KAALO
Aid and Development Org.

# DISTRICT LEVEL DECENT WORK ASSESSMENT REPORT

## BAARGAAL & ARMO DISTRICTS, PUNTLAND

2 0 1 6

KAALO
Aid and Development Org.

# DISTRICT LEVEL DECENT WORK ASSESSMENT REPORT

## BAARGAAL & ARMO DISTRICTS, PUNTLAND

2016

# Table of Contents


1. Acknowledgement 2
2. Acronyms 3
3. Executive Summary: 4
4. Introduction 5
5. Objectives of the assessment 6
6. Methodology: 6
7. Sampling Design: 7
8. Findings: 8

**8.1. Armo District: 8**

8.1.1. Employment: 8
8.1.2 Labor Legislations: 8
8.1.3 Income and Cost of living: 9
8.1.4 Hours of Work: 10
8.1.5 Social Security and Leave Entitlement: 10
8.1.6 Gender Disaggregation: 13
8.1.7 Age Disaggregation: 13
8.1.8 Problems Encountered: 14
8.1.9 Support Received: 15
8.1.10 Needed Assistance: 15

**8.2 Baargaal District 16**

8.2.1 Employment: 16
8.2.2 Labor Legislations: 16
8.2.3 Income and Cost of living: 17
8.2.4 Hours of Work: 18
8.2.5 Social Security and Leave Entitlement: 19
8.2.6 Gender Disaggregation: 21
8.2.7 Age Disaggregation: 22
8.2.8 Problems Encountered: 22
8.2.9 Support Received: 23
8.2.10 Needed Assistance: 24

10. Annex A: KII Questionnaire – Local Workers 25
11. Annex B: KII Questionnaire – Employers 28
12. Annex C. List of KII Respondents – Local Workers 30
13. Annex D. List KII Respondents – Employers 34

# 1 Acknowledgement

The consultant acknowledges the invaluable support and collaboration provided by all those who were involved in the Decent Work Assessment and hereby gratefully express a gratitude and immense appreciation.

Special tribute and gratitude goes to the KAD Executive Director, Mr. Mohamed Sh. Hamud, Project Manager, Nuur Shire Osman, Ahmed Shire Ahmed KAD Programs Coordinator, not only for their unwavering commitment to undertaking the Decent Work assessment, but also for their steadfast support without which, the assessment would never have materialized.

Special gratitude is also due to the Mayor of Baargaal Abukar Ahmed Yusuf and the Executive Secretary of the Baargaal Municipality Mr. Said  Awil,who have been instrumental in seamlessly coordinating and directing the assessment in Baargaal from the outset.

Likewise, a similar sincere gratitude and appreciation is due to Mr. Abdulahi Said Mire, the Director of Social Affairs Department at the Armo Municipality whose keen support and resourcefulness in coordinating the assessment at Armo district was an effort of herculean proportions that enabled the consultant to do the assessment thoroughly without any interruption.

# 2 Acronyms

**CBO** Community Based Organization

**CPI** Consumer Price Index

**DW** Decent Work

**DWI** Decent Work Indicator

**FSNAU** Food Security and Nutrition Analysis Unit

**GDP** Gross Domestic Product

**ILO** International Labor Organization

**KAD** Kaalo Aid & Development

**NGO** Non-Government Organization

**SIDA** Swedish International Development Agency

# 3. Executive Summary:

This report is based on the findings of a Decent Work Assessment conducted between the 19thand 27th of November 2016 in two Puntland districts namely Baargaal and Armo of Gardafu'i and Bari regions respectively.

The contents of the report are primarily based on interviews and meetings held with the relevant key informants drawn from assorted local workers and diverse employers in both districts.

The Decent Work Assessment was meant to provide an in-depth analysis and synopsis of status of the local workers at both districts in terms of productive work in an environment of freedom, security, decent working conditions and human dignity.

**Below are key findings of the assessment:**

• Income disparity in all the work categories was extremely high, as is evidently apparent in the collected data regarding income of the local workers. For all the realized sample respondents, the category with the lowest income earnings iscleaners and casual laborers, while the group with the highest income includes health workers, teachers, business managers and accountants.

• There is also large gender disparity with respect to the employment opportunities in both districts.

• Employment in the assessed districts is reached through mutual understanding arrangements between workers and employers. This is not a legally binding arrangement and poses risky factors to both parties as there is no a contractual documentation between the parties.

• Relevant legal and policy frameworks vis-à-vis labor matters are in place, but these legislations are hardly put into practice. Equally both workers and employers are not familiar with the existence of such legislations.

• Local workers are not largely entitled social security arrangements and do not enjoy benefits such as medical expenses coverage or ample time for maternity leave. Though 62% of the workers in Armo and 79% of those from Baargaal responded that they are entitled to a paid sick leave, it is not clear as to how many days the pay will continue from the onset of illness. This makes them vulnerable to adverse experience of prolonged ailment.

• There are no organizations, unions or associations that represent the interests of the local workers and act as a voice for representation of both the assessed districts. This highlights the lack of social dialogue and collective bargaining in place.

•In a nutshell, although the findings of the districts differ according to the nature of the sectors of employment in both districts. Yet, this assessment highlights that local workers in Baargal and Armo face a wide range of decent work problems.

# 4 Introduction

This report highlights the Decent Work (DW) assessment field trips made to Baargaal and Armo Districts between the 19th and 27th November 2016. The assessment targeted key informants drawn from Local Workers from all walks of life and Employers from diversified business ventures.

The assessment mainly focused areas of decent work including employment, income and cost of living, working conditions, working hours, leave entitlements (annual, sick and maternity), social security and protection, voice and representation and so forth.

Moreover, it also looks into aspects of the existing labor legal and regulatory frameworks that underpin decent work.

This assessment was carried out by a consultant commissioned by Kaalo Aid & Development (KAD) supported by Diakonia's CIVSAM Project with funding from the Swedish International Development Agency (SIDA).

The assessed districts of Baargaal and Carmo are located in Gardafui and Bari regions respectively. Baargaal is situated in the distant easternmost part of Puntland along the Indian ocean, 360 kilometers from the Puntland port town of Bossaso and 720 KM from the Puntland capital of Garowe, whereas Armo lies 100 KM south of Bossaso along the main tarmac road that links Bossaso and Garowe.

The nature of the sectors of employment in two districts differs. In Baargaal, the local workforce employment comes from sectors such as fishing, salt, frankincense, livestock rearing, agriculture and small business holders, whereas in Armo employment is generated by agricultural farming, livestock rearing, restaurants and hotels and small-scale business.

# 5 Objectives of the assessment

The overall objective of the assessment is to undertaken thorough study on the extent to which decent work hallmarks are practiced the two districts in terms of income, hours of work, occupational disaggregation by gender and age group, social protection and occupation safety and social dialogue, among other things.

Below are the specific objectives of the assessment:
1. Carry out decent work assessment on local workers in Baargaal and Armo districts;
2. ollect data in relation to the prevailing conditions of decent work in both districts;
3. Interpret the collected data and provide analysis of the data in terms of decent work indicators.

