



SOMALIA UN MPTF

**PROGRAMME QUARTERLY PROGRESS REPORT**  
**Period (Quarter 1 – Year: 2016)**

<b>Project Name</b>	SOM-005 JP Capacity Building
Gateway ID	00096489
Start date	1 October 2015
Planned end date (as per last approval)	13 December 2017
Focal Person	(Name): Albert Soer
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PSG	<b>Capacity Development (Cross cutting):</b> The objective of the SIP Project is to enable the Federal Government of Somalia and the Puntland Government to fill critical capacity gaps in the civil service and to strengthen the capacity of key ministries and agencies to perform core government functions.
Priority	<b>Priority 1:</b> Improve capacity of central Government institutions to coordinate and lead structural reform and policy harmonization process <b>Priority 2:</b> Strengthen core public sector and civil service management functions in key domains <b>Priority 3:</b> Strengthen Cross Cutting and Sectoral Public Sector Capacities through dedicated support
Milestone	<b>1:1:</b> Systemic review of roles of responsibilities of different government institutions completed and updated structure of key FGS institutions developed <b>1:2:</b> Basic review of administrative procedures, systems and structures completed in selected government institutions and administrative reform programme formulated and agreed <b>2:2:</b> Review of the civil service legal framework and institutional structures for the management of the civil service completed <b>3:1:</b> Priority logistics assessment of selected administrative buildings completed and integrated rehabilitation programme of selected government premises develop
Location	Federal Government of Somalia (Mogadishu) and Puntland (Garowe)
Gender Marker	2

<b>Total Budget as per ProDoc</b>	US\$ 12,974,918			
MPTF:	US\$ 11,474,918			
Non MPTF sources:	PBF: -			
	Trac: <b>US\$ 1,500,000</b>			
	Other: -			
<b>Total MPTF Funds Received</b>			<b>Total non-MPTF Funds Received</b>	
<b>PUNO</b>	<b>Current quarter</b>	<b>Cumulative (2016 only)</b>	<b>Current quarter</b>	<b>Cumulative (2016 only)</b>
	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>



**SOMALIA UN MPTF**

JP Expenditure of MPTF Funds <sup>1</sup>			JP Expenditure of non-MPTF Funds	
PUNO	Current quarter	Cumulative (2016 only)	Current quarter	Cumulative (2016 only)
	<b>\$943,604</b>	<b>\$943,604</b>	<b>0</b>	<b>0</b>

- PLs note that the additional budget as per approved amendment has not yet been included.

**SITUATION UPDATE**

The Federal Government of Somalia (FGS), guided by Vision 2016 and the Somali Compact, declared 2016 ‘the year of delivery’ and embarked on two major reform processes directly supported by the project: (a) the development of the first National Development Plan since the late eighties of the last century and (b) the review and updating of the Civil Service Law as fundamental for civil service reform.

The Somali Development Reconstruction Facility (SDRF) Steering Committee endorsed the Capacity Development – Strengthening Institutional Development Project on 17 June 2015. The project is fully funded and at the first Steering Committee (jointly with the World Bank Capacity Development project), an amendment to include support to the policy units of the Office of the President and the Prime Minister office was approved.

There were no changes in the Puntland engagement. The intended support to the Puntland Good Governance Commission, which was put on hold in 2015, is still on hold pending agreement with the World Bank project on the precise nature of the support.

Major developments supported by the project in the FGS and Puntland include:

- Under the leadership of the Ministry of Planning and International Cooperation (MOPIC) the preparations for the an iPRSP compliant Somalia National Development Plan (2017 – 2019) and incorporating the SDGs, advanced significantly with several coordination meetings, working group establishment (Monitoring and Evaluation Working Group launched on 9 March) and the first round of consultations in the federal member states (Puntland 19 - 22 January; Jubaland 6 – 8 February ISWA 6 – 8 March, Galmudug in early April). Several trainings have been conducted for staff at MOPIC and other line Ministries by the Lead Consultant on the process of drafting the NDP, data collection etc. The first draft is due in July 2016.
- On 6 January 2016, the Minister of Planning and International Cooperation, H.E Aynte launched the Sustainable Development Goals and led discussions on their localization at an event in Mogadishu.
- Work to finalize the drafting and reform of the Civil Service #11 and its subsidiary legislation continued in Mogadishu in the reporting period. The international consultant supported by UNDP worked throughout the quarter with officials from the Ministry and other line Ministries to realign the laws and text of the legislation. Several workshops including consultation with the federal member states were also held in Mogadishu. The draft is scheduled to be presented to Cabinet by the Minister in the second quarter before being subsequently submitted to Parliament for ratification.

<sup>1</sup> Uncertified expenditures. Certified annual expenditures can be found in the Annual Financial Report of MPTF Office (<http://mptf.undp.org/factsheet/fund/4SO00> )



**SOMALIA UN MPTF**

- The Government of Puntland launched the Puntland Development Forum (PDF) in Garowe on 30 December 2015. With support from UNDP and in collaboration with the UN Resident Coordinators Office in Garowe, the PDF was designed as a structured mechanism to bring together the Puntland government; the civil society; the private sector; and the international partners to foster internal coherence within Puntland, and to assist Puntland more effectively engage with the Federal Government and the other Federal Member States, on key strategic issues, including development planning and aid management.
- Since the finalization of the first wave and second wave of Functional Reviews (FRs) of Ministries and government institutions in Puntland such as the Ministry of Labor Youth and Sports, Ministry of Women and Development Affairs, Ministry of Planning and International Cooperation and others supported by the project on – UNDP has commenced work through workshops to assess implementation of the recommendations made in the FRs. A local consultant based in Garowe has been reviewing the changes implemented thus far by the different Ministries. A consolidated report will be finalized in the second quarter.
- In Puntland, an international consultant has been working with the Ministry of Labor Youth and Sports to develop a Civil Service Training Policy and leading discussions on the concept note to develop a Civil Service Training Institute. This work had been stalled throughout 2015 pending agreements between the Civil Service Commission and the MOLYS over a number of administrative and jurisdictional differences.
- The project budget for 2016 forward is insufficient to support all ACU staff. The ACU launched a campaign to mobilize additional resources which towards the end of the quarter started being successful. It is expected that in the 2nd quarter sufficient funding will be mobilized. The staff supported by the project focuses on overall management of the ACU.

