



I.N.FORMA.L

Istruire **N**ormare **F**ormare **L**avorare

**I.N.FORMA.L. - Educate, Regulate, Train, Work.
From the informal to the formal economy for inclusive
growth, peace and social dialogue in Somalia**

AID 012590/03/0



**FINAL PROJECT BROCHURE
March 2026**

Areas of intervention



1. Banadir, city of Mogadishu;
2. Hirshabelle, city of Beletweyn;
3. South West, city of Baidoa;
4. Galmudug, cities of Dhusamareb and Galkayo;
5. Jubaland/Lower Juba, cities of Kismayo and Garbaharey;
6. Puntland, city of Bosaso.

Project objectives

- To contribute to creating **employment opportunities for women and men** by promoting a sustainable transition **from the informal to the formal economy**, particularly in three sectors, fisheries, textiles, and retail/small trade, while fostering **inclusive growth** and **decent working conditions**.
- **To translate the national regulatory and strategic framework** into concrete actions to support the transition, including through the strengthening of social dialogue and tripartite dialogue, with the active involvement of public institutions, workers' organisations and businesses.
- **To promote knowledge and awareness in support of a culture of decent work for all**, peace and the rule of law, through social dialogue and as a prerequisite for inclusive and sustainable economic growth.

Project intervention areas

Training: professional and entrepreneurial skills were strengthened among women and men working in three informal sectors.

Support for formalisation: micro and small enterprises were supported and accompanied throughout the formalisation process, while public policies promoting formal employment were encouraged.

Development of tools to promote formal employment: tools were developed to support analysis, training and the creation of pathways facilitating the transition from informal activities to formal and decent work.

Promotion of social dialogue: social dialogue was promoted as a prerequisite for a multi-year strategy supporting the transition from the informal to the formal economy, with particular attention to inclusive growth and decent working conditions.

Project results

1. **Strengthening synergies, skills and capacity for action** among government institutions, the Somali Chambers of Commerce and Industry, workers, the business community and other civil society organisations in promoting inclusive and sustainable economic growth, decent work and the transition towards the formal economy.
2. **Creating opportunities for the transition from the informal to the formal economy and promoting income-generating activities**, particularly for women and men working informally in the fisheries, textile and retail/small-scale trade sectors.
3. **Promoting a culture of decent work for all**, peace and the rule of law through social dialogue, as a foundation for inclusive and sustainable economic growth.

