



**Somali Congress
of Trade Unions**

SOCOTU stratigic plan

May 2024 - May 2028

Mogadishu - Somalia

BACKGROUND



The Somali Congress of Trade Unions (SOCOTU) is a prominent labor federation that represents the interests of workers in Somalia. Formed on the 25th of July 2011, SOCOTU serves as an umbrella organization for various trade unions across different sectors of the economy.

Throughout its history, SOCOTU has played a crucial role in advocating for the rights and welfare of workers in the country. It has been instrumental in addressing issues such as fair wages, improved working conditions, social benefits, and job security. The federation has actively engaged with the government, employers, and other stakeholders to negotiate on behalf of workers and foster better labor relations.

Despite operating in a challenging and sometimes volatile environment, SOCOTU has continued to strive for the betterment of workers' lives. Its efforts have been focused on promoting social justice, inclusivity, and equality in the workplace, while also supporting the development of skills and education among the labor force.

Over the years, SOCOTU has collaborated with international labor organizations and participated in regional and global forums to enhance its effectiveness and learn from best practices. By building alliances with other trade unions worldwide, SOCOTU aims to strengthen the voice of Somali workers on the international stage.



Somali Congress of Trade Union (SOCOTU) seeks to achieve a just society in which Somali workers' rights are protected



Somali Congress of Trade Union (SOCOTU) strives to achieve justice & promote active involvement in shaping national labor policies

MAIN OBJECTIVES



1

Represent Workers: SOCOTU aimed to be the unified voice of workers in Somalia, advocating for their rights, interests, and welfare in various industries and sectors.

2

Collective Bargaining: The organization sought to negotiate with employers and the government on behalf of workers to secure better wages, benefits, and working conditions.

3

Workers' Rights: SOCOTU aimed to protect and promote the fundamental rights of workers, including the right to fair treatment, non-discrimination, and safe working environments.

4

Capacity Building: The congress aimed to strengthen the capacity and skills of its members through training, education, and awareness programs.

5

Policy Advocacy: SOCOTU intended to engage in policy advocacy to influence labor laws, social policies, and economic reforms that benefit workers and the labor movement.

6

International Solidarity: The congress aimed to collaborate with international trade union bodies to foster solidarity, share best practices, and address global labor issues.

SOCOTU CORE VALUE



Worker solidarity: fostering unity and support among workers to advocate for their rights and better working conditions.

Social justice: promoting fairness, equality, and respect for workers' rights in the workplace and society.

Collective bargaining: negotiating with employers on behalf of workers to secure fair wages, benefits, and improved working conditions.

Non-discrimination: opposing all forms of discrimination and striving for inclusive workplaces.

Democratic participation: ensuring workers have a voice in decision-making processes within the trade union.

SOCOTU MANDATE



Representing Workers: SOCOTU Serves As The Official Representative Body For Workers In Somalia, Advocating For Their Rights, Interests, And Welfare.

Collective Bargaining: SOCOTU Engages In Collective Bargaining With Employers And The Government On Behalf Of Workers To Negotiate Better Working Conditions, Fair Wages, And Benefits.

Workplace Safety: The Organization Works To Ensure Safe And Healthy Working Environments For Employees, Striving To Protect Workers From Occupational Hazards And Accidents.

Labor Legislation: SOCOTU Participates In The Development And Review Of Labor Laws And Policies, Seeking To Create A Conducive Legal Framework For Workers' Rights And Fair Labor Practices.

Capacity Building: The trade union supports member organizations and workers through training programs, workshops, and education to empower them with knowledge and skills.

Social Justice: SOCOTU advocates for social justice issues affecting workers, including gender equality, anti-discrimination, and fair treatment.

International Collaboration: The organization collaborates with other trade unions and international bodies to share experiences, knowledge, and best practices, and to foster global solidarity among workers.

THE PURPOSE OF THE STRATEGIC PLAN



The purpose of the Strategic Planning was to:

- 1:** Set overall goals for the congress trade union and develop a plan to achieve them.
- 2:** Foster to develop a guide that trade union can activate its role of advocating right based approach.
- 3:** Ensure to have clear framework that can enhance the capacity of trade union, planning to positive and inclusive participation of labor union in political, social, and economic development of the country.

The strategic plan will initially look deeply to cover weaknesses found during its swot analysis and other societal priorities towards promotion of rights, justice & advocacy; the capacity of somali congress of trade union internally (financial, human resource, effective administration, management, external relation and work process) and external for existed opportunities on funding, capacity building and other threats might exist in the environmental either political, social, economic, technological and legal frameworks to upgrade organizational work performance and desire its sustainability.

PART 1: SOCOTU SOCIETAL PRIORITIES



A

Constitutional Commission

In preparation for the ratification of the Somali Constitution, which is now in its provisional form, the SOCOTU seeks to hold a Constitutional Conference in 2023 with members of the Constitutional Commission aimed at including stronger worker rights and social justice language in the Constitution which is to be put before the public to be voted on in a referendum. In particular, the SOCOTU will seek to strengthen language related to freedom of association, trade union rights, social justice, and economic opportunity for Somali citizens.