**QUARTERLY PROGRESS REPORT RESULTS MATRIX**

<b>SUB-OUTCOME 1 STATEMENT</b>			
< Restate verbatim from the Prodoc/AWP or amended version (if any)>			
<b>Output 1: Capacity gaps in priority institutions filled in placing staff and advisors in priority positions.</b>			
<b>INDICATOR</b>	<b>TARGET</b>	<b>PROGRESS ON OUTPUT INDICATOR<sup>2</sup></b>	
		<b>THIS QUARTER</b>	<b>CUMULATIVE</b>
Number of staff (disaggregated by sex, location, institution, position) within public institutions supported by UNDP	Federal: 6	39	39
	Puntland: 10	9	9
Percentage of direct supervisors satisfied with staff and advisors	Federal 75%	0 <sup>3</sup>	0
	Puntland 75%		

<sup>2</sup> Fill in only the numbers or yes/no; no explanations to be given here.

<sup>3</sup> No surveys were carried out in the reporting period. The surveys will be administered in the 2<sup>nd</sup> quarter.



**SOMALIA UN MPTF**

<b>Sources of Evidence:</b> i) Staff Lists and Payment Schedules for each and every individual employed under this facility are on file with the government and project (UNDP) for both the FGS and Puntland governments; ii) See Annex 4 with lists of staff at both the FGS and Puntland levels.			
<b>Output 2: Rationalized and updated Civil Service Management policy, framework, system, processes, and guidelines developed.</b>			
# of Civil Service Laws reviewed or amendments proposed	Federal: 1 draft	1	1
	Puntland: 1 draft	1	1
# of HR Management Frameworks submitted	Federal: 1 draft	0	0
	Puntland: 1 draft	1	1
# Number HR Management instruments rolled out	Federal: 1 draft	0	0
	Puntland: 1 Draft	0	0
<b>Sources of Evidence:</b> i) Draft civil service laws drafted for the FGS and Puntland; ii) Minutes of meetings held by the FGS Minister of Labor and Social Affairs on 9 March 2016 in Mogadishu with the SIP Project Team in Mogadishu iii) Copy of HR Management Framework draft document from Puntland on file with the project			
<b>Output 3: Improved training policy, facilities and plans proposed.</b>			
# of Civil Service Training / Capacity Development Policy submitted	Federal: 1 draft	0	0
	Puntland: 1 Completed	1	1
Training standards developed	Federal: 1 Draft	0	0
	Puntland: 1 Completed	1	0
Number of Civil Service Training Institute concepts developed	Federal: 1 Draft	0	0
	Puntland: 1 Developed	1	0
<b>Sources of Evidence:</b> i) Puntland Draft Civil Service Training policy document on file with the project			
<b>Output 4: Strategic guidelines developed for internal Government coordination, good governance and strategic communication</b>			
Guidance materials for Federal Parliamentary relation management	Federal: 1 draft	0	0
Strategic Communications guidelines	Federal: 1 draft	0	0
Service delivery (Citizens') Charter for Puntland	Puntland: 1 draft	0	0
Complaints Mechanism, Puntland	Puntland: 1 draft	0	0
Good Governance Advocacy strategy, Puntland	Puntland: 1 draft	0	0
<b>Output 5: Assessments, tools, and plans developed to mainstream gender</b>			
Number of tools developed	Federal: 3 draft	0	0
	Puntland: 3 draft	0	0
Number of partners supported	Federal: 3	0	0
	Puntland: 5	0	0



**SOMALIA UN MPTF**

Number of staff trained	Federal: 5	0	0
	Puntland: 5	0	0
<b>Output 6: Guidance to undertake Development Planning, M&amp;E and Aid Coordination including reporting developed.</b>			
Number of institutional coordination arrangements for development policy drafted	Federal: 1	0	0
	Puntland: 1	1	1
Number of M&E Strategies reviewed, amended, updated or developed.	Federal: 1	0	0
	Puntland: 1	0	0
Number of processes, tools and guidelines for collection and storage of data developed	Federal: 1	0	0
	Puntland: 1	0	0
# of Aid Coordination Architecture developed and institutionalized	Federal: 1	0	0
	Puntland: 1	1	1
Number of DAD/AIMS systems operational	Federal: 1	0	0
	Puntland: 1	0	0
Number of Quarterly reports on Aid Flows are generated through DAD/AIMS	Federal: 2	0	0
	Puntland: 2	0	0
<b>Output 7: Project management and implementation arrangement is established ensuring appropriate project implementation</b>			
Number of Project Board meetings are convened as scheduled	Federal: 2	1	1
	Puntland: 2	1	1
Number of Project progress reports generated periodically or monitored, reviewed and evaluated	Federal: 2	1	1
	Puntland: 2	1	1
Percentage of staff in the Project teams recruited.	Combined: 90%	100%	100%

**NARRATIVE RESULTS REPORTING**

**Output 1: Capacity gaps in priority institutions filled in placing staff and advisors in priority positions.**

The project supports the Government to fill key capacity gaps in line ministries by financing, for a period of time, the salaries of key personnel in the FGS (MOPIC 6; ACU 23; OOP 8) and Puntland (Ministry of Labor, Youth and Sports 5 and MOPIC 4). The project encourages the use of regular civil service procedures for the identification, recruitment and management of local personnel and at the same time creates a coherent framework under which development partners are able to provide longer term advisory assistance to the government.