# 6 Methodology:

The assessment methodology consisted of multiple methods of data collection and analysis of both quantitative and qualitative nature. The assessment began with a literature review of documentation available for initial analysis.

Data collection included: Key Informant Interviews (KII) questionnaires designed in accordance with the International Labor Organization's (ILO)Decent Work Indicators (DWI) to a randomly selected local workers. Field visits were undertaken in two districts in Puntland namely Baargaal and Armo between the 19th and 27th November 2016.

The following methodologies were used:

- secondary data review (literature review)
- key informant interviews
- direct observations

# 7 Sampling Design:

Due to the unavailability of population demographic figures in place in both districts which would have informed the sampling frame, the only sampling method to be utilized remains to be random sampling.

Each sampling area was visited by the consultant and selected approximately every fifth person of working age that was present in the both districts.

The sampling universe therefore consisted of all persons at the age of 18 years old and above.
Since each person had an equal chance of being included in the sample, the requirement of random sampling is fulfilled.

Between the 20th – 27thNovember 2016, all those who were selected for a Key Informant Interview were informed about the assessment objectives, assured of the confidentiality of their responses and asked if they are voluntarily willing to participate (see Appendix A for the questionnaire).

Of t a total gross sample of 90 persons, 7 persons opted out. Therefore, the realized net sample of 83 respondents (see Table 1below) was interviewed. The overall response rate of 92.22% is fairly high and even across gender and age groups to avoid response bias. Of these 43 are from Baargaal District whilst the 40 are from Armo District

*Table 1: Total Sample & Realized Sample (by Gender and Age)*

| | Total Sample | Rejections | Realized Sample | Realized Sample in % |
|---|---|---|---|---|
| All selected individuals | 90 | 7 | 83 | 92.22% |
| Male | | | 61 | 73.49% |
| Female | | | 22 | 26.51% |
| Aged 18-30 | | | 30 | 36.14% |
| Aged 31-39 | | | 19 | 22.89% |
| Aged 40 and above | | | 34 | 40.96% |

Equally, the assessment targeted 30 potential employers of diverse business ventures to triangulate data collected from the local workers for verification of data validity purposes (See Annex B). Likewise, random sampling was employed in selected the employers. All the sampled 30 respondents were interviewed with zero refusals. The overall response rate was 100%.

# 8 Findings:

## 8.1 Armo District:

### *8.1.1 Employment:*

There is no formal employment contracting procedures that delineate the rights of employees and their obligation to their employers in place. Employment simply takes place in the form of verbal agreements (meeting of minds) between employees and their employers. These are not legally binding as there is no evidentiary documentation available to suggest otherwise and presents myriad of risk factors for both parties. Due to the fact that a considerable number of the workers have no the luxury of choosing from an abundance of job opportunities to choose from and are left to the only available option of accepting of the any vacant posts at whatever wage rate offered by the employer.

### *8.1.2 Labor Legislations:*

In addition to the Puntland Constitution which is the supreme law of the land, there are also a number of legal and policy frameworks vis-à-vis employment and labor matters in place in Puntland and these include the following:

- Civil Service Law No. 5,
- Private Sector Employee Law No. 65
- Recruitment and Selection Policy [1]

However, despite the above mentioned legislations clearly stipulate all the necessary components of employment such as competitive recruitment, contract contents, rights and obligations, social security, occupational hazard, employee grades, labor inspectors/inspections, work hours, overtime, leave entitlements (annual, sick, maternity, compassionate leave and public holidays), nursing breaks and breast-feeding for female workers, salary and allowance, promotions and disciplinary action to mention but a few, yet the these laws and policies are hardly put to use and the element of effective implementation is missing.

The DW assessment learned that neither the workers nor the employers are familiar with the existence of these legislations.

### 8.1.3 Income and Cost of living:

An adequate decent income that supports the sustenance of a worker's livelihood and that of his/her family plays as a pivotal aspect of decent work, and for most people financial gain is the chief reason that motivates them to work.

The assessment learned that there are two types of income for the all the workers interviewed, monthly salary based workers and daily wage workers. Of the 40 workers interviewed in Armo, 19 of them are monthly salary based workers whereas the remaining 21 are based on daily wages

Furthermore, determining what constitutes a minimum decent wage is very challenging task, especially in a country where availability of such information is in short supply. However, to cater for this, the assessment made use of the FSNAU Cost of Minimum Expenditure Basket of the assessed areas for the month of October 2016 as the basis determining cost of living.

For both the above mentioned methods of pay, it was learned, as indicated in Tables 2 and 3 below that 28.57% of daily wage workers and 57.91% of the monthly salaried workers respectively fall short of the threshold for monthly minimum household living costs of $ 175[2] .

*Table 2: Workers' Monthly Salary*

| Daily Wages | Respondents | (%) |
|---|---|---|
| $ 3 - $ 5 | 6 | 28.57% |
| $ 6 - $ 10 | 12 | 57.14% |
| $ 11 & above | 3 | 14.29% |
| | 21 | 100% |

Moreover, the number of workers who happen to be household breadwinners with an average family size of 6.27 dependents per household (both children and adults) are 30 local workers which make up 75% of total respondents in Armo district.

This portrays anaustere picture of meager household income against huge family living costs.

*Table 3: Daily Wages*

| Monthly Salary | Respondents | (%) |
|---|---|---|
| $ 25 - $50 | 2 | 10.53% |
| $ 51 - $75 | 2 | 10.53% |
| $ 75 - $100 | 2 | 10.53% |
| $ 101 - $ 125 | 0 | 0.00% |
| $ 126 - $ 150 | 3 | 15.79% |
| $ 151- $ 175 | 2 | 10.53% |
| $ 176 - $ 200 | 2 | 10.53% |
| $ 201 - $ 225 | 0 | 0.00% |
| $ 226 - $ 250 | 0 | 0.00% |
| $ 251 - $ 275 | 1 | 5.26% |
| $ 276 - $ 300 | 1 | 5.26% |
| $ 301 and above | 4 | 21.05% |
| | 19 | 100% |

### 8.1.4 Hours of Work:

The data collected on working hours reveal a great diversity between individual respondents (See Table 4). On average, respondents who work on a standard Somali work week (Saturday – Thursday) 71.7 hours per week in Armo, but this does not lay bare to the polarization between respondents who worked 30 hours or less which make up about 5% of total respondents and those who worked very long hours.

However, it is apparent as illustrated in Table 4 below that more than 70% of workers exceeded the threshold of 48 hours per week, of which 45% work excessive working hours of 78 to 102 per week.