Sectors of intervention

☐ Fishery







□ Textile







□ Retail/small trade





Beneficiaries reached

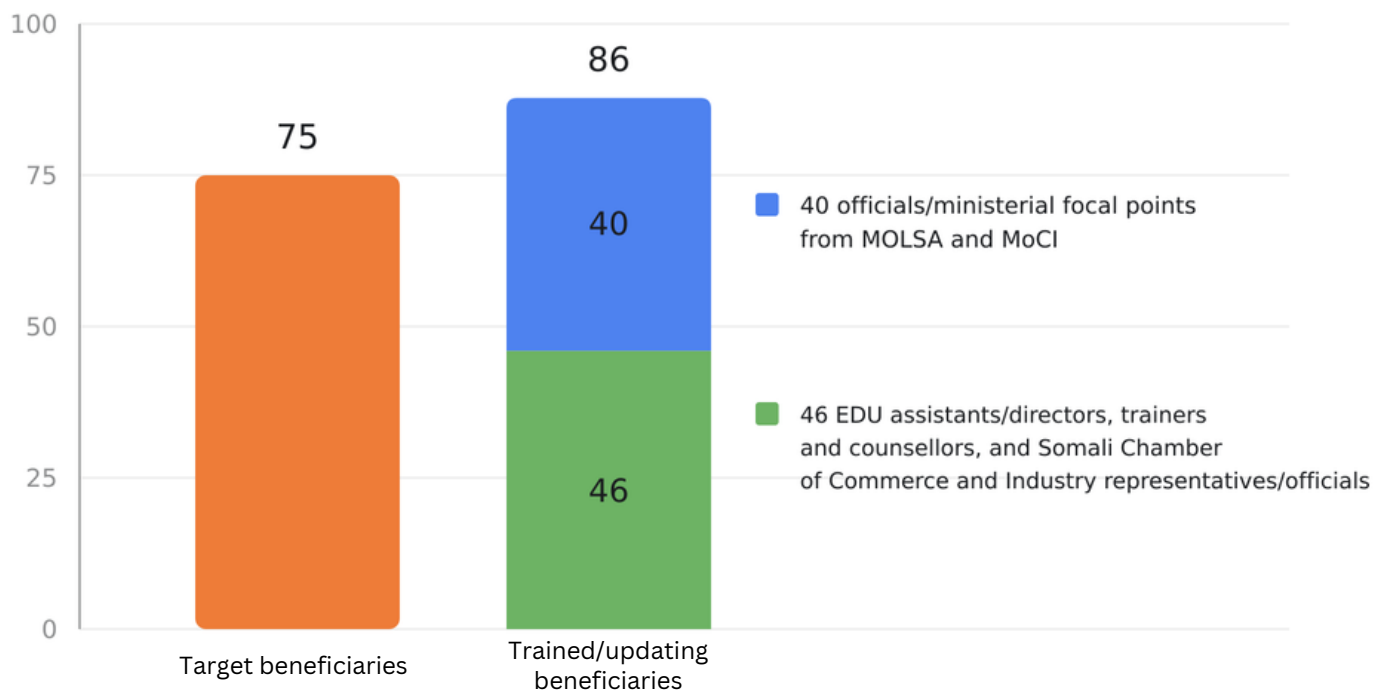
The project's main beneficiaries were **women and men working in the informal economy**, who represent the majority of the country's workforce.

Precarious working conditions, wage inequality and lack of social protection are key characteristics of informal employment, particularly in micro and small enterprises. These factors contribute to the social vulnerability of workers.

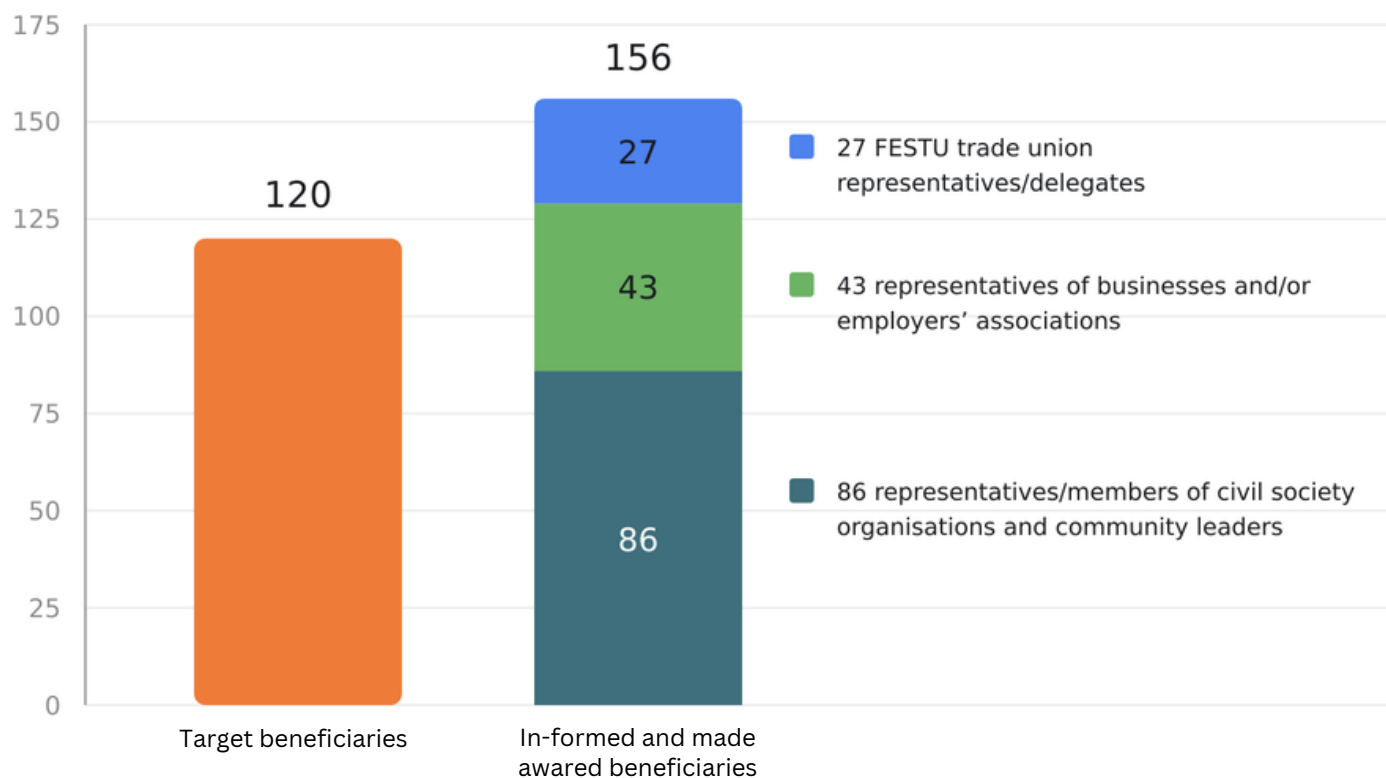
Other beneficiaries included **representatives of government institutions, Chambers of Commerce and Industry, workers, the business community and civil society organisations**.