**Federal Government of Somalia**

**MOPIC:** Six national advisors staff are supported by the project at the Ministry of Planning and International Cooperation (MOPIC). Apart from their routine roles linked to their portfolios in Finance and Administration, Monitoring and Evaluation, ICT, Statistics, Data Management and International Cooperation the advisors were involved in providing support to the National Development Plan consultative process which also included the logistical arrangements for the federal states consultations; the internal and external coordination meetings between MOPIC and the different line Ministries, hosting meetings by the National Development Council,



## SOMALIA UN MPTF

hosting and providing secretariat roles to the different for a such as the monthly Director Generals' Meetings on the NDP and collection of data for the initial drafting of parts of the NDP.

Another key result area for the MOPIC advisors was their completion of the draft National NGO Policy which was shared with pertinent FGS Ministries. Several consultative and coordination meetings were organized by MOPIC staff on the draft to facilitate its passage upon submission to the council of ministers. The Bill was submitted to the Council of Ministers and it awaits approval.

**Aid Coordination Unit:** The ACU in collaboration with different CSOs and UNDP, organized a workshop on Civil Society engagement in the New Deal in Mogadishu as the culmination of a series of regional civil society consultations held in Puntland, Galmudug, South-West State, Jubaland and Banadir in late 2015. Secondly the ACU, was involved in organizing the logistics of the Third High Level partnership Forum in Istanbul, Turkey on 23 and 24 February 2016.

**Office of the President:** The project supports 10 national advisors and support staff in the Policy Unit of the OOP. The list of functions and staff members is shown in Annex 4. The Policy Unit continued in the reporting period to provide high level policy support to the Office of the President and Prime Minister in various areas such as legal advice; national security; policy and planning; maritime matters as well as Administration and Finance. Over the reporting period, staff supported by the project participated in the preparation of various high level reports including the World Bank Somalia's Economic update report; the Contract and Concessions report presented to the Financial Government Committee; the review of Customs and Inland Revenue Tariffs as well as the National Defense and Policy Paper. The policy unit also participated in the Implementation Action Plan for the electoral process in 2016 as well as in the preparation of the road map for use of country systems.

**Puntland:** The key results of the 9 local advisors supported at the MOPIC and MOLYS include the following: provision of expert services to review the Puntland Civil Service Law #5; the finalization of the draft Training Policy and programme through wider stakeholder consultation; validation of the functional review reports with concerned Ministries; development of finance and procurement guidelines for MoPIC and the development of an Aid Coordination Mechanism which will be used to streamline all development funds in Puntland.

### **Output 2: Rationalized and updated Civil Service Management policy, framework, system, processes, and guidelines developed.**

The Civil Service Management arrangements in Somalia – both on Federal level and in Puntland – require updating. The Civil Service Laws are not fully responding anymore to the present day requirements, while the more administrative management arrangements concerning e.g. recruitment, labour force management, performance management etc., require modernisation. The specific outputs the SIP project is contributing to are: i) Civil Service Laws reviewed or amendments made; ii) HR Management Frameworks submitted and iii) the number of HR management instruments rolled out.

**Federal:** The Civil Service Law # 11 currently regulating the recruitment, labor force management, and performance management of the Somali Civil Service is outdated. During the reporting period, the Ministry of Labor and Social Welfare through the Inter - Ministerial committee composed of representatives from FGS line ministries and agencies completed the initial draft of the proposed law. The new law took into account international best practices but also reflected the realities on the ground of the present Somali Civil Service. The Law removed some of the operational issues that had incorporated into the old law and retained only the basic



## SOMALIA UN MPTF

principles that are necessary for the management of a modern civil service. The operational provisions that were previously part of the old law will subsequently be written into the compendium of regulations that will accompany the new law.

During the course of the reporting period, the Ministry of Labor and Social Affairs completed translation of the draft law and launched extensive consultations with other FGS line ministries as well as emerging state representatives in readiness for the tabling of the law in the Council of Ministers as well as parliament. The next steps will be the finalization of the regulations before being presented to the Minister who will then deliver the draft legislation to the FGS Cabinet and subsequently place it before Parliament for further review and passage into law. These processes are slated for the second quarter.

**Puntland:** The first draft of the Puntland Civil Service Law #5 was completed through consultations with dedicated resource people nominated by the Minister of Labor, Youth and Sports. The first consultation was held on 9 March 2016 where all the stakeholders were invited to provide their initial input to ensure participation and ownership of the law.

Furthermore, 16 chapters of the Human Resource Handbook which is supposed to respond to the need for Human Resources Frameworks in Puntland have been completed and the work is in progress and needs validation from stakeholders when the first draft is proposed as scheduled for the second quarter of 2016.

Functional Review reports for the Ministry of Health and the Ministry of Women Development and Family Affairs were also validated by senior management of both institutions. Implementation of recommendations will start in the second quarter.

### **Output 3: Improved training policy, facilities and plans proposed.**

While injecting capacity into the system is of paramount importance, ensuring that human resource capacity is maintained over time is of equal importance. To do so, civil servants' professional development needs to become institutionalized. Under this sub-component, the Project supports the respective agencies in institutionalization of training and development functions. Technical support is being provided for developing civil service training policy, strategy and plans, which may include strengthening or establishing civil service institutes.

**Federal:** No activities were undertaken on the Federal level. They are scheduled to start in the 2<sup>nd</sup> quarter of 2016.