This is typically the case for watchmen, waiters (waitresses), shop-keepers, whose line of work demands long hours with no or minimal regard for compensation

*Table 4: Daily and Weekly Hours of Work*

| Daily Working Hrs | Weekly Hrs of Work | Respondents | (%) |
|---|---|---|---|
| 2 - 5 hrs | 12 – 30 hrs | 2 | 5.00% |
| 6 - 8 hrs | 36 – 48 hrs | 8 | 20.00% |
| 9 - 12 hrs | 54 – 72 hrs | 12 | 30.00% |
| 13 - 17 hrs | 78 – 102 hrs | 18 | 45.00% |
| | | 40 | 100% |

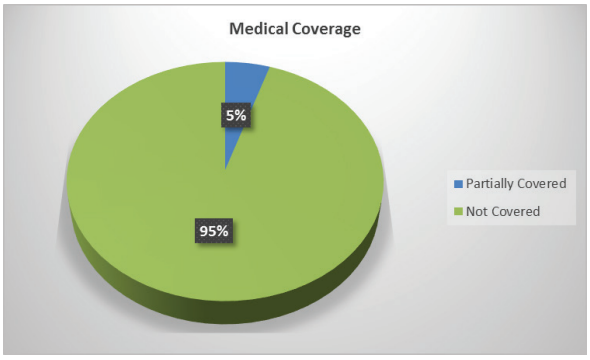
### 8.1.5 Social Security and Leave Entitlement:

One of the core pillars of the Decent Work is the provision of workers with a minimum social security and protection. Social security is meant to cover benefits against any risks in relation to wellbeing of the worker namely medical care in case of sickness, incapacitation or work related injury, retirement benefits (pension), maternity, among other things.

### 8.1.5.1 Medical Coverage

Due to fact that no social security schemes in the form of insurance and pension exists Armo, this assessment was only confined to seek the extent to which the coverage of medical expenses of the workers is borne by their employer. Below chart demonstrates the Local Workers' Medical Expense Coverage

*Figure 1: Respondents Medical Coverage:*

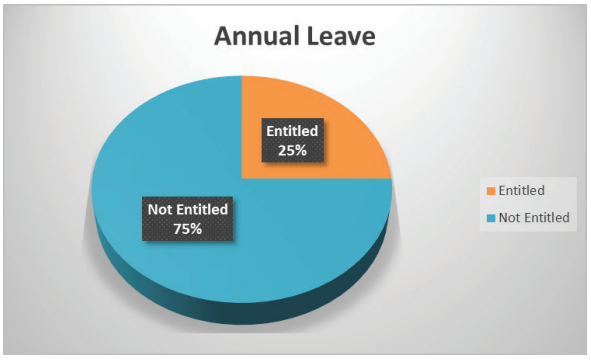



Nonetheless, this chart depicts a very bleak picture as only 5% of the total respondents are partially covered to benefit from employer provided healthcare coverage with no coverage for any of their dependents (household members). Moreover, the large majority of 95% of the respondents and their dependents are not covered against the risks of illness, injury and/or incapacitation.

### 8.1.5.2 Annual Leave

As for the annual leave entitlements, only 25% of the respondents are entitled to a 30 days paid annual leave for every 11 months of service, in other words they are entitled to 2.5 days a month. Whereas the remaining 75% (see Fig. 2 below) are not entitled to annual leave and should work all year round with the exception of unpaid leave that they have to agree with their employer for the number of days they will need.

*Fig. 2: Annual Leave Entitlements*

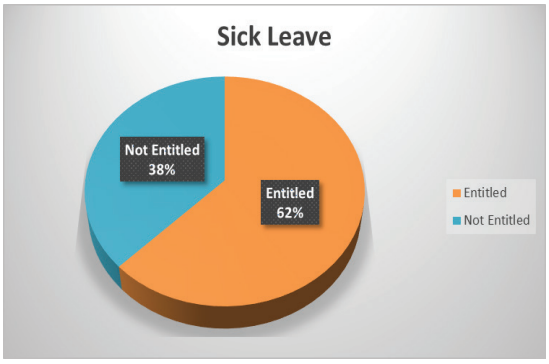



Additionally, there is one group of the workers (i.e school teachers) who are subjected to take three months of forced leave without payevery year, which normally falls onto the school closure period.

### 8.1.5.3 Sick Leave

Furthermore, sick leave is the only area of leave entitlement with the highest score of 62% of the workers entitled to it, though it is not clear to workers how many days will the pay continue from the onset of illness.

*Fig. 3: Sick Leave Entitlements:*

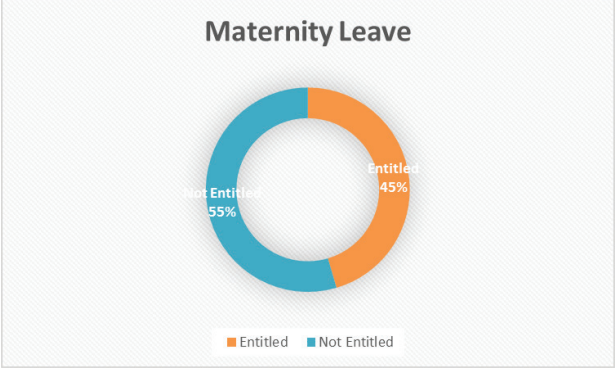



### 8.1.5.4 Maternity Leave

For maternity leave, of the 11 female respondents interviewed, 45% entitled to a paid maternity leave of 40 days, whereas the remaining 55% are not entitled to any maternity leave days and should either – in most cases - bring a close relative for replacement or take leave without pay. Please see Fig. 4.

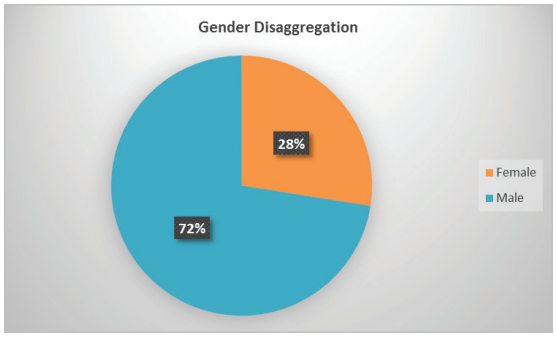
This is in a glaring contravention with the international decent work standards and the international labor legislations as well as the Labor Law No. 65 of the Puntland Government.

*Fig. 4: Maternity Leave Entitlements:*



## 8.1.6 Gender Disaggregation:

*Fig. 5 – Gender Disaggregation*

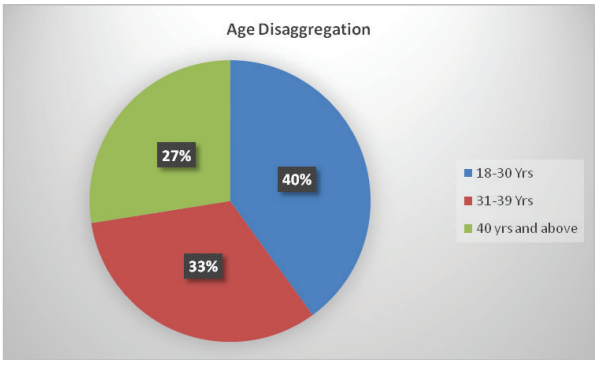



Of the 40 respondents in Armo district only 11 which constitutes 27.50% are female, whereas the remaining 29 respondents representing 72.50% are Male. This paints a bleaker picture that less than one-third of the employment opportunities is goes to female workers. Moreover, there is a huge disparity in the availability of employment of both genders in Armo district. This is a manifestation of how gender disparity is deeply entrenched and rave the workforce employability and availability of local employment opportunities is skewed and lopsided favoring the male.

