up innovation hubs and accelerator labs as an enabler to achieve Gender Equality. The aim is to help activate the global research and development capability of UNDP to explore non-obvious solutions, with a particular emphasis on women's grass roots.

Institutionalization - 01

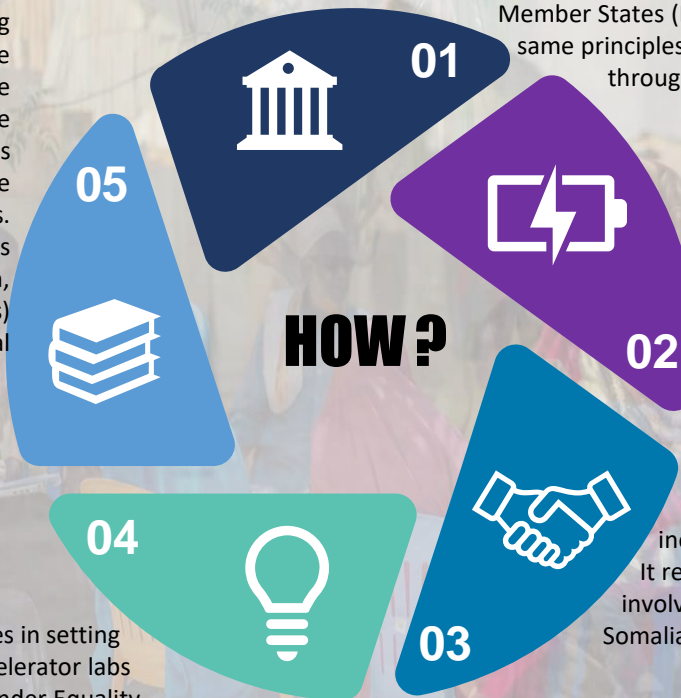
Through all its actions, UNDP Somalia supports the institutionalization of the Federal Government of Somalia (FGS), including Federal Member States (FMS) and Somaliland, and supports the same principles within its own organization, especially through the adaptive management approach, introduced by UNDP.

Capacity development - 02

Developing and strengthening the capacities of all partners involved in rebuilding the State of Somalia is the cornerstone of lasting and meaningful social change. Addressing patriarchal barriers requires an in-depth understanding of the gender inequalities and their implications. It requires the inclusion of all people involved in the rebuilding of the state of Somalia.

Working in partnerships - 03

UNDP Somalia will continue to put partnerships at the heart of the strategy, through building new partnerships and deepening existing ones to advance longer-term advocacy and policy goals. The CO will foster collaborative leadership and learning, by valuing diverse sources of knowledge, and pursue creative, emotionally engaging and analytically sound collaboration.



INCLUSIVE POLITICS (IP)

RULE OF LAW AND SECURITY (ROL)

ECONOMIC RECOVERY AND INSTITUTIONAL DEVELOPMENT (ERID)

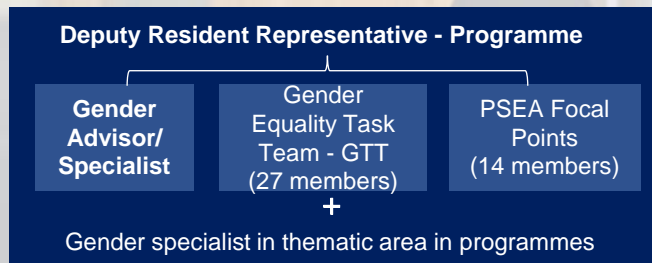
RESILIENCE AND CLIMATE CHANGE (RCC)

The GE strategy follows the same principles as the Portfolio strategy:
AREA-BASED APPROACH & TRIPLE NEXUS APPROACH



GENDER IN UNDP SOMALIA

UNDP Somalia is committed to fully integrate the principles of gender equality within its structure. Directly under the supervision of the DRR-P, the Gender Team's main objective is to advance a gender transformational agenda with the programme and operation teams throughout all offices



Certification programme and learning platform to support COs to certify the level of gender mainstreaming across all programmatic and operational aspects of their actions.

Gender Parity Development Plan
HR gender-sensitive policies of the CO to attain gender balance across all the job grades and distribution scale.