#### **Puntland:**

- The first draft of the Puntland Civil Service Training Policy was finalized through a stakeholder consultation workshop in the reporting period through the assistance of an international consultant brought in by UNDP.
- A civil service training programme dubbed (Core Competency Training Needs) based on the Training Needs Assessment (TNA) carried out in 2014 was also developed in the reporting period. The training programme was developed to ensure proper systematic training of civil servants in Puntland.
- An international consultant worked on the second draft proposal and strategy for the establishment of Civil Service Training Institute. The document will be finalized in the second quarter.



## SOMALIA UN MPTF

### **Output 4: Strategic guidelines developed for internal Government coordination, good governance and strategic communication**

At the FGS level, while the OPM maintains relations with Parliament, the efficiency and effectiveness of these relations can be improved. Strategic communications are underdeveloped and good governance guidance is mostly absent. In Puntland, the objective of the project is to see through the development of a service delivery charter (Citizens Charter) complemented with a Standards of Ethics in the Public Service. Additional work will be carried out to set up a Public Complaints Management system in Puntland as well as a supporting advocacy strategy to complement the public complaints system.

**Federal:** Preparatory meetings were conducted with the **Office of the Prime Minister** to initiate activities to support the above mentioned activities in the next quarter. Furthermore, towards the end of the reporting period, the project signed an LOA with the **Ministry of Interior and Federal Affairs**. UNDP will support the ministry to design and implement adaptations in the structure, functions, roles and responsibility distributions and work processes of the Directorate of Administrative Services. Under this LOA, the project will extend its support to the Directorate of Administrative Services to strengthen its capacity to perform its core functions by achieving the following results:

- Improved structure, function and role and responsibility distribution
- Improved work-process management arrangements
- Improved staffing establishment while ensuring gender parity in staffing MOIFA LOA

The **Ministry of Finance** is supported with an advisor, who is temporarily appointed to establish and head the strategic planning unit. The key results for the present quarter include:

- Established Strategy Unit, developed TORs to fill key positions and began recruitment;
- Negotiating the first IMF Staff Monitoring Program (SMP) for Somalia, and associated missions;
- Coordinated the review and update to the PFM law, which was submitted and passed by the cabinet;
- Lead and facilitated one-week workshop to develop the PFM Action Plan for 2016-2020. Participation included FGS stakeholders from Ministry of Finance, Ministry of Planning, Central Bank of Somalia and regional government finance ministries as well as development partners including IMF, World Bank, AfDB, DfID, USAID, EU, Norway, Italy (PSG 5 co-lead), and UN. By the end of the week a high level plan was produced, with prioritized activities, delivery modality and estimated cost. A governance structure and monitoring mechanism for the plan was designed and next steps for taking the plan further was identified and agreed;
- Prepared training plan and material for government wide training on payment procedures. This covered end-to-end payment process including budget preparation, simplified procurement rules, commitment control and payment issuance. Training was held in February 2016;
- Lead the Use of Country Systems working group in developing roadmap for 2016+ on increasing the use of country systems. The roadmap lays out specific targets for improving PFM systems while setting





## SOMALIA UN MPTF

targets for development partners in improving alignment to plan, increase use of treasury and reporting. The roadmap was agreed by both government and development partners and presented at the HLPF in February 2016;

- Launched Open Government Initiative, organizing a forum where civil society was able to review the initial work on the OGI website and hold Q/A session with the President, the Minister of Finance, Minister of Information, Auditor General and member of the Finance Oversight Committee in Parliament. Initial OGI website was developed and has budget information, information on government processes (how to obtain business license, customs, asset recovery), and financial governance. Next steps is over the next 3 months to complete the information available on the website (data.gov.so);
- Designed and drafted workflow and procedures for police stipends to be channeled through country systems. This was accepted and adopted by the EU and payment is expected to commence next month;
- Finalized TOR for security sector expenditure reform to build financial management systems within the security sector, including salary payments;
- Developed consolidated budget for the security sector bringing together government salaries and donor supported stipends;
- Developed government paper laying out update on the President's commitment made on September 9th to reform security sector expenditure. Paper also included update on 2015 payments made as well as laying out future changes in payments, including outsourcing of government salary payments to private company to ensure salary payments is reaching soldiers.

**Puntland:** New LOAs planned for the next quarter with the Good Governance Bureau to develop a Citizens' Charter as well as a Public Complaints Mechanism. However, the support to the Good Governance Bureau is still on hold due to a perceived overlap with possible World Bank support. Discussions to resolve this matter are ongoing.

Functional reviews (FR) were carried out and completed in the Ministry of Health (MoH) and the Ministry of Women Development and Family Affairs (MoWDAFA) bringing the total number of institutions, whose functions were reviewed since the FR exercise began in 2014 under this project, to nine. The process generated new organograms and change management plans for the two institutions. Meanwhile, the initial outcome of the reviews carried out in 2014 is the reshuffling of Director Generals in the ministries reviewed to ensure greater alignment of their core competences with the functions of their respective institutions. A local consultant is currently working on reviewing the outcomes of the functional reviews. A zero draft report has been produced and a final one will be finalized in the second quarter.

### **Output 5: Assessments, tools, and plans developed to mainstream gender**

The project assists the different government institutions in the FGS and Puntland to develop strategies and tools to mainstream gender in their day to day work. Working in close cooperation with the UNDP Gender Unit, the project aims to develop tools and mechanisms to constructively mainstream gender in a number of key government reform processes, including civil service management and development planning. Priorities for mainstreaming gender will be developed with the Ministries of Women and the resulting action plan will be supported by the project. The project targets three institutions and five in Puntland to be supported on



## SOMALIA UN MPTF

mainstreaming gender in the civil service. Furthermore, the project aims to train ten people at both the Federal and Puntland levels on gender mainstreaming in the civil service. A number of actions including the introduction of gender sensitive budgeting will be explored; gender sensitive legal and policy analysis and the development of gender sensitive legal and policy development. These activities were not carried out in the reporting period.