❑ Beneficiaries reached – detailed breakdown

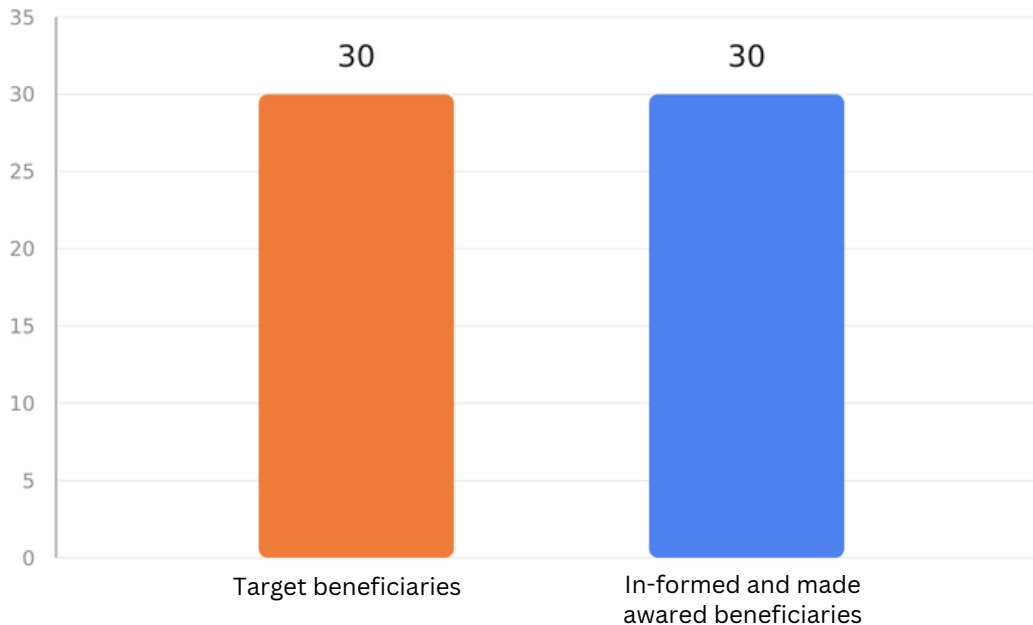
86 people trained and updated on policy planning, analysis and monitoring of change, the provision of services and tools supporting the transition from the informal to the formal economy, and the provision of services and assistance to micro and small enterprises for their formalisation and development.