2014 Silver Certification

2022 Somalia joined Gender Equality Seal

2022-23 Elaboration of Gender equality seal action plan

2026 Gender Parity Strategy elaborated and implemented

ACTIONS

- ✓ Fully integrate gender in the monitoring framework
- ✓ Complete and review the monitoring framework **x2 year**
- ✓ Pursue the recruitment of Gender Experts for project implementation.
- ✓ Define and implement a HR Gender Parity development plan in respect of the guidelines and principles of the Global UNDP Gender Parity Strategy 2022-2025.
- ✓ Maintain the GTT and enforce its role of facilitator and support of the implementation of this strategy.

INSTITUTIONALIZING FOR OWNERSHIP AND SUSTAINABILITY

Through all of its actions, UNDP Somalia supports the institutionalization of the Federal Government of Somalia (FGS). Policy, legislative, research, advocacy and representational activities have contributed to advance the **gender equality agenda**, secure its presence within the NDP and reflect its accountability.

UNDP Somalia supports the **implementation of the women's 30% representation quota in the Federal Parliament.**

The support provided to the **Ministry of Women and Human Rights Development (MOWHRD)** across different UNDP projects is key to bring the Ministry to prominence, which is the main stakeholder regarding the support to national gender policies.

Other relevant stakeholders are:

- The **Gender, Human Right and Inclusion Pillar Working Group**, led by the MOWHRD
- The **Somali National Bureau of Statistics (SNBS)**
- **Somali Protection Against Sexual Exploitation and Abuse (PSEA) network**
- Other relevant national and regional institutions

ACTIONS

- ✓ Support the introduction of Gender Responsive Budget in sectoral policies and national budget.
- ✓ Support gender-friendly work environments in local, sub-national and central governments.
- ✓ Support the elaboration of joint policies and legislation.
- ✓ Organize and conduct training courses and seminars and coaching sessions for the partners.
- ✓ Document internally lessons learnt and best practices from programs and projects.

5 PILLARS OF ACTION – CAPACITY DEVELOPMENT



Strengthening the capacities of all partners involved in rebuilding the State of Somalia is the cornerstone of lasting and meaningful social change. Addressing patriarchal barriers requires an **in-depth understanding of gender inequalities** and their implications in all spheres of life. It requires the inclusion of **all people** involved in their manner in the rebuilding of the state of Somalia: **Ministries, governmental organizations, local organizations, CSOs, religious leaders, academia, think tanks, media and journalists, Somali women, men, girls and boys, but also international donors, humanitarians and NGOs.**

CAPACITIES WITHIN UNDP



ACTIONS

- ✓ Mandatory online gender journey training for all new UNDP staff
- ✓ **Continuous learning and exchange for all UNDP staff**
- ✓ **Learning Focal Point and learning committee to ensure the completion of mandatory courses, and the CO learning plan**

- ✓ Strengthen senior management's involvement in building capacities of the staff
- ✓ Conduct regular (1x year) staff training needs assessment
- ✓ Ensure sufficient budget and resources to facilitate capacity enhancement activities
- ✓ Engage UNDP staff to commit to gender courses and trainings related to different gender thematic areas
- ✓ Introduce training to behavior science tools to UNDP programme team

Pooling resources from different projects and sharing trainers and their trainings, can secure the production of quality and sustainable capacity enhancement packages and experts that will benefit all projects while focusing on the institutionalization of training and mentoring packages.



TOOLS AVAILABLE

Training courses : PSEA, Gender responsive Budgeting, SGBV, Women and Employment, Gender Equality (GE) in the media, Gender Economics, water, energy, climate change.....

Gender Task Team (GTT) : offers a platform for colleagues to share best practices, to strengthen partnerships, institutionalizing gender knowledge...

Guides and Toolkits in GE : offers different tools and methods for specific purposes (how to conduct a gender analysis, how to communicate for development, advance GE in crisis settings, not on behavioral science..)

CAPACITIES OF PARTNERS



ACTIONS

Advancing the gender work by strengthening capacities, can only be done in collaboration with those most affected, the rights holders, while also engaging with duty bearers.