**Federal:** The detailed discussions with the Ministry of Women and Human Rights Development (MOWHRD) are well advanced and expected to lead to conclusion early in the 2<sup>nd</sup> quarter with the signatory of a new LoA. The following areas will be supported by the SIP project:

- Development of standards for appropriate gender-sensitive legal and policy development
- Development of dedicated standards for gender-sensitive policy and regulatory arrangements in civil service management in close cooperation with the Ministry of Labor and the Civil Service Commission,
- Development and implementation of gender standards in the context of the National Development Plan in close cooperation with the Ministry of Planning and International Cooperation
- Introduction of gender-sensitive budgeting.

**Puntland:** Discussions between the project and the Ministry of Women Development and Family Affairs are at an advanced stage in signing a new Letter of Agreement which should see funds provided to the Ministry for an international expert on gender who will assist in drafting a National Gender Toolkit as well carry out consultations with government officials meant to canvass views on mainstreaming gender in the public service. Project implementation should commence in the second quarter.

### **Output 6: Guidance to undertake Development Planning, M&E and Aid Coordination including reporting developed.**

While, the Puntland Government has established planning arrangements and the project supports further strengthening of those arrangements, the Federal Government had not developed a National Development Plan since the eighties of the last century. The project supports the Federal Government developing the new National Development Plan.

The M&E and statistics arrangements in both government require substantial strengthening to allow appropriate follow-up on plans and their implementation and provide a suitable evidence base for policy debate and decision-making.

The Aid coordination structures exist both on Federal and Puntland level but require further strengthening.

The MOPIC at the FGS level is in charge of coordinating the drafting of the National Development Plan. The chronology below lists the activities carried out so far in support of the drafting of the National Development Plan. The project provide logistical, financial as well as consultancy support.

#### **MOPIC FGS:**

- **6 January 2016: Mogadishu, Somalia – Launch of the Sustainable Development Goals.**
- **14 January 2016: Mogadishu, Somalia: NDP Approaches Training for Planning Departments in the FGS Ministries.** With support from UNDP's Capacity Development Program a three day training for MOPIC staff members was carried out by an international consultant. Attending the same meeting, UNDP



## SOMALIA UN MPTF

Country Director; Mr. George Conway noted that *“the workshop was vital for planning departments in the FGS for them to be able to initiate the design and complete the NDP at the same prioritizing Somali peoples’ interests”*. This training was also important as it gave the FGS Ministry of Planning staff background information on how to engage citizens and stakeholders during the countrywide consultations.

- Several trainings for MOPIC Staff; the Planning Directors and of all the FGS Line Ministries were carried out between February and March 2016 by Dr. Hashim Ali, the UNDP supported international consultant on the National Development Plan. These trainings were useful in knowledge sharing on the NDP; related data collection, Monitoring and Evaluation processes; how the NDP will assist Somalia in poverty reduction and a whole host of other related issues. The reports for these trainings are on file with the project.
- **19 – 22 January 2016: Puntland NDP Consultations:** The inaugural NDP Consultations were successfully carried out in Puntland State’s Capital of Garowe. H.E Minister of FGS MOPIC, Aynte gave the opening remarks.
- **6 – 8 February 2016: Jubaland NDP Consultations, Kismayo:** The delegates and other stakeholders who attended the consultative meetings were divided into six groups representing the selected six priority areas which are: Social; Productive; Infrastructure; Economic; Communication and Governance and Security. This process allowed for further technical discussions which input was also captured and relayed to the FGS MOPIC team in charge of drafting the NDP.
- **17 February 2016: Mogadishu. Planning Directors Workshop:** Starting on 17 February, a two day workshop on the NDP was held in Mogadishu and hosted by the FGS MOPIC to share knowledge and information with the DGS and also gather views from them on how to gather data from the different Ministries and other stakeholders.
- **6- 8 March 2016: Interim South West Administration, Baidoa: NDP Consultations:** From 6 – 8 March NDP consultations were held in Baidoa led by the FGS MOPIC’s Deputy Minister. H.E Abdulahi Sheikh. In a show of political support and clear expression of the endorsement of this process Planning Ministers from Jubaland and Galmudug as well as representatives from the Puntland State MOPIC were represented at the consultations.
- **9 March 2016: VIP Amisom, Mogadishu: Rethinking Measurement and Results Management – M&E Framework for the NDP:** With technical and logistical support from UNDP’s Capacity Development Program and the UN Resident Coordinator’s Office, FGS MOPIC organized an inaugural meeting for all the FGS Ministries; key UN organizations such as UN Women; World Food Program; UNSOM Human Rights Section and international consultants to deliberate on the need for establishing a Monitoring and Evaluation Framework for the NDP.
- **9 March 2016:** NDP Consultations held in Baidoa for the Interim South West Administration.
- **16 March 2016:** The NDP Consultations for Banadir, Middle Shabelle and Hiraaan were combined and held in Mogadishu with support from the project.



## SOMALIA UN MPTF

- **23 March 2016:** The NDP consultations for Adaado for the Galmudug Interim Administration.
- **27 March 2016:** MOPIC through support from the project hosted the FGS Director Generals' monthly meeting on the progress on the National Development Plan

**Aid Coordination:** The Aid Coordination Unit (ACU) at the Office of the Prime Minister continued to perform its duties in support to the functioning of the New Deal aid coordination structure and engagement of multiple stakeholders in the implementation of the Somali Compact.