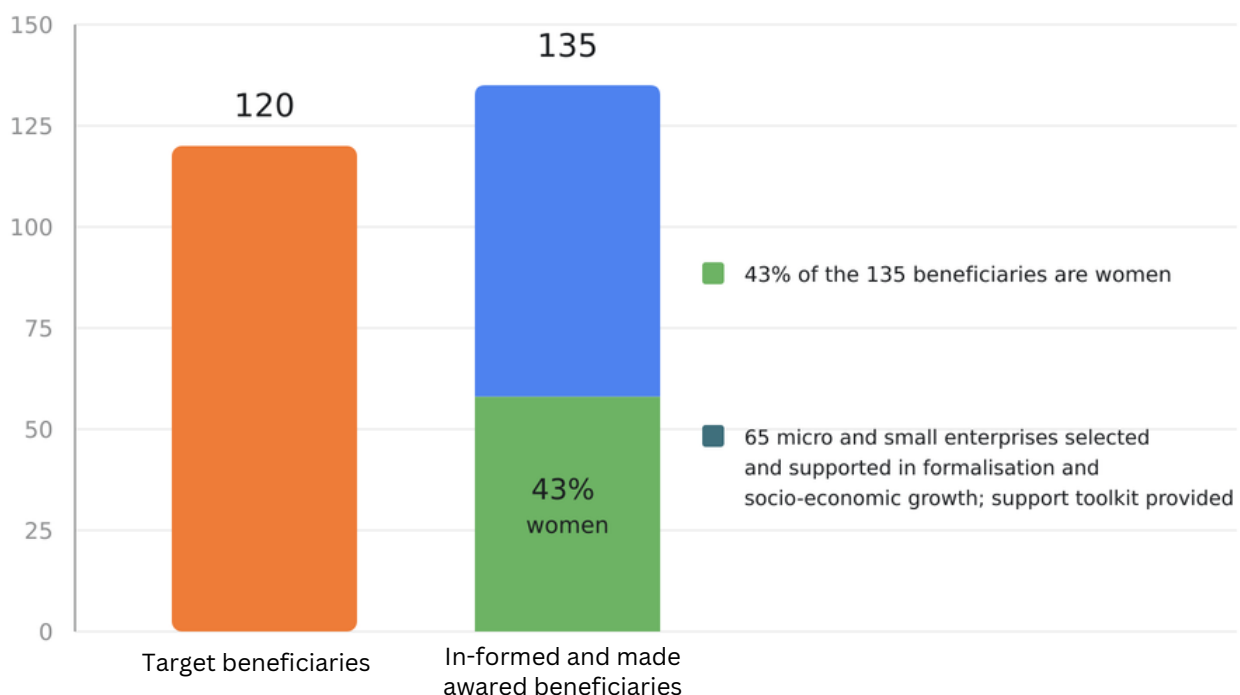
156 people informed and made aware of the promotion of sustainable and inclusive growth in Somalia, as well as development and support policies for the transition towards the formal economy, with particular attention to decent work – starting with social protection – and the inclusion of the most vulnerable groups.