- ✓ Identify ways to train and certify trainers
- ✓ Target trusted training institutions that can maintain and build on previous capacity-strengthening activities and certify training
- ✓ Prioritize training to human rights and women rights defenders, journalists, bloggers, and social media front-runners
- ✓ Within our programs, training entities for public servants, security sector actors, and parliamentarians need to be identified and further strengthened.
- ✓ As part of capacity strengthening, need to facilitate informed engagements with key partners

- ✓ Use the online portal for gender-related resources.
- ✓ Exchange programmes through scholarships.
- ✓ Strengthen institutional capacities through south-south cooperation.
- ✓ Include Gender training packages (basic, medium, and advanced levels) in different gender thematic area to the partners and ensure sustainability of knowledge transformation shar-ng.
- ✓ Introduce UNDP gender guidelines to the partners.

SOME RESULTS

- More than 102 women were trained in Integrated Water Resources Management for Rangeland Improvement and Livestock Value Chain
- 1,242 women were trained through transparent, gender responsive, funding facility for LDRF (Local Disaster Resilience Fund)
- 350 youth were trained on civic education as part of the community policing activities.



PARTNERSHIP WITH CIVIL SOCIETY AND COMMUNITIES

PARTNERSHIP WITH THE FEDERAL REPUBLIC OF SOMALIA GOVERNMENT INSTITUTIONS



PARTNERSHIP WITH ACADEMIA, THINK TANKS

PARTNERSHIP WITHIN UNDP AND ACROSS THE UN SYSTEM

PARTNERSHIP WITH PRIVATE SECTOR

PARTNERSHIP WITH MEDIA



PARTNERSHIP WITHIN UNDP AND ACROSS THE UN SYSTEM

- ✓ **Cross-portfolio collaboration** is an unsolved challenge in creating transformative change.
- ✓ **UN Gender Theme Group (GTG) – UN inter-agency coordination platform**, whose mission is the coordination of gender equality implementation activities in Somalia with MOWHRD to ensure adherence to the nexus principle while avoiding duplications between agencies. The joint **UN Annual Work Plan (AWP)** would aim to foster further joint engagements and strengthen cross-fertilization and sharing of financial and human resources to fulfill its mandate.



UN Somalia Gender Equality Strategy (2021-2025) provides the framework, which guides and encourages joint UN engagements in advancing the Gender Equality Agenda in Somalia, especially through joint UN projects, which provide fertile ground to increase real partnerships.

SOME RESULTS

*The **Women, Peace and Protection (WPP)** is a Joint Programme, implemented by UNDP and UN Women, and UNSOM, and in partnership with the FGS and FMS Ministries of Women. WPP promotes women's meaningful participation, decision-making, and leadership in peacebuilding processes at national and community levels. It aims to contextualize and localize the WPS agenda in Somalia context and engage state and non-state actors.*

ACTIONS

- ✓ Ensure active membership and participation in Somalia UN Gender Thematic Group (GTG) and contribute to the one UN Annual Work Plan (AWP)
- ✓ Contribute to the implementation of the UN Somalia Joint Gender Equality Strategy and take part to joint actions to achieve its objectives.
- ✓ Actively participate in the UNDP Regional Bureau for Arab State (RBAS) Gender Focal Points CoP, the UNDP Global Women, Peace, and Security CoP, different gender platforms in Somalia (GBV sub-cluster, Somalia PSEA Networks, and etc).



PARTNERSHIP WITH THE FEDERAL REPUBLIC OF SOMALIA GOVERNMENT INSTITUTIONS

ACTIONS

- ✓ Partnerships with government institutions, at **all levels of governance**, including local governance
- ✓ **UNDP Area-based, adaptive management, and triple nexus approach**: build on the strength of rights holders to ensure the delivery of better services for all.
- ✓ **Involve with FGS Gender mechanism**: Gender units/ focal points (GFP) under a high-level technical gender team, headed by MOWHRD; onboard gender specialist/consultant to liaise with the GFP.
- ✓ **Important to interlink** at all levels of governance, and across UN actors in Somalia through a number of practical engagements regarding gender-sensitive policies, legislations, budgets, and research, spearheaded by in-depth reflections and knowledge shared by women. (ex: women's local government networks)

- ✓ Support capacity development to all Gender Focal Points (GFP) across all ministries and at all levels of governance (FGS, FMS and Somaliland).
- ✓ Support the MoWHRD to take its leadership/coordination role through the GFP engagement platform.
- ✓ Support to develop local governments digital platform across the country and allow for interstates partnership.