During the first quarter in 2016, the ACU coordinated with other institutions in the FGS and followed up on the High Level Partnership Forum meeting held in Istanbul on 23-24 February 2016. The ACU as the secretariat for the SDRF hosted 1 SDRF Steering Committee meeting in the reporting period. Furthermore, 9 PSG Working Group meetings were coordinated by the ACU in the reporting period. The ACU also assumed secretariat duties for the reactivated New Deal Committee.

The ACU, in collaboration with different CSOs and UNDP, organized a workshop on Civil Society engagement in the New Deal. This workshop followed up a series of regional civil society consultations held in Puntland, Galmudug, South-West State, Jubaland and Banadir in late 2015. The workshop aimed at promoting reflection amongst the Somali civil society on how to ensure a more inclusive implementation of the New Deal, improve civil society-State collaboration and define the role of civil society in this process. This Forum brings together the PSG lead Ministers and is chaired by the Deputy Prime Minister of the FGS.

In response to the expected outputs in the project document, the ACU managed to finalize the aid flow analysis for 2015, a process which began in 2015.

In support of the National Development process, an international consultant was recruited and started work to develop the aid coordination and management component of the National Development Plan. The consultant is working closely with MOPIC, ACU and the Ministry of Finance, and has held consultations with different ministries, donors and UN agencies. The consultant is expected to finish the work in the next quarter.

### **Puntland:**

- The Second Five Year Development Plan is under review to harmonize the plans.
- The project also supported the annual retreat of the government of Puntland, it was intended to facilitate performance review of 2015 work plans of all Puntland Government institutions and vet their respective annual work plans for 2016.
- The project facilitated the development of an Aid Coordination mechanism to better coordinate all the aid inflow into the state through the Puntland Development Forum established on 31 December 2015. It is important to note that senior government officials from Puntland have been attending all the National Development Plan consultative meetings held in various states and in Mogadishu through support from the project. The participation of the government officers while important also cements the unity and collaborative efforts that are needed to come up with a coherent NDP.

**Output 7: Project management and implementation arrangement is established. And ensure appropriate project implementation**

This output reports on management activities carried out in the project by both the UNDP and project implementing partners to ensure high level implementation and project management. It looks at the



## SOMALIA UN MPTF

interactions at the Project Board level which oversees and reviews implementation of projects in both locations. Two project board meetings are supposed to be held in each year. The projects targets four reports generated periodically. Finally the outputs tracks the number of staff recruited to ensure that the project is implemented by capable and a full staff complement.

**The project management consists of two teams (one on Mogadishu and one in Puntland) and is supported by the Capacity Development Programme team which operates both from Nairobi and Mogadishu.**

### **Mogadishu:**

- Following the departure of the previous team leader, the new Team leader for the Federal project is on board as of January, 2016. The team in Mogadishu is now complete.
- The project held its first Project Steering Committee meeting in Mogadishu on 9 February 2016. The meeting was chaired by the Deputy Prime Minister H.E. Mohammed Arteh and was attended by senior government officials from the Office of the Prime Minister, representatives of the World Bank and Danish Embassy as well as the UNDP Country Director and Capacity Development Programme Manager. The Steering Committee endorsed the 2015 project report, the (zero draft Annual Work plan 2016, the amendment to include the support to the policy units of the Office of the President and the Office of the Prime Minister as well as resolutions concerning the signatory of amendments and annual work plans. A second meeting planned for March, unfortunately was not convened.

### **Puntland:**

- Project board meeting was held on 28 March 2016 where the steering committees discussed and agreed on the achievements of the quarter and approved the work plan for 2016.
- Towards the end of the quarter, the project team leader resigned and will not be replaced. The senior project specialist will assume the lead role and the Capacity Development M&E Specialist will be relocated to Garowe to support overall project implementation and management.

### **Other Key Achievements**

- **Puntland:** Two functional reviews completed in the reporting period and validated by senior management for the Ministry of Health and Ministry of Women Development and Family Affairs bringing the total FRs for public institutions since 2014 to 9.
- **FGS:** An Interim Macro Economic Technical Working Group was set up in Mogadishu on 16 January 2016 to coordinate the work of the Min of Finance, MOPIC, Central Bank of Somalia and Minis of Commerce and Trade with respect to collating national statistics on BOP; finance and external debt for the NDP.

### **Peacebuilding impact**

N/A

### **Looking ahead**

- **Federal and Puntland Drafting of the National Development Plan:** This exercise will continue and the first draft is expected to be launched by July 2016. In the same vein, Puntland will finalize the Review of



## SOMALIA UN MPTF

the Second Five Year Development Plan to align with the NDP.

- **Federal and Puntland:** continuation of the review of the Civil Service Laws and development of the implementation regulations. Possible passage of the Civil Service Law #11 into law in the FGS.
- **Federal and Puntland:** Support to further develop and finalize the Gender Mainstreaming Toolkit will with the Ministries in charge of gender.
- **Puntland:** Development of a Citizens Charter and Public Complaints Mechanism.
- **Puntland:** Finalization of the Functional Review reports for the Ministry of Women Development and Family Affairs and the Ministry of Health