## 8.1.7 Age Disaggregation:

As the below chart demonstrates about 40% of the Armo workers are between the ages of 18 to 30 years whereas 32% of the workers are classed as those aged between 31 to 39 years of age and remainder 28% is aged 40 years and above. This picture presents a robust youth employment in Armo.

*Fig. 6 – Age Disaggregation:*



### 8.1.8 Problems Encountered:

In order to understand the most immediate work-related difficulties faced by the local workers and enable them identify risks associated with their line of work, respondents were asked to share the problems they face.

As illustrated in Table 4 below some 40% of the Armo respondents identified scanty income and high cost of living as the most difficult problem they face. The second most frequently mentioned problem which constitutes 35% of the respondents is long work hours and less pay. This is followed by 7.50% who cite unavailability of regular job all the time (this is the case for local workers categories such as mechanics and casual laborers in Armo) while 17.5% of the respondents did not mention any particular problem.

For those respondents who did not mention specific work-related problems, it does not necessarily mean that they don't face problems; they may simply be oblivious to a work-related problem they face such as occupational safety or health hazards.

*Table 4: Problems Encountered by Local Workers*

| Problems Encountered | Respondents | % |
|---|---|---|
| No Regular Work Available | 3 | 7.50% |
| Overworked & Underpaid | 14 | 35.00% |
| Scanty Income and High Cost of Living | 16 | 40.00% |
| No Particular Problem Encountered | 7 | 17.50% |
| | 40 | 100% |

### 8.1.9 Support Received:

To assess the extent to which the problems cited by the respondents are addressed with assistance from others (i.e NGOs/CBO, Charities, Local Government, Family, friends and others) that may have improved the working conditions of the local workers, respondents were asked of any assistance they might have received in the past.

As is apparent from Table 5 below, only a small minority of 2.50% of the respondents receive occasional family financial support in the form remittances from family members in the Diaspora. whereas 97.50% receive no support at all.

*Table 5: Support Received*

| Type of Support | Respondents | % |
|---|---|---|
| Occasional Family Financial Support | 1 | 2.50% |
| No Support Received | 39 | 97.50% |
| | 40 | 100.00% |

### 8.1.10 Needed Assistance:

To further study the immediate needs of the workers, the DW assessment sought to know the areas of assistance workers deemed necessary to improve their current working conditions.

Below Table 6 demonstrates a list of areas of assistance needed by the local workers with regards to addressing their current poor working conditions.

*Table 6: Assistance Need*

| Assistance Needed | Respondents | % |
|---|---|---|
| Better Paying Jobs under fair working conditions and work hours | 13 | 32.50% |
| Capacity Building and Training | 11 | 27.50% |
| Creation of other means of Income Generation | 11 | 27.50% |
| Salary Increment and Capacity Building | 5 | 12.50% |
| | 40 | 100.00% |

## 8.2 Baargaal District

### *8.2.1 Employment:*

There is no formal employment contracting procedures that delineate the rights of employees and their obligation to their employers. Employment simply takes place in the form of verbal agreements (meeting of minds) between employees and their employers. These are not legally binding as there is no evidentiary documentation available to suggest otherwise and presents myriad of risk factors for both parties. Due to the fact that a considerable number of the workers have no the luxury of choosing from an abundance of job opportunities choose from and are left to the only available option of accepting of the job vacant posts at whatever wage rate offered by the employer.

### *8.2.2 Labor Legislations:*

In addition to the Puntland Constitution which is the supreme law of the land, there are also a number of legal and policy frameworks vis-à-vis employment and labor matters in place in Puntland and these include the following:

- Civil Service Law No. 5,
- Private Sector Employee Law No. 65
- Recruitment and Selection Policy

However, despite the above mentioned legislations clearly spell out all necessary components of employment such as competitive recruitment, contract contents, rights and obligations, social security, occupational hazard, employee grades, labor inspectors, work hours, overtime, leave entitlements (annual, sick, maternity, compassionate leave and public holidays), nursing breaks and breast-feeding, salary and allowance, promotions and disciplinary action to mention but a few, yet the these laws and policies are hardly put to use and the element of effective implementation is missing.

The DW assessment learned that neither the workers nor the employers are familiar with the existence of these legislations.

### 8.2.3 Income and Cost of living:

An adequate decent income that supports the sustenance of a worker's livelihood and that of his/her family plays as a pivotal aspect of decent work, and for most people financial gain is the chief reason that motivates them to work.

The assessment learned that there are two types of income for the all the workers interviewed, monthly salary based workers and daily wage workers. Of the 43 workers interviewed in Baargaal, 32 of them are monthly salary based workers whereas the remaining 11 are based on daily wages

Furthermore, determining what constitutes a minimum decent wage is very challenging task, especially in a country where availability of such information is in short supply. However, to cater for this, the assessment made use of the FSNAU Cost of Minimum Expenditure Basket of the assessed areas for the month of October 2016 as the basis determining cost of living.

For both the above mentioned methods of pay, it was learned, as indicated in Tables 7 and 8 below that 63.64% of daily wage workers and 62.51% of the monthly salaried workers both fall short of the threshold for monthly minimum household living costs of $ 175 . .

*Table 7: Workers' Monthly Salary*

| Monthly Salary | Respondents | (%) |
|---|---|---|
| $ 25 - $50 | 1 | 3.13% |
| $ 51 - $75 | 2 | 6.25% |
| $ 75 - $100 | 6 | 18.75% |
| $ 101 - $ 125 | 2 | 6.25% |
| $ 126 - $ 150 | 7 | 21.88% |
| $ 151- $ 175 | 2 | 6.25% |
| $ 176 - $ 200 | 6 | 18.75% |
| $ 201 - $ 225 | 0 | 0.00% |
| $ 226 - $ 250 | 2 | 6.25% |
| $ 251 - $ 275 | 1 | 3.13% |
| $ 276 - $ 300 | 2 | 6.25% |
| $ 301 and above | 1 | 3.13% |
| | 32 | 100% |

*Table 8: Daily Wages*

| Daily Wages | Respondents | (%) |
|---|---|---|
| $ 3 - $ 5 | 7 | 63.64% |
| $ 6 - $ 10 | 4 | 36.36% |
| $ 11 and above | 0 | 0.00% |
| | 11 | 100% |

Moreover, the number of workers who happen to be household breadwinners with an average family size of 10.79 dependents per household in Baargaal (both children and adults) are 39 local workers which make up 90.70% of total respondents.

This portrays an austere picture of meager household income against huge family living costs.

### 8.2.4 Hours of Work:

The data collected on working hours reveal a great diversity between individual respondents (See Table 4). On average, respondents who work on a standard Somali work week (Saturday – Thursday) 57.54 hours per week, but this does not lay bare to the polarization between respondents who worked 30 hours or less which make up about 18.60% of total respondents and those who worked very long hours.

However, it is apparent as illustrated in Table 9 below that more than 50% of workers exceeded the threshold of 48 hours per week, of which 13.95% work excessive working hours of 78 to 102 per week.

This is typically the case for watchmen, fishermen, waiters (waitresses), shop-keepers and frankincense collectors, whose line of work demands long hours with no or minimal regard for commensurate compensation.