PARTNERSHIP WITH CIVIL SOCIETY AND COMMUNITIES

- Different types of participants; all are viewed as agents of the change.
- UNDP mission: strengthen the work with communities
- Citizen participation: transformative mode of participation, key in building political capabilities, critical consciousness and confidence needed to enable people to demand rights; to enhance accountability.

1. **Civil Society Organizations (CSOs):** key to work directly with communities
2. **Women’s activists, women human rights defenders, male actors championing the gender equality agenda**
3. **Faith-based organizations, clan and religious leaders, network of women innovators and influencers:** useful entry points to some communities and groups

All partners should have a sound understanding of UNDP’s commitment to the Gender Equality Agenda and the need to adhere to the principles of the Somali Women Charter. In addition, these communities need to recognize the intersectionality of women, which shape different needs.

SOME RESULTS

*The **Joint Justice Programme (JJP)** has supported community conversations in the five Somali Federal Member State (FMS) capitals through five local CSOs. Community conversations are a powerful tool to empower communities in collective thinking and to find creative and locally owned solutions to solve complex social issues. They enabled communities to reflect on their common issues and concerns and finding solutions together. **The CSOs played a key role in mobilizing the community and the local authorities. The trust put in these organizations is essential to allow men and women to come together and work as agents of change.***

ACTIONS

- ✓ GTT with Programme Oversight and Quality Assurance (POQA) and projects team to create a reference group and maintain updated list of civil society partners to ensure their engagements across the different projects.
- ✓ Strengthen partnership with women’s movements, women, men and youth change-makers, women’s human rights defenders towards more inclusive women’s representation during elections, mediation, reconciliation, and conflict prevention.
- ✓ Ensure PSEA assessment for all implementing partners



PARTNERSHIP WITH PRIVATE SECTOR

- **Public-private partnerships** are an integral modality to achieve development goals.
- Private sector can advance gender equality through a range of **joint interventions**, policy adherences, and commitments to address structural and normative barriers.
- UNDP Somalia has already many engagements to stimulate the **economic growth of sustainable and green businesses**
- Ensure **women’s fair economic participation** without increasing women’s household burden.
- **Men’s engagement in advocating for policies and practices** to create a supportive work environment for women.
- **Patronage networks exclude women** from career opportunities and leadership positions and should be eliminated for more equality, but also better organizational performance and productivity.
- **Young entrepreneurs** should pave the way for the development of such inclusive workplaces.

SOME RESULTS

In 2022, UNDP helped 3 women-focused SMEs address the fallout from COVID-19 through entrepreneurship, skills development, and support to implement business models and the setting up of revolving funds. More than 210 people (60% women) were trained in entrepreneurship, enabling them to establish a range of businesses (grocery shops, small-scale farming, garment shops...)

ACTIONS

- ✓ Support work with private companies managed by women entrepreneurs who provide employment opportunities for women
- ✓ Engage with the women business associations to advance gender equality policies and hold the government accountable to deliver for all.
- ✓ Support startups that put gender equality at the core of their work.
- ✓ Promote Stories with male actors championing creating gender-inclusive workplaces.



PARTNERSHIP WITH ACADEMIA, THINK TANKS

UNDP Somalia works with academia, think tanks to advocate for and support **evidence-based research** on gender equality and its critical linkage with achievement of the Sustainable Development Goals.

- Engagement with several **academic institutions** within and outside Somalia to support research, monitoring and in some cases trainings. The partnership with an independent institution enhanced transparency and therefore credulity in measuring the effectiveness of the work.
- **Think tanks** provide great points of entries to discover new thinking on policy issues, which can further **promote accountability** between rights holders and duty bearers through their critical **reporting capacities and advocacy work**.

🚩 SOME RESULTS

In 2022, UNDP Somalia supported a scholarship programme at the **Somalia National University** and 30 students (30% women) were enrolled in a master on Integrated Water Resource Management, climate change, and environmental and natural resource management.