B

Legislation

As the Somali Federal Parliament proceeds with debating key economic legislation, the SOCOTU will prepare position papers in consultation with trade union affiliates from sectors affected by the proposed legislation aimed at promoting and protecting worker interests. The SOCOTU will continue to lobby members of parliament to incorporate worker friendly language in all economic legislation and will educate workers and members of the public on the implications of proposed legislation. The SOCOTU will begin to post all relevant draft parliamentary bills



Promotion of Worker Rights & Democracy in a Federal System

The SOCOTU will continue to promote worker rights in a federal system through increased engagement with workers in federal states of somalia as they continue to form. This will include the strength of SOCOTU branches in all federal states and the education of workers on rights guaranteed in adopted legislation and the provisional constitution. The SOCOTU newsletter will be an important tool in this effort. The SOCOTU national structure will continue to evolve such that it is compatible with the evolving federal structure of the country allow for advocacy and organizing of workers on the state and national level.



Increasing Engagement with International Development Agencies & Trade Union Partners

The SOCOTU will continue to pursue broader engagement with international development partners and trade union organizations in order to increase the capacity of somali workers to understand and promote worker and trade union rights. Key to this effort will be the inclusion of the SOCOTU in the international labour organizations (ilo) decent work country program (dwcp). The dwcp is an important ilo programme which seeks to develop social partners in a country (government, employer's associations & trade unions) to engage in social dialogue aimed at promoting economic development and establishing a functioning and legitimate industrial relations mechanism. Somali workers represented by the SOCOTU are currently not included in this framework effectively excluding somali trade unions from capacity building programs supported by the ilo.

The SOCOTU will continue to pursue membership in relevant international trade union bodies, including the International Trade Union Confederation (ITUC), the East African Trade Union Confederation (EATUC), the Horn Africa Confederation of Trade Union (HACTU), the Trade Union Federation of Eastern Africa (TUFEA), as well as other trade union bodies in Africa, Europe, Asia, America, Australia, and the Arab World as appropriate. Additionally, SOCOTU will strengthen the membership of the Organization of African Trade Union Unity (OATUU), having benefited significantly from this membership in various ways.

e

Promotion and Protection of The Rights of Women Workers

The SOCOTU will seek support to establish a Women's desk for the purposes of receiving worker rights and sexual harassment complaints by women workers and addressing those complaints directly with employers and through Government enforcement authorities when necessary. The status of women workers in Somalia is dismal and the SOCOTU will seek to support women workers who currently have no means of filing complaints to protect themselves from sexual harassment and unequal compensation and other discriminatory practices women face in the workplace.

PART 2: ORGANIZATION INTERNAL PRIORITIES



The Congress of Trade Unions follows three strategic goals that complement each other and help the organization achieve its vision and mission statements.

1 **Strengthening Sustainable Funding Sources**

To ensure the Somali Congress of Trade Unions (SOCOTU) has a functional office and can empower trade unions nationwide, we will strengthen our existing funding policy, enhance member registration for contributions, invigorate the fundraising committee, and engage with local and international donors. This approach will secure a sustainable funding source to overcome financial and human resource challenges, particularly for the national women's office.

a **Develop Funding Source Policy:** SOCOTU will urgently refine its funding source policy, clearly outlining funding sources, approaches, mechanisms, and assigned responsibilities, with the assistance of the organizational lawyer.

b **Strengthen the Fundraising Committee:** The Board of Directors will invigorate the fundraising committee to secure sustainable funding by engaging internal supporters, the international community, and global donors to support Somali laborers in achieving their goals.

c

Enhance Member Contribution Registration: The SOCOTU information desk will update the registration process for active members to pay membership fees, providing initial funds for office administration. Specific details will be outlined in the funding source policy document.

d

Engage the Diaspora Community: The committee will enhance mechanisms to reach the Diaspora community for support, focusing on aiding poor and disabled former government employees and retired veterans, eradicating poverty, and establishing disaster risk reduction mechanisms

d

Strengthen Internal Auditing: The Board of Directors, in collaboration with the Executive Director, will reinforce the internal auditing committee to conduct annual audits and ad-hoc audits as needed.

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Enhancing Organizational Capacity



SOCOTU aims to strengthen its policy, management, human resources, and administrative systems by updating the organizational constitution, clarifying roles and responsibilities, providing office management training, and fostering transparency and accountability.

a

Clarify and Update Board Members' Roles and Responsibilities: The General Assembly will discuss and update the terms and roles of the Board of Directors, ensuring effective policy direction, financial oversight, and legal compliance. Capacity building for the Board will focus on leadership, governance, social accountability, and effective management.

b

Update Organizational Constitution: The outdated constitution will be revised to clearly define the roles and responsibilities of all organizational structures and members, including job descriptions for management and staff.

c

Training for Volunteers and Staff: SOCOTU will provide hands-on training for volunteers and staff on office management, procedures, and effective writing skills. Additionally, efforts will be made to find job opportunities for volunteers to boost morale and ensure a functional office that aligns with contemporary management practices.

d

Life Skills Training for Members: Given the impact of prolonged anarchy and civil war, SOCOTU will provide psychosocial support, social justice education, and trauma healing training to overcome tribalism and nepotism.

Promoting Collaboration with Government and International Partners



SOCOTU is committed to fostering collaboration with government agencies, national, and international partners to enhance trade union participation in political processes and decision-making. This includes advocating for labor rights and attending key conferences and meetings.

a

Advocate for Political Participation: SOCOTU will campaign for labor rights in political participation and decision-making processes at regional and national levels. This includes advocating for the inclusion of labor rights in the constitution to combat violence against employees and laborers.

b

Attend Conferences and Meetings: To enhance cooperation and learn from global best practices, SOCOTU plans to attend at least five national meetings, two global conferences, and three regional (East Africa) meetings annually.

To address these organizational priorities and internal challenges, SOCOTU has developed an implementation plan to be executed within the next 12 months.