*Table 9: Daily and Weekly Hours of Work*

| Daily Working Hrs | Weekly Hours of Work | Respondents | (%) |
|---|---|---|---|
| 2 - 5 hrs | 12 – 30 hrs | 8 | 18.60% |
| 6 - 8 hrs | 36 – 48 hrs | 12 | 27.91% |
| 9 - 12 hrs | 54 – 72 hrs | 17 | 39.53% |
| 13 - 17 hrs | 78 – 102 hrs | 6 | 13.95% |
| | | 43 | 100% |

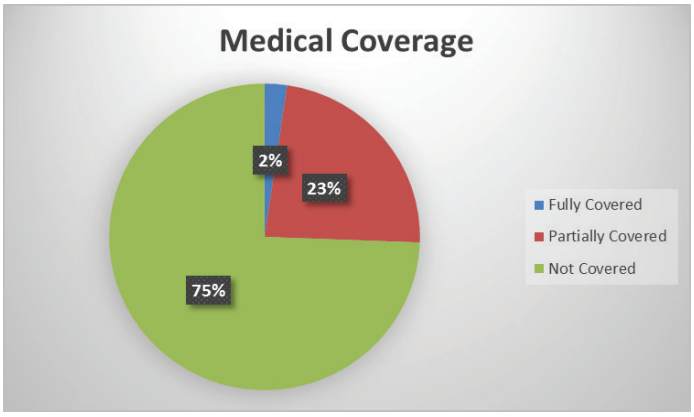
## 8.2.5 Social Security and Leave Entitlement:

One of the core pillars of the Decent Work is the provision of workers with a minimum social security and protection. Social security is meant to cover benefits against any risks in relation to wellbeing of the worker namely medical care in case of sickness, incapacitation or work related injury, retirement benefits (pension), maternity, among other things.

### 8.2.5.1 Medical Coverage

Due to fact that no social security schemes in the form of insurance and pension exist in Baargaal, this assessment was only confined to seek the extent to which the coverage of medical expenses of the workers is fully or partly borne by their employer. Below chart demonstrates the Local Workers' Medical Expense Coverage:

*Figure 7: Respondents Medical Coverage*



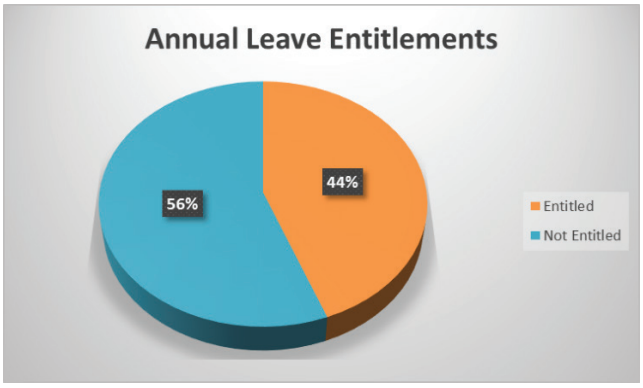

Nonetheless, the above chart depicts a very bleak picture as only 2% of the total respondents are fully covered to benefit from employer provided healthcare coverage with no coverage for any of their dependents (household members). Moreover, 23% of the respondents have informed the assessment that their employers contribute to their healthcare expenses depending on the severity of the ailment or injury. However, the large majority of 75% of the respondent and their dependents are not covered against the risks of illness, injury and/or incapacitation.

### 8.2.5.2 Annual Leave

As for the annual leave entitlements, only 44% of the respondents in Baargaal are entitled to a 30 days paid annual leave for every 11 months of service, in other words they are entitled to 2.5 days a month. Whereas the remaining 56% (see Fig. below) are not entitled to annual leave and should work all year round with the exception of unpaid leave that they have to agree with their employer for the number of days they will need.

Additionally, there is one group of the workers (i.e school teachers) who are subject to take three months of forced leave without pay every year, which normally falls onto the school closure period.

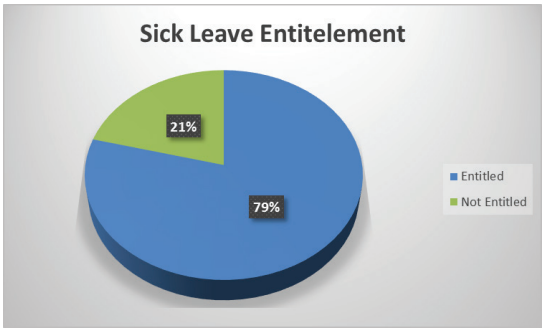
*Fig. 8: Annual Leave Entitlements*




### 8.2.5.3 Sick Leave

Furthermore, sick leave is the only area where 79% of the workers entitled to take in the event that they fall sick, however, it is not clear to workers how many days will the pay continue from the onset of illness.

*Fig. 9: Sick Leave Entitlements:*

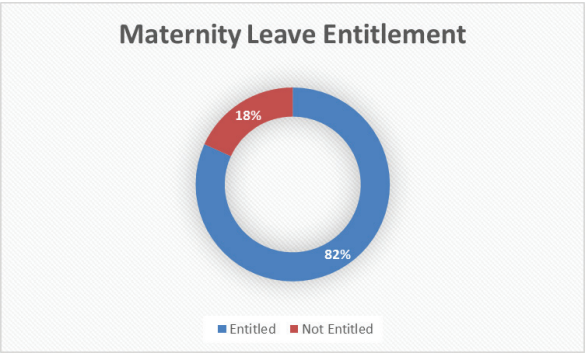


### 8.2.5.4 Maternity Leave

For maternity leave, of the 11 female respondents interviewed, 82% entitled to a paid maternity leave of 40 days, whereas the remaining 18% are not entitled to any maternity leave days and should either – in most cases - bring a close relative to act caretaker replacement with no payment of salary to the caretaker from the employer or they have to take leave without pay. Please see Fig. 8.

This is in a glaring contravention with the international decent work standards and the international labor legislations as well as the Puntland labor law 65.

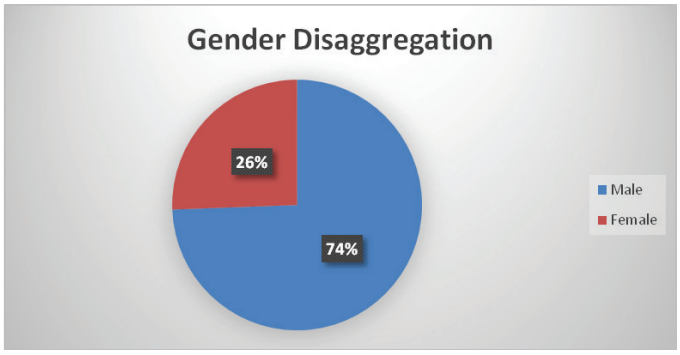
*Fig. 10: Maternity Leave Entitlements:*




## 8.2.6 Gender Disaggregation:

Of the 40 respondents in Baargaal district only 11 of them which constitutes about 26% are female, whereas the remaining 32 respondents representing 74% are Male. This paints a bleaker picture that less than one-third of the employment opportunities is goes to female workers. Moreover, there is a huge disparity in the availability of employment of both genders in Baargaal district. This is a manifestation of how gender disparity is deeply entrenched and availability of local employment opportunities