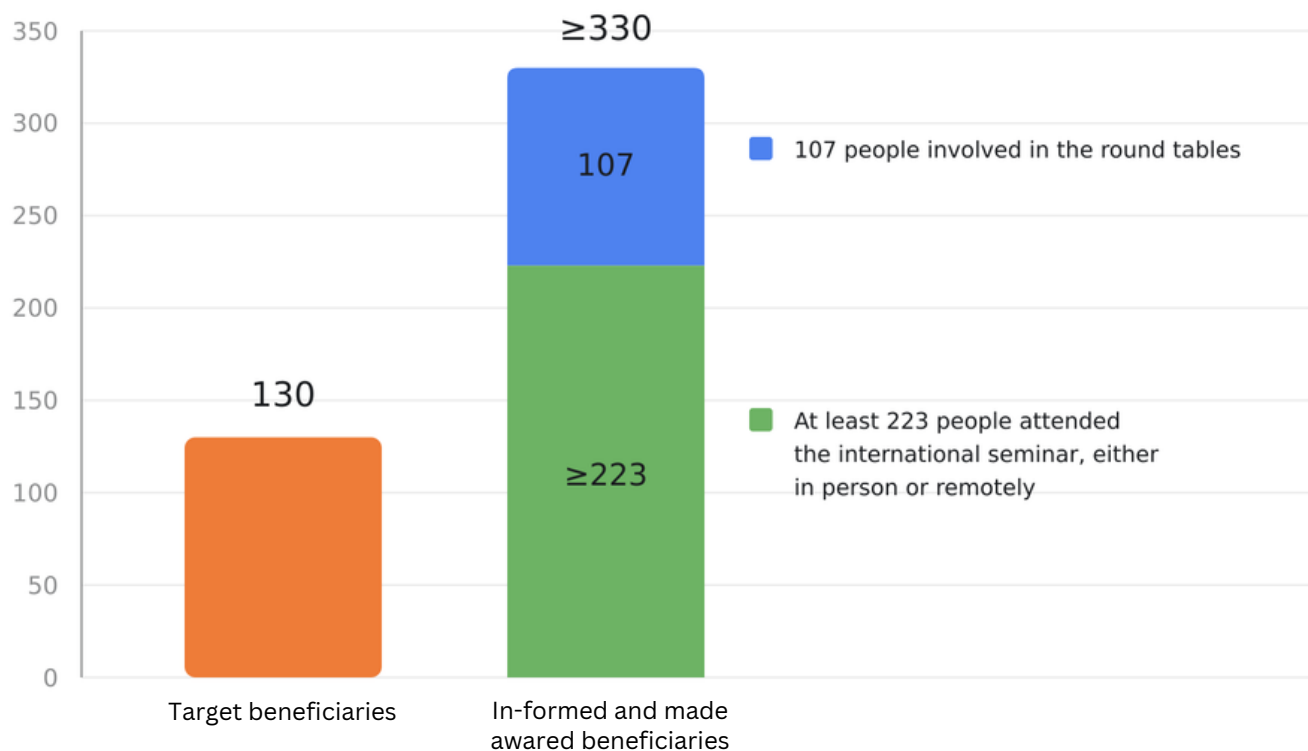
30 sector trainers trained and updated to provide training, assistance and support to informal micro and small enterprises throughout their formalisation process.



- **135 informal workers in the fisheries, textile and small-scale trade sectors** benefited from and successfully completed a vocational training programme providing skills in business practices and formalisation processes. 43% were women.
- **65 micro and small enterprises**, selected from among the 135 beneficiaries, were supported in their formalisation and socio-economic development in the fisheries, textile and small-scale trade sectors and received a toolkit to support their activities.



At least 330 representatives of institutions and civil society organisations (CSOs) took part in round tables and the international seminar on decent work, peace and sustainable growth.



People reached through other awareness-raising and dissemination activities

At least 1,600 people reached through **television and radio programmes/debates** on the importance of decent work and inclusive growth;

at least 6,000 people reached through the **“Decent and Inclusive Work” photo contest** on decent and inclusive work;

at least 445 people participated in **meetings held in workplaces and/or workers’ and civil society gathering places** on the importance of applying health and safety standards at home and in the workplace, combating child labour and addressing violence and harassment in the workplace.