In addition to supporting scholarships for 273 law students (*110 Female and 163 male*), and among them 142 graduates. UNDP Somalia worked in collaboration with **Mogadishu University** and trained 119 Federal Judicial staff (39 judges, 17 prosecutors, 3 public solicitors, 15 bailiffs, and 45 support staff). In addition, 350 youth were trained in civic education as part of the community policy activities.



PARTNERSHIP WITH MEDIA

- The **media, including social media**, are a source of information but also key channels to share information. Media can have significant impacts for raising awareness and advance the transformational gender agenda : help **strengthen accountability, provide a platform for women to share their stories, advocate and mobilize, influence attitudes and perception...**
- A **roadmap developed the role of the media** in challenging social norms and behaviours that condone violence against women, especially electoral violence.

🚩 SOME RESULTS

In 2022, UNDP Somalia established “**Bilan**”, **Somalia’s first all-women media unit**, which is providing women with a safe space to work, training and the power to choose what they report and how they cover it. Reports are a mix of hard news and in-depth features, distributed locally and internationally through partnerships with outlets including the Guardian, the BBC, El Pais, and Missing Perspectives. A **Bilan report was the top story on the BBC Africa page**.

Somali Storytellers bootcamp, was launched alongside Somali-American filmmaker Abdisalam Aato and researchers from the Queensland University of Technology, as Somalia’s first digital storytelling collective, to write a new story for the future of Somalia by amplifying the stories of locally-driven solutions to development challenges.

ACTIONS

- ✓ Support local research and facilitate scholarship programmes
- ✓ Create more partnerships with universities to support training programmes for national, regional and local institutions, as well as other civil society/communities representatives.
- ✓ The joint Justice and Correction joint programme as a possible resource for support of the development of gender studies across Somali universities.

ACTIONS

- ✓ Continue to engage in the “**Bilan**” project and pursue the support to Somali women journalists
- ✓ Broaden up the media contacts to include those of **social media influencers** and centers of creativity (Somali Storytellers, theatre, arts, film schools, etc.)
- ✓ Pursue gender sensitive and responsive training with journalists and other media professionals on how to cover gender-related stories

5 PILLARS OF ACTION – DIGITALIZATION AND INNOVATION



- ✓ UNDP has taken great strides in setting up **innovation hubs** and **accelerator labs** across different countries as an enabler to achieve the global Gender Equality Strategy (2022-2025). UNDP considers innovation in gender equality as a “**driver of change**”.
- ✓ Investigating and developing new areas and new partnerships for innovations will be the key to **drive a transformational Gender Equality Agenda**.
- ✓ From mobile banking ventures that facilitate women’s entrepreneurship to e-learning platforms that take class-rooms to individuals, **social innovations have the potential to serve powerful tools to break trends and increase awareness**.
- ✓ Creating new digital engagement platforms (such as **e-learning platforms**) can support the creation and development of expansive women’s movements which can carry a strong accountability towards duty bearers to ensure the drafting, passing and implementation of gender sensitive legislations, policies, and budgets.
- ✓ **UNDP Somalia Accelerator Lab** is developing innovative opportunities to break social barriers and to advance the transformational Agenda, such as the Somali Digital Storytellers bootcamp, Somalia’s first digital storytelling collective, which trained 20 young women and men to FIND, MAKE, EDIT & SHARE impactful video stories.



Out of 10,330 Somali women, more than **90%** reported having access to a **mobile phone**. 86% of them reported using their phone for money transfer services. This highlights the potential of **digitalization** for a diversity of purposes, including awareness-raising, civic participation, economic empowerment, and data collection.



Women’s capacity development on the **green energy sector**. With an increase of women working in this sector, innovation will follow up. **105** women participated in sensitization workshops and a regional conference on alternative energy (2021). **1,242** women were trained on environmental management, disaster risk reduction and water management (2022). For example, investing in **innovative crop insurance schemes** can address power imbalances and create opportunities for women to develop to their full potential.



Making women and girls agents of the change, by promoting **innovative solutions created by women, for women**, corresponding to their needs towards equality, such as the **Somali Digital Storytellers**.