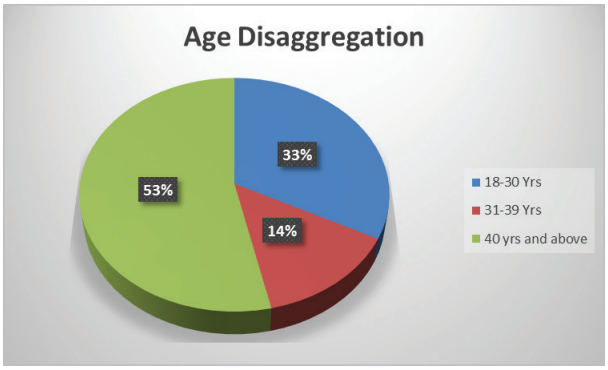
*Fig. 11- Gender Disaggregation*



## 8.2.7 Age Disaggregation:

As the this chart demonstrates about 33% of the Baargaal workers are between the ages of 18 to 30 years whereas 14% of the workers are classed as those aged between 31 to 39 years of age and remainder of 53% is aged 40 years and above. This picture presents that an improvement is needed in youth employment in Baargaal.

*Fig: 12 – Age Disaggregation*




## 8.2.8 Problems Encountered:

In order to understand the most immediate work-related difficulties faced by the local workers and enable them identify risks associated with their line of work, respondents were asked to share the problems they face.

As illustrated in Table 10 below some 32.56% of the respondents identified long work hours and less pay as the most difficult problem they face. The second most frequently mentioned problem which constitutes 20.93% of the respondents isillegal fishing that destroyed local industry income, likewisescanty income and high cost of living is third problem faced some 20.93% of the respondents. This is followed by 13.95% who identify their problem as difficult work conditions & meager wages, whereas 2.33% encounter perennial recurrent drought that have hindered livestock rearing whereas 2.33% say they have no regular job all the time (this is the case for seasonal fishermen, painters, mechanics and casual laborers) and 6.98% of the respondents did not mention any particular problem.

For those respondents who did not mention specific work-related problems, it does not necessarily mean that they don't face problems; they may simply be oblivious to a work-related problem they face such as occupational safety or health hazards.

*Table 10: Problems Encountered by Local Workers*

| Problems Encountered | Respondents | % |
|---|---|---|
| Difficult Work Conditions & Meager Wages | 6 | 13.95% |
| Illegal Overfishing by Foreign Trawler Vessels Diminishes Local Industry Catch | 9 | 20.93% |
| No Regular Work Available | 1 | 2.33% |
| Overworked & Underpaid | 14 | 32.56% |
| Recurrent Droughts Affect Livestock Rearing | 1 | 2.33% |
| Scanty Income and High Cost of Living | 9 | 20.93% |
| No Particular Problem Encountered | 3 | 6.98% |
| | 43 | 100% |

### 8.2.9 Support Received:

To assess the extent to which the problems cited by the respondents are addressed with assistance from others (i.e NGOs/CBO, Charities, Local Government, Family, friends and others) that may have improved the working conditions of the local workers, respondents were asked of any assistance they might have received in the past.

As is apparent from Table 5 below, only a small minority of 2.33% of the respondents receive occasional family financial support in the form remittances from family members in the Diaspora. Whereas the majority of 97.67% receive no support at all.

*Table 11: Support Received*

| Type of Support | Respondents | % |
|---|---|---|
| Occasional Family Financial Support | 1 | 2.33% |
| No Support Received | 42 | 97.67% |
| | 43 | 100.00% |

### 8.2.10 Needed Assistance:

To further study the immediate needs of the workers, the DW assessment sought to know the areas of assistance workers deemed necessary to improve their current working conditions.

Below Table 6 demonstrates a list of areas of assistance needed by the local workers with regards to addressing their current poor working conditions.

*Table 12: Assistance Need*

| Assistance Needed | Respondents | % |
|---|---|---|
| The Authorities to tackle overfishing | 4 | 9.30% |
| Infrastructure (Roads, Water Wells etc) to ease Difficult Working Conditions | 3 | 6.98% |
| Better Paying Jobs under fair working conditions and work hours | 6 | 13.95% |
| Capacity Building and Training | 12 | 27.91% |
| Creation of other means of Income Generation | 9 | 20.93% |
| Salary Increment and Capacity Building | 9 | 20.93% |
| | 43 | 100.00% |

# 9 Annex A:
## KII Questionnaire – Local Workers

### *KAALO AID & DEVELOPMENT (KAD)*
### *DISTRICT LEVEL DECENT WORK ASSESSMENT QUESTIONNAIRE*

Key Informant Interviews (KIIs) Questionnaire – Local Workers

Respondent's Name : _____

Age: _____ Sex: _____

Contact Info:_____

Name of the Interviewer: _____

Date and Place of Interview:_____

---

1. Are you currently employed?_____

2. What is the nature of your current job?_____

3. How many days do you work per week? _____

4. How many hours do you work on average per day?_____

5. How much is your daily, weekly or monthly net income?

| | |
|---|---|
| Daily | |
| Weekly | |
| Monthly | |

6. Are there any other additional monthly or annual incomes you earn or expenses you incur?

| | |
|---|---|
| Income | |
| Expenses/costs | |

7. Do you currently encounter any problems with respect to the work you do? And if so, what are the major problems you face? _____

_____

8. Have you received any kind of assistance to improve your working condition for the past two years? By assistance, we mean anything that helped you improve your working condition, provided either by the local government, NGOs, Family, Friends or others.
_____

_____

9. If you need assistance, what kind of support would you need? _____
_____

10. Do you know any organization, association or group that expresses the concerns of people in this situation? _____

_____If yes,

Are you a member of such organization, association or group?_____

11. Do you benefit from annual paid leave or compensation paid in lieu of leave? And if so, how many days per month/year?_____

12. In case of work-related injury or ailment, would you benefit from a paid sick leave?_____

13. In case of birth of a child, would you benefit from a paid maternity/paternity leave?
14. Are your medical costs covered by your employer?_____

15. What is the highest level of education you completed?

| | |
|---|---|
| Qur'anic School | |
| Primary School | |
| Secondary School | |
| Tertiary Education (College, University) | |

16. What is your marital status?

| | |
|---|---|
| Single | |
| Married | |
| Divorced | |
| Widowed | |

17. How many adults and children do live in your house?

| | |
|---|---|
| Adults | |
| Children | |

18. How many of them contribute to the household living costs?_____

19. Apart from you, how much income do the rest of the household members earn daily, weekly or monthly in total?

| | |
|---|---|
| Daily | |
| Weekly | |
| Monthly | |
| | |

# 10 Annex B:
## KII Questionnaire – Employers

### *KAALO AID & DEVELOPMENT (KAD)*
### *DECENT WORK ASSESSMENT QUESTIONNAIRE*
**Key Informant Interviews (KIIs) – Employers**