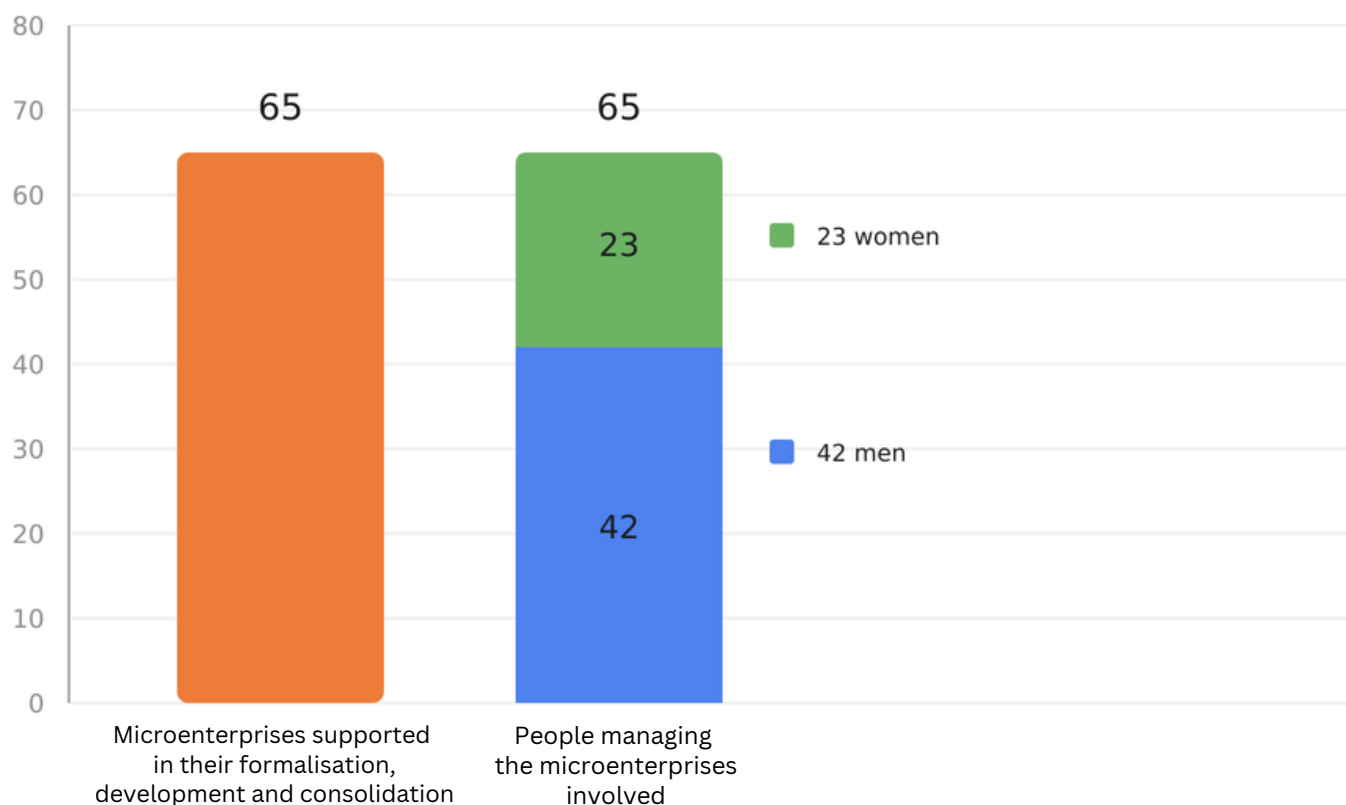
In Italy, thousands of citizens and stakeholders were reached through the project's dedicated **website: somaliiainformal.nexusemiliaromagna.org**; the dissemination of **newsletters, editorial pieces and articles**, as well as through the development of a **calendar** and the organisation of **events**.

Main activities carried out

Decent work, rights, inclusive growth and social dialogue were promoted and supported by the project as essential elements for overcoming conflicts, negotiating and supporting the transition towards the formalisation of economic activities.

Research, training, piloting and monitoring represented the four core components of the project activities, aimed at supporting socio-economic change in the short and medium term.