SOMALIA UN MPTF

ANNEX 1: RISK MANAGEMENT

Type of Risk <sup>4</sup>	Description of Risk	Mitigating Measures
<b>Financial</b>		
<b>Risk assessment as per Pro Doc</b>	Limited capacity of partners to comply with appropriate finance and procurement policies and procedures in managing, tracking and reporting on expenditures.	HACT Assessments are carried out on each and every partner and UNDP Finance procedures are observed for all transactions. Trainings for partner staff members are also implemented
<b>Risk reporting for January to March 2016:</b>	No risks encountered during the reporting period.	<b>ALL: Mogadishu and Puntland:</b> The project is under the financial control of an International Project Management Specialist in charge of the day to day financial accounting for the two projects.
<b>Operational</b>		
<b>Risk assessment as per Pro Doc</b>	Delay in recruitment of project management and international and national full time technical staff	Recruitment will be planned well in advance, and engaging HR contractors will be explored to ensure timely deployment of required staff- both national and international.  All the staff required for the entire project will be assessed in advance, and a special recruitment drive will be conducted to attract better and required talents, and deployed.
<b>Risk reporting for January to March 2016:</b>	<b>All: Mogadishu and Puntland:</b> Suspension of services by CTG which meant that no new contracts could be signed for either local or international consultants.  <b>ii) FGS: Logistical problems:</b> such as visa approvals for meetings to be held in Kenya prove to be challenging in certain instances. For example, the SIP project tried to organize a Civil service law review meeting in Nairobi, Kenya, however all the 8 Somali nationals and one project staff member were denied visas which led to the cancellation of the	<b>All: Mogadishu and Puntland:</b> This had not been anticipated and in reality it should have been. Efforts are being made at senior management level to reinstate the services after all outstanding issues between UNDP and CTG have been resolved. In the meantime the projects will continue with extensions for the existing contracts.  <b>ii) FGS: Logistical problems:</b> In future, several options will be put on the table for consideration such that if one especially the Nairobi one fails the meetings can be transferred to a regional country such as Ethiopia and Uganda subject to resource availability and other logistical

<sup>4</sup> Environmental; Financial; Operational; Organizational; Political; Regulatory; Security; Strategic; Other.



**SOMALIA UN MPTF**

	meeting.	arrangements.
<b>Organizational</b>		
<b>Risk assessment as per Pro Doc</b>	Lack of agreement on coordination and cooperation arrangements	The Steering Committee and the Component Boards will address emerging issues and evolving circumstances and may proceed with amendments to project work plans or operating processes to allow an appropriate response.
<b>Risk reporting for January to March 2016:</b>	No risk encountered in the reporting period.	<b>ALL: Mogadishu and Puntland:</b> Delays which were experienced in 2015 in signing agreements with some institutions in Puntland such as the Good Governance Bureau and the Ministry of Labor and Youth Services and the Ministry of Women Development and Family Affairs have been reviewed, however the Letters of Agreements have not yet been signed delaying the implementation of planned activities in the approved project document. New LOAs have been proposed and they will be tabled for approval in the second quarter.  <b>Puntland:</b> In addition, regular project board meetings and participatory methodologies in project implementation have been a key strategy to mitigate this risk.
<b>Political</b>		
<b>Risk assessment as per Pro Doc</b>	Change of Ministers and Senior staff in the Ministries.	Recent history has shown that on Federal level the government changes regularly and the impact is high. The situation in Puntland is more stable. Broad involvement of senior staff in the Ministries improves understanding, agreements and reduces the dependency of the project on a limited number of staff.
<b>Risk reporting for January to March 2016:</b>	No Risks encountered during the reporting.	





**SOMALIA UN MPTF**

Regulatory		
<b>Risk assessment as per Pro Doc</b>	Absence of clear regulatory frameworks	Establishment of sound networks on the different levels of implementation and oversight to ensure appropriate flows of information and review of relevance and ‘best fit’ of the project with on the ground realities
<b>Risk reporting for January to March 2016:</b>	No Risks encountered during the reporting.	
Security		
<b>Risk assessment as per Pro Doc</b>	<b>Serious deterioration of the security situation.</b>	The situation is closely monitored, and instructions by DSS are followed.
<b>Risk reporting for January to March 2016:</b>	<p>There were no major security incidents related to the Project’s activities in both Mogadishu and Garowe.</p> <p><b>Impeding security situation in Mogadishu:</b> Work on the civil service law reform and other processes has been delayed at times because of the intermittent security situation. There are a number of times when meetings have been scheduled only to be cancelled because of security threats. Other mitigation measures that have been adopted in the course of the reporting have not worked to satisfaction. For example, an attempt to host meetings with government officials at the protected MIA have at times been abandoned after government officials from Somalia have been denied entry or subjected to searches that reportedly say are intrusive. Thus a dilemma created is that in Mogadishu oftentimes Somali government officials cannot visit the MIA where the UN is based and international staff from the UN is also at times unable to leave the MIA to attend scheduled meetings at the government offices.</p> <p><b>Puntland:</b> The heightened security situation in mid-March 2016 when Al Shabaab militants made an incursion into Puntland caused alarm</p>	<p><b>FGS:</b> The project has tried in certain instance to host meetings for government officials at the protected Mogadishu International Airport to ensure their participation as well as other international stakeholders.</p> <p>A new proposal to host meetings outside Somalia is becoming a more favorable option with Kenya not being the only option in the East Africa region.</p> <p><b>Puntland:</b> Adherence to UN security advice and employing flexible working arrangements, including remote support of IPs to implement project activities through LOAs. The security level for Puntland has since been reviewed to PC2 which means that programming can continue without interference albeit taking all necessary precautions as dictated by UNDDSS.</p>



**SOMALIA UN MPTF**

	which caused the closure of Conoco Air strip as a precautionary measure and the lifting of the security level from PC2 to PC1.	
<b>Strategic</b>		
<b>Risk assessment as per Pro Doc</b>	Absence of qualified consultants to implement the assignments	<p>UNDP uses its rosters for the present assignment as well as a recruitment company. The combined resources make it unlikely that suitable consultants cannot be located. The internal UNDP recruitment mechanisms will be deployed and external recruitment capacity will be engaged to mitigate this risk further.</p> <p>Close communication and involvement of the partners in the process will avoid misunderstanding and undue expectations.</p>
<b>Risk reporting for January to March 2016:</b>	No risks encountered during the reporting period.	<b>ALL: Mogadishu and Puntland:</b> The main strategy is to retain consultants who have executed their initial assignments effectively. This is to ensure continuity in the implementation of project activities with the added value of avoiding the long learning curve that often comes with new consultants