Name of the Respondent:_____

Business Category: _____

Contact Info:_____

Name of the Interviewer: _____

Date and Place of Interview:_____

20. What is the nature of the business(s) venture you run/own?_____

_____

21. How many workers does your business(s) currently employ?_____

22. How many of these are male and how many are female?

| | |
|---|---|
| Male | |
| Female | |

23. Can you specify their work categories?

i._____

ii._____

iii._____

24. How many working hours do they have to work per day?_____

25. How many days do they have to work per week?_____

26. How much do you pay them as net wages/salary daily, weekly or monthly?

| Job Category | Net Pay($) |
|---|---|
| Daily | |
| Weekly | |
| Monthly | |

27. Do you pay equal wages/salary to both male and female workers who perform chores of the same nature and work similar working hours?_____ if no, please specify

_____

28. Apart from the wages/salary, are they entitled to other benefits and allowances? _____
if yes, please specify

_____

29. Do they benefit from annual paid leave or compensation paid in lieu of leave?_____

if yes, how many leave days per month/annum?_____

30. In case of work related injury or ailment, are they entitled to a paid sick leave?
_____

31. In case of birth of a child, are they entitled to a paid maternity/paternity leave?
_____

32. Does your business cover the medical expenses/cost of your workers in the event that they fall sick?

# 11 Annex C.

## List of KII Respondents – Local Workers

### *Armo District*

| # | Name of Respondent | District | Age | Gender | Contact Details | Work (Job) Nature |
|---|---|---|---|---|---|---|
| 1 | Abdihakim Muse Aden | Armo | 20 | M | 7504532 | Restaurant Manager |
| 2 | Abdihakim Mustafe Qorane | Armo | 28 | M | 7586746 | Waiter |
| 3 | Abdinur Mohamed | Armo | 35 | M | 7781190 | Waiter |
| 4 | Abdirizak Nur Mohamed | Armo | 32 | M | 7699746 | Teacher |
| 5 | Abdulahi Ahmed | Armo | 27 | M | 7376618 | Cook |
| 6 | Abdulahi Jama Muse | Armo | 55 | M | 66000647 | Watchman |
| 7 | Abdulahi Said Mire | Armo | 45 | M | 7796586 | Hawala Manager |
| 8 | Abdullahi Mohamed | Armo | 32 | M | 7646978 | Waiter |
| 9 | Abshir Said Nur | Armo | 57 | M | 7760899 | Driver |
| 10 | Ahmed Nur Aden | Armo | 45 | M | 7714336 | Driver |
| 11 | Ahmed Said Omar | Armo | 31 | M | 7724875 | Shop-keeper |
| 12 | Bahsan Mohamed Mohamoud | Armo | 40 | F | 7761805 | Teacher |
| 13 | Barre Abdulahi Artan | Armo | 35 | M | 7740399 | Watchman |
| 14 | Bashiir Hungule | Armo | 42 | M | 7982233 | Cook |
| 15 | Bashiir Salaad Osman | Armo | 26 | M | 7738755 | Cashier |
| 16 | Fadumo Ahmed Mohamed | Armo | 55 | F | 7622919 | Cafeteria Manager |
| 17 | Fadumo Said Osman | Armo | 40 | F | 7289729 | Tea-shop keeper |
| 18 | Fahad Ali Dalmar | Armo | 27 | M | 7667267 | Electrician |
| 19 | Faisal Mohamed Aden | Armo | 28 | M | 7351440 | Gas Station Attendant |
| 20 | Faizo Hussein | Armo | 35 | F | 7376609 | Cleaner |
| 21 | Farah Mohamed Said | Armo | 41 | M | 7394151 | Baker |
| | | | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| 22 | Farhiya Osman Salah | Armo | 22 | F | 7719546 | Teacher |
| 23 | Fartun Mohamed Salad | Armo | 30 | F | 770964 | Maid Servant |
| 24 | Habiib Abdulahi Salad | Armo | 25 | M | 7462426 | Porter |
| 25 | Hudayfi Abdiazig Hussein | Armo | 23 | M | 7781750 | Waiter |
| 26 | Hussein Jabbo | Armo | 18 | M | | Dish Washer |
| 27 | ibrahim Said Ibrahim | Armo | 33 | M | 7723187 | Watchman |
| 28 | Khadra Mohamed Mohamoud | Armo | 20 | F | 7625500 | Teacher |
| 29 | Khadro Hussen Abbas | Armo | 26 | F | 7319528 | Dish Washer |
| 30 | Mohamed Abdiazig | Armo | 25 | M | 7244939 | Waiter |
| 31 | Mohamed Abdirizak | Armo | 31 | M | 7777955 | Teacher |
| 32 | Mohamed Jama Deer | Armo | 32 | M | 7656085 | Mechanic |
| 33 | Mohamed Jibriil Ahmed | Armo | 50 | M | 7737281 | Cook |
| 34 | Mohamed Mohamud Abdi | Armo | 34 | M | 7555602 | Watchman |
| 35 | Mohamud Ali Isaak | Armo | 32 | M | | Car Washer |
| 36 | Nasro Ali Mayow | Armo | 29 | F | | Garbage Collector |
| 37 | Sahro Yasin Mohamed | Armo | 18 | F | | Waitress |
| 38 | Said Mohamed Ahmed | Armo | 36 | M | 7791020 | Company Manager |
| 39 | Shiine Moor | Armo | 35 | M | 7732257 | Watchman |
| 40 | Yusur Aw-Yusuf | Armo | 55 | F | 7774508 | Tea-shop keeper |