ACTIONS

- ✓ Investigate and promote innovative approaches to strengthen homegrown gender equality solutions and create platforms for engagement and exchange of knowledge on addressing barriers to equality.
- ✓ Use the UNDP Somalia Accelerator Lab for innovative solutions in gender specific areas, such as climate change, women entrepreneurship, women’s political participation.
- ✓ Roll out sensemaking exercises to support growing ownership of development solutions by those most left behind and facilitate the process of adaptive development.
- ✓ Use the UNDP Gender & Recovery Toolkit, and 10 points action agenda for innovative un-promoted innovations created by women, for women, by supporting them technically and financially to develop solutions and innovative ideas.

SEX-AGE DISAGGREGATED DATA

- ✓ Evidence is key in measuring development and showcase that peace and sustainable development will only be achieved if **gender equality is fully integrated within the different interventions.**
- ✓ Collecting data disaggregated by sex and age and processes in a **holistic approach.** Joint work will pursue with the relevant ministries

SOME RESULTS

Support to the Somali National Bureau of Statistics to identify areas of interventions required to collect and institutionalize sex and age disaggregated data (SADD), which led to the VNR report 2022

RESEARCH

- ✓ **Qualitative** and **quantitative research** are key to strengthening evidence concerning barriers, successes, and challenges in achieving gender equality. In addition to targeted research topics, such as the impact of COVID-19 on women and girls, it is important for all **research and studies undertaken to apply a gender and crisis lens** to ensure that differences and their intersectionality are fully captured across all areas of engagement.
- ✓ Research on **Behavior Science Tools** provides an opportunity to scan for interventions that are homegrown, and which may have the potential to address normative and structural barriers.
- ✓ Making the **research participatory** further strengthens the agency and broadens the platform for information sharing and **accountability by the rights holders.**

SOME RESULTS

Supporting Transformative Change through Non-violent Communication (NVC) for the Joint Justice Programme

Two groups of 30 women leaders and 30 traditional elders and religious leaders were trained following the NVC model.

Encouraging results: women's empowerment naturally increased as the relationship between participants was transforming and increased participation and legitimacy of women leaders in the ADR process.

ACTIONS

- ✓ **Data:** Pursue joint work with the relevant Ministries and especially the **Somalia National Bureau of Statistics (SNBS).**
- ✓ Organize information campaigns and training to raise awareness of statisticians and representatives of MOWHRD, MOPIED, and other institutions.
- ✓ Crowdsourced data through social media platforms for sensitive data collection.
- ✓ Include partnership with a research institution to help capture and measure the impact of new areas of engagement. *Example: assemble a team of international and Somali researchers.*
- ✓ Use Behavior Science tools to address social norms.
(Examples: Supporting Transformative Change through Non-violent Communication for the Joint Justice Programme Somalia; Positive Deviance Approach for the Data Powered Positive Deviance Inquiry (DPPD) Somalia Pilot)

TOOLKITS AND GUIDANCE NOTES

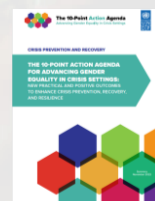
UNDP, as an organization, prides itself in the **production of knowledge and support material** to further guide people in the development endeavors.



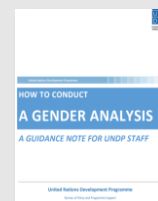
[Planet 50-50 by 2030](#)



[Gender and Recovery toolkit](#)



[10-PAA for Advancing Gender Equality in Crisis Settings](#)



[UNDP Guidance to Gender Analysis](#)



[Gender Responsive Communication](#)

5 PILLARS OF ACTION – KNOWLEDGE GENERATION AND SHARING

RESEARCH

- ✓ **Qualitative** and **quantitative research** are key to strengthening evidence concerning barriers, successes, and challenges in achieving gender equality. In addition to targeted research topics, such as the impact of COVID-19 on women and girls, it is important for all **research and studies undertaken to apply a gender and crisis lens** to ensure that differences and their intersectionality are fully captured across all areas of engagement.
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SEX-AGE DISAGGREGATED DATA

- ✓ **Evidence is key** in measuring development and showcase that peace and sustainable development will only be achieved if **gender equality is fully integrated within the different interventions**.
- ✓ Collecting data disaggregated by sex and age and processes in a **holistic approach**. **Joint work will pursue with the relevant ministries**

TOOLKITS AND GUIDANCE NOTES

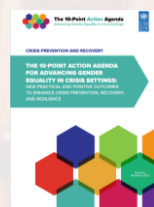
UNDP, as an organization, prides itself in the **production of knowledge and support material** to further guide people in the development endeavors.