SOMALIA UN MPTF

ANNEX 2: MONITORING AND OVERSIGHT ACTIVITIES

Monitoring Activity	Date	Description & Comments	Key Findings / Recommendations
Project Board Meeting	28 March 16	Quarterly Project Board Meeting chaired by the Head of Area Office and the Minister of Planning and International Cooperation as co-chairs.	<b>Puntland:</b> The achievements for October -Dec 2015 were agreed and appreciated. The meeting also endorsed the 2016 Project Annual Work Plan.
	9 February 2016	First Project Steering Committee meeting in Mogadishu on February 9 <sup>th</sup> .	<b>FGS:</b> The meeting was chaired by the Deputy Prime Minister H.E. Mohammed Arteh and attended by the Office of the Prime Minister, representatives of the World Bank and Danish Embassy as well as the UNDP Country Director and Capacity Development Programme Manager. The Steering Committee received and deliberated on the annual project report. Overall, members were satisfied with the progress made by project. The committee received and considered one amendment to the Project Document to add support to the Policy Units of the Office of the President and the Office of the Prime Minister.
Third Party Monitoring Exercise	January 2016 <sup>5</sup> (report release date)	An evaluation exercise was carried out by a private company contracted by UNDP to verify activities supported by the project in late December 2015. The company IBTCI conducted a verification on the FGS Ministry of Planning and International Cooperation local Technical Advisor on Statistics.	<b>FGS:</b> The findings are: <ul style="list-style-type: none"> <li>• The scope of work for the Statistician was clear and the expertise was noted as welcome by MOPIC staff members who work in the Statistics Unit.</li> <li>• The Statistician was judged as knowledgeable and well experienced by his peers and he provided useful trainings for their work</li> <li>• Notable achievements were noted in areas of data collection and data analysis in the Unit</li> </ul>
	January 2016 (report release date)	An evaluation exercise was carried out by a private company IBTCI contracted by DfID to verify activities supported by the project in Puntland for the Civil Service Institute. The CSI conducted a two day Merit based Civil Service Recruitment and Asset Management training	<b>Puntland:</b> The evaluation noted that: <ul style="list-style-type: none"> <li>• The venue the <b>(Civil Service Institute Headquarters)</b> selected for the training in Garowe had been appropriate for the participants.</li> <li>• The participants found that the training had been relevant to</li> </ul>

<sup>5</sup> The IBTCI Third Party Monitoring is on file with the project and can be made available upon request



**SOMALIA UN MPTF**

		for its members in Garowe.	<p>their need as government employees.</p> <ul style="list-style-type: none"> <li>• The interviewees also noted that the foreign facilitator was knowledgeable but expressed views that a Somali speaking facilitator would have been more preferable.</li> <li>• Overall the participants were satisfied by the interactive engagements in the training.</li> </ul>
<b>Engineering site visit.</b>	February 2016	A site visit was conducted at Villa Somalia to evaluate the extent of the damage caused to the Office of the Prime Minister when a bomb explosion hit a local hotel in Mogadishu. The explosion caused damages to the windows and walls at the offices in Villa Somalia and these need to be repaired and replaced in some instances.	<p><b>FGS:</b></p> <p>The visit was conducted by the UNDP Resident Engineers who assessed the extent of the damages and recommended the replacement of windows and repair to the damage on the walls. This work was carried out with support from the project.</p>
<b>Project Follow up meetings</b>	9 March 2016	A meeting was held between the FGS Minister of Labor and Social Affairs and his team as well as the SIP Project Manager and his team to hold a briefing by the International Consultant on Civil Service law Review. The meeting was to update the Minister on the progress made with the review of Civil Service Law #11 and to discuss ways to expedite the process.	<p><b>FGS:</b></p> <p>Discussions at the meeting were cordial and the Minister was briefed on the progress with the legislation. It was noted that the draft legislation no awaited translation and that an Annotated Schedule of Regulations supporting the Law would be drafted at a workshop Nairobi attended by the Committee which had been working on the draft.</p>



SOMALIA UN MPTF

ANNEX 3: TRAINING DATA

#	Target Group		Dates	# of participants		Title of the training	Location of training	Training provider
	Ministry. District or UN staff	Others		M	F			
1.	FGS: Ministry of Planning and Int. Cooperation		21 February	9	3	2 <sup>nd</sup> Monitoring Round of the Global Partnership for Effective Development Cooperation	Mogadishu	UNDP Aid Coordination Specialist
2.	FGS: Ministry of Planning and Int. Cooperation		March 2016		12 (total)	Initial Training for national staff on National Development Planning in the FGS	Mogadishu	Dr. Hashim Al Ali (UNDP International NDP Consultant)
3.	FGS: MOPIC	Ministries: Livestock; Agriculture; Fisheries Constitution; Women and human rights; Health; Post and Telecommunications; Transport; Water and Energy; Foreign Affairs; Interior; Public Works; Labor; Defense ; Justice; Ports and Marine Transport; OPM	February 2016		110 (total)	Training for all line Ministry in the FGS staff on the NDP and other related activities such as data collection, the structure of the NDP etc.	Mogadishu	Dr. Hashim Al Ali (UNDP International NDP Consultant)
4.	FGS: MOPIC		21 March 2016	19	2	Sectoral Focal Points (MOPIC Staff) Meeting for the National Development Plan		Dr. Hashim Al Ali (UNDP International NDP Consultant)