## *Baargaal District:*

| # | Name of Respondent | District | Age | Gender | Contact | Details Work Nature |
|---|---|---|---|---|---|---|
| 1 | Abdi Yusuf Ahmed | Baargaal | 28 | M | 7613379 | Salt Worker |
| 2 | Abdirahman Ahmed Guul | Baargaal | 32 | M | 7673797 | Fisherman |
| 3 | Abdirahman Salah Mohamoud | Baargaal | 64 | M | 7129995 | Shop-keeper |
| 4 | Abdulahi Mohamed Salah | Baargaal | 38 | M | 7613012 | School Accountant |
| 5 | Abdulahi Said Haji | Baargaal | 42 | M | 7613384 | Hotel Manager |
| 6 | Abshir Said Mohamoud | Baargaal | 30 | M | 7214721 | Frankincense Worker |
| 7 | Abshir Salah Majin | Baargaal | 48 | M | 7613375 | Fishing Equi Technician |
| 8 | Ahmed Abdulahi Mohamed (Biti) | Baargaal | 50 | M | 7613084 | Shop-keeper |
| 9 | Ahmed Ali Ahmed | Baargaal | 45 | M | 7604490 | Health Officer |
| 10 | Ahmed Jama Shabeel | Baargaal | 80 | M | 7514988 | Fisherman |
| 11 | Ahmed Mohamed Ahmed | Baargaal | 61 | M | 7247450 | Salt Worker |
| 12 | Ahmed Said Mohamed (Jalah) | Baargaal | 40 | M | 7673672 | Driver |
| 13 | Ahmed Salah Mohamed | Baargaal | 53 | M | 7733081 | Fishery Licensing Clerk |
| 14 | Ali Osman Muse | Baargaal | 28 | M | 7613284 | Fisherman |
| 15 | Ali Salah Mohamed Gurey | Baargaal | 50 | M | 7641858 | Fisherman |
| 16 | Ali-daad Salah Said Shirdoon | Baargaal | 27 | M | 725455 | Head of Sales |
| 17 | Awil Abdulahi Salad (Gobe) | Baargaal | 35 | M | 6171288 | Painter |
| 18 | Awil Salah Ali | Baargaal | 40 | M | 7255223 | Fisherman |
| 19 | Baashi Salaad Abdirahman | Baargaal | 40 | M | 7613297 | Livestock Herder |
| 20 | Buruuj Daahir Muuse | Baargaal | 35 | M | 7673716 | Porter |
| 21 | Du'ale Mohamed Osman | Baargaal | 25 | M | 723089 | Watchman |
| | | | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| 22 | Fadumo Yusuf Hersi | Baargaal | 50 | F | | Tea-shop keeper |
| 23 | Halima Abdale Ahmed | Baargaal | 40 | F | 7223490 | Restaurant Manager |
| 24 | Hussein Said Mohamed | Baargaal | 48 | M | 7633864 | Tax Collector |
| 25 | Ifrah Mohamed Ismail | Baargaal | 30 | F | 7704456 | Tea-shop keeper |
| 26 | Jiijo Aweis Busuri | Baargaal | 21 | F | 7673112 | Waitress |
| 27 | Khadro Hussein Ali | Baargaal | 30 | F | 7236177 | Waitress |
| 28 | Liban Hussein Barre | Baargaal | 28 | M | 7449960 | Shop-keeper |
| 29 | Luul Ahmed Yusuf | Baargaal | 38 | F | 7248877 | Shop-keeper |
| 30 | Maryan Tarah Makrub | Baargaal | 40 | F | 7357170 | Adult Learning Teacher |
| 31 | Mire Ahmed Guul | Baargaal | 24 | M | 7771727 | Fisherman |
| 32 | Mohamed Abdulahi | Baargaal | 43 | M | 771867 | Fish Processor |
| 33 | Mohamed Hareed Yusuf | Baargaal | 30 | M | 7631291 | Frankincense Worker |
| 34 | Mohamed Ibrahim Ahmed | Baargaal | 30 | M | 7382000 | Accountant |
| 35 | Nimo Ahmed Abdi | Baargaal | 40 | F | 7907007 | Cook |
| 36 | Nimo Hussein Abokor | Baargaal | 30 | F | 7557135 | Cleaner |
| 37 | Sahro Mohamed Ahmed | Baargaal | 32 | F | 7678075 | Tea-shop keeper |
| 38 | Said Abdirahman | Baargaal | 70 | M | | Fisherman |
| 39 | Saido Aw-Salah | Baargaal | 50 | F | 7242562 | Waitress |
| 40 | Salah Bahsi Bille | Baargaal | 40 | M | 7613043 | Frankincense Worker |
| 41 | Salah Said Jama | Baargaal | 30 | M | 7613066 | Fish Processor |
| 42 | Shire Ahmed Mohamoud | Baargaal | 47 | M | 7882251 | Hotel Manager |
| 43 | Warsame Isse Ahmed | Baargaal | 50 | M | 7613172 | Fisherman |
| | | | | | | |

# 12 Annex D.

## List KII Respondents – Employers

### *Armo District*

| # | Name of Respondent | District | Gender | Contact Details | Business Venture |
|---|---|---|---|---|---|
| 1 | Abshir Ali Mohamed | Armo | F | | Grocery |
| 2 | Ali Guled Said | Armo | M | 7830845 | Hotel and Stationary |
| 3 | Ali Mohamed Said | Armo | M | 76639443 | Gas Station |
| 4 | Asho Ismail Gurhan | Armo | F | 7414829 | Clothes & Cosmetic |
| 5 | Asho Mohamed Ahmed | Armo | F | 7326946 | Food Stuff |
| 6 | Fadumo Abdulahi Artan | Armo | F | 7755666 | Home Appliances |
| 7 | Hussein Hassan Moalim | Armo | M | 7762144 | Clothes & Cosmetic |
| 8 | Maryan Ayaanle Said | Armo | F | 7720903 | Shopping Centre |
| 9 | Mumino Salaad | Armo | F | 7723109 | Clothes & Cosmetic |
| 10 | Nimo Mohamed Yusuf | Armo | F | 7668863 | Tailor-Shop |
| 11 | Said Muse Said | Armo | M | 6794736 | Pharmacy |
| 12 | Shamis Jama Ali | Armo | F | 7601804 | Tea-Shop |
| 13 | Zeinab Bashir Jama | Armo | F | 7586696 | Restaurant |
| | | | | | |
| | | | | | |
| | | | | | |

## *Baargaal District:*

| # | Name of Respondent | District | Gender | Contact Details | Business Venture |
|---|---|---|---|---|---|
| 1 | Abdi Mohamed Bilaal | Baargaal | M | 7613002 | Agro-Pastoral Mixed Farming |
| 2 | Abdirahman Mohamed | Baargaal | M | 7771755/6791754 | Spare Parts, Electronics & Food |
| 3 | Abdisamad Warsame Shire | Baargaal | M | 7746282 | Food Stuff and Housewares |
| 4 | Abikarim Mohamed Osman | Baargaal | M | 7007372 | Hotel & Restaurant |
| 5 | Abshir Ahmed Osman | Baargaal | M | 7628894 | Food Stuff |
| 6 | Abukar Ahmed Yusuf | Baargaal | M | 7790700 | Hotels, Real State & Fishing |
| 7 | Awil Mohamed Mohamoud | Baargaal | M | 7707036 | Food Stuff & Clothes |
| 8 | Haliimo Said Ahmed | Baargaal | F | 7388511 | Clothes & Cosmetic |
| 9 | Maryan Abdi Hodon | Baargaal | F | 7612757 | Clothes, Cosmetic, & Grocery |
| 10 | Maryan Ali Seed | Baargaal | F | 7613123 | Food Stuff |
| 11 | Mohamed Muse Ahmed | Baargaal | M | 7796630 | Fishing |
| 12 | Mohamed Said Mohamed (Faqale) | Baargaal | M | 7749704 | Assorted Goods Shop |
| 13 | Mohamed Takar Kamas | Baargaal | M | 7613214 | Farmer |
| 14 | Muuse Guul Mohamed | Baargaal | M | 7791313 | Food Stuff and Clothes |
| 15 | Nimo Mohamed Abdalle | Baargaal | F | 229077 | Grocery |
| 16 | Said Awil Dhuhul | Baargaal | M | 732848 | Clothes & Cosmetic |
| 17 | Shukri Nuur Shire | Baargaal | F | 7907049 | Restaurant |

## Notes

## Notes

KAALO
Aid and Development Org.

KAALO AID AND DEVELOPMENT ORGANISATION
ISLAN MOHAMMED STREET | GAROWE – PUNTLAND, SOMALIA
Telephone: +252 – 5 – 844247
Website: www.kaalo.org/ www.kaalo.so
E-mail: kaaloorg@yahoo.com | program@kaalo.org | operations@kaalo.org