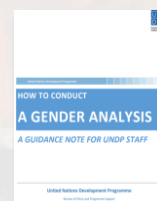
[Planet 50-50 by 2030](#)



[Gender and Recovery toolkit](#)



[10-PAA for Advancing Gender Equality in Crisis Settings](#)



[UNDP Guidance to Gender Analysis](#)



[Gender Responsive Communication](#)

SOME RESULTS

Supporting Transformative Change through Non-violent Communication (NVC) for the Joint Justice Programme

Two groups of 30 women leaders and 30 traditional elders and religious leaders were trained following the NVC model.

Encouraging results: women's empowerment naturally increased as the relationship between participants was transforming and increased participation and legitimacy of women leaders in the ADR process.

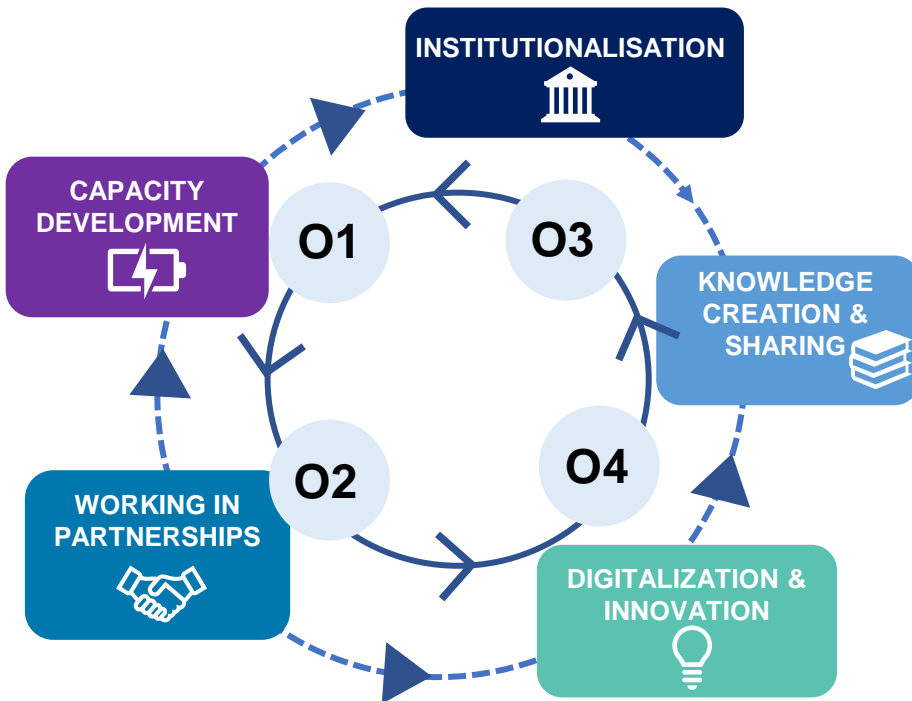
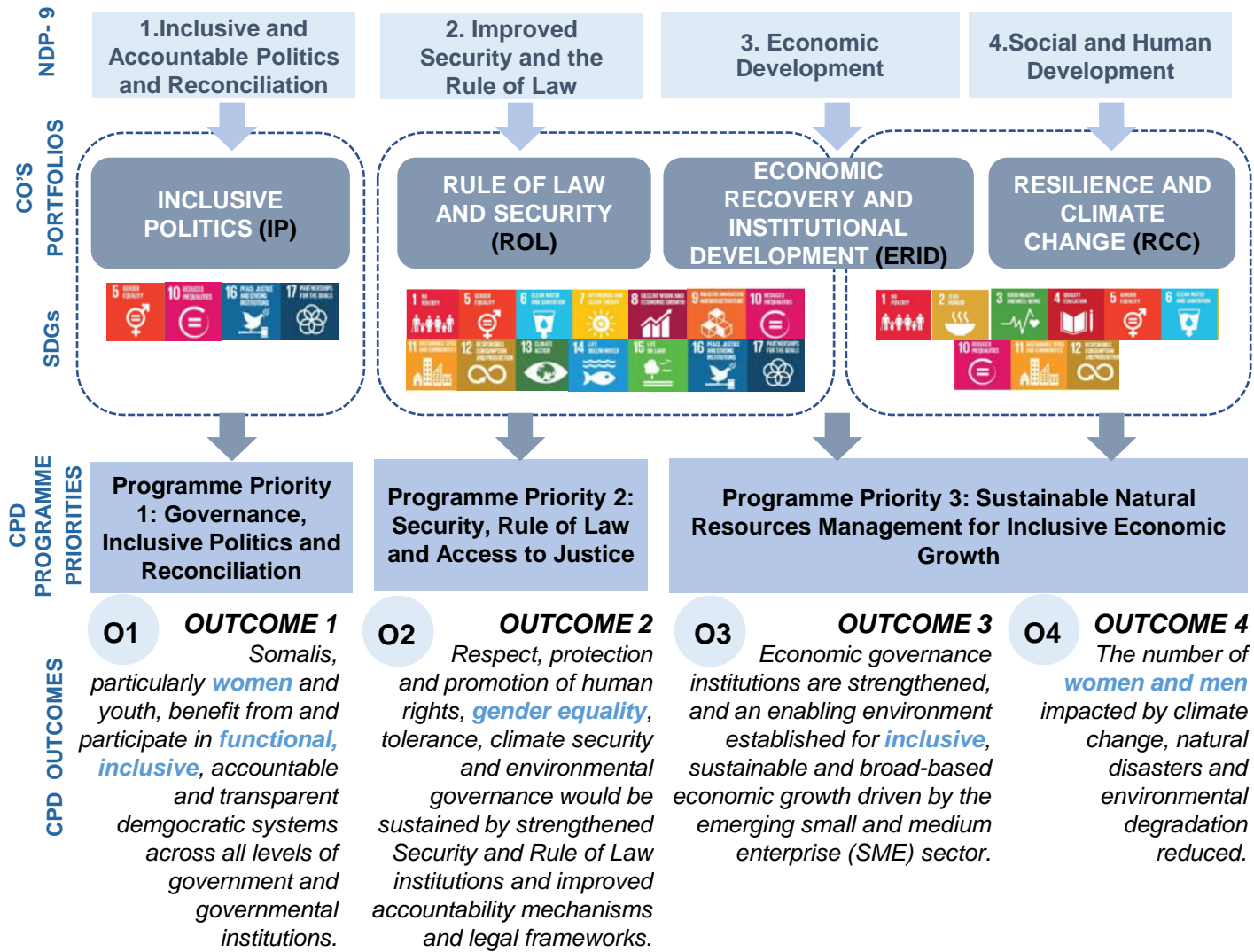
SOME RESULTS

Support to the Somali National Bureau of Statistics (SNBS) to identify areas of interventions required to collect and institutionalize sex and age disaggregated data (SADD), which led to the VNR report 2022

ACTIONS

- ✓ **Data:** Pursue joint work with the relevant Ministries and especially the **Somalia National Bureau of Statistics (SNBS)**.
- ✓ Organize information campaigns and training to raise awareness of statisticians and representatives of MOWHRD, MOPIED, and other institutions.
- ✓ Crowdsourced data through social media platforms for sensitive data collection.
- ✓ Include partnership with a research institution to help capture and measure the impact of new areas of engagement. *Example: assemble a team of international and Somali researchers.*
- ✓ Use Behavior Science tools to address social norms.

ALIGNMENT NDP-9, UNDP SOMALIA CPD (2021-2025), UNDP SOMALIA GENDER EQUALITY STRATEGY (2023-2026)



Outcomes defined by the CPD are gender-inclusive and will be achieved with the UNDP Somalia Gender Equality Strategy through its action points categorized into 5 pillars.

The action plan follows the same approach.

PILLARS OF ACTIONS – UNDP SOMALIA GENDER EQUALITY STRATEGY