- 1 **Multi-level vocational and technical training** to support the transition towards the formal economy of micro and small-scale productive activities.
- 2 **Development and dissemination of a pilot study** covering the three sectors of fisheries, textiles and small-scale trade, entitled “A survey on the informal economy in Somalia: looking for sustainable change: [link](#).”
- 3 **A series of tripartite dialogue meetings** leading to the development of the “**National Action Plan** for the Transition from the Informal to the Formal Economy in Somalia”, supporting the transition process with particular attention to inclusive growth and decent working conditions. The National Action Plan was formally presented during **the 113th Session of the International Labour Conference (ILC-ILO)** in Geneva in June 2025 and subsequently disseminated online: [link](#)
- 4 Development and dissemination of the guidance manual “Advancing Decent Work and Labour Standards in Somalia: A Practical Guide for Implementing ILO Conventions.” The document provides a practical tool to support the implementation of the main International Labour Organization (ILO) Conventions ratified by the Federal Government of Somalia on 6 April 2021. It forms part of the country's commitment to improving labour standards, promoting decent work and protecting the rights and well-being of women and men workers, in line with regional and global objectives: [link](#)
- 5 **Pilot actions supporting the formalisation and development of 65 informal microenterprises**, managed by 23 women and 42 men. The intervention provided **dedicated assistance** to facilitate the formalisation of economic activities, together with **start-up toolkits** to support the development and consolidation of microenterprises.



- 6 **Establishment of 4 info points** providing assistance, services and support for the transition from the informal to the formal economy.
- 7 **Promotion of awareness-raising campaigns, advocacy actions, and spaces for social dialogue** involving public and private actors and civil society, with the aim of contributing to peace and the country's growth.
- 8 **Final international seminar:** “Decent Work and Social Dialogue for a Democratic Transition and Peace in Somalia”, held in Rome on 27 January 2026, with the participation of all relevant stakeholders: [link](#)

Project partners



NEXUS Solidarietà Internazionale Emilia-Romagna

NGO that carries out international cooperation activities to contribute to improving the quality of life and strengthening democratic institutions with full respect for cultural diversity and the principle of self-determination of peoples.

**FESTU - Federation of Somali Trade Unions**

Formed in 2010, FESTU is the first independent Somali trade union federation. Founded on the principles of free, independent and democratic trade unionism, FESTU fights for the rights of all Somali workers to ensure a fair standard of living, better and decent working conditions and active participation for peace, democracy and social justice. FESTU is recognised by MoLSA with a mandate to protect and promote the rights, working conditions, quality of life and interests of all Somali workers. FESTU is affiliated with ITUC and ITUC Africa.

**MoLSA - Ministry of Labour and Social Affairs (Somalia)**

Federal institution responsible for Labour and Social Affairs for the Federal Republic of Somalia with a specific mandate to create jobs, enforce labour and employment laws and promote vocational training. The MoLSA also has the mandate to protect, support and promote the employment of the Somali workforce to contribute to the socio-economic development of Somalia.

**SCCI - Somali Chamber of Commerce and Industry (Somalia)**

A public body created to develop, improve and support Somali companies in the country and abroad and facilitate investment and business opportunities in Somalia by developing partnerships also at international level. A national body recognised by employers that also represents them during international instances and moments (fairs, exhibitions, etc.) also facilitating opportunities for the creation of new industrial networks/businesses and other services (documentation, research, development and promotion of SMEs, support for training courses).

**ITUC Africa - African Regional Organisation of the International Trade Union Confederation (CSI ITUC-Africa)**

ITUC Africa is a pan-African, democratic and independent trade union organisation. Affiliated to the ITUC network, ITUC Africa has more than 100 affiliated trade union centres in 51 African countries. ITUC-Africa's objectives are to give a common voice to and support the human and labour rights of all African workers, including the fight against all forms of exploitation and discrimination, promoting social justice, a decent life, peace and democracy. It provides training and technical assistance to African trade unions. ITUC-Africa has had partnerships with NGOs and the Italian trade union movement and FESTU for several years.

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FESTU - Federation of Somali Trade Unions



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(Somalia)



SCCI - Somali Chamber of Commerce and
Industry (Somalia)



ITUC Africa - African Regional Organisation of
the International Trade Union Confederation



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