

*Somali Gender
Equity Movement*



*Kacdoonka Sinnaanta
Jinsiga Soomaaliyeed*

SGEM Annual Report 2023-2024

Table of Contents

MESSAGE FROM THE CHAIR	2
INTRODUCTION	4
MISSION	4
VISION	4
MANDATE	4
VALUES	5
SGEM 2023 PROGRAMS AND ACTIVITIES	5
GENDER EQUITY AND WOMEN’S RIGHTS	6
PEACEBUILDING, RECONCILIATION AND CONFLICT RESOLUTION	8
FORUM FOR SOLUTIONS	8
INCLUSIVITY STABILIZING RECENTLY RECOVERED TERRITORIES FROM AL-SHABAAB	9

ENSURING SOMALI WOMEN’S RIGHTS & SUBSTANTIVE POLITICAL REPRESENTATION IN THE CONSTITUTION	13
SOMALIA TWEET CHAT	17
YOUNG SOMALI WOMEN’S ACCESS TO MEANINGFUL EMPLOYMENT: BARRIERS & SOLUTIONS.....	18
RESEARCH AND PARTNERSHIPS.....	24
INSTITUTIONS WITH PARTNERSHIP, MEMBERSHIP, FINANCIAL/TECHNICAL ASSOCIATION WITH SGEM.....	24
GOVERNANCE AND MANAGEMENT OPERATIONS.....	25
BOARD OF DIRECTORS	25
BOARD OF DIRECTOR’ OBJECTIVES	25
MANAGEMENT TEAM	25
MOVING FORWARD	26

Message from the Chair

Somali Gender Equity Movement (SGEM) concluded nine years this year as an organic socio-political movement founded on rights-based approach to promoting gender equity in Somalia. SGEM has built its foundation on progressive thinking and innovative approaches to advance gender equity and advocate for Somali women's economic, political and social rights as fundamental human rights.

Since its launch in Minneapolis in 2015 by a group of dedicated women led by Ms. Zainab Hassan, SGEM has made significant strides. It has established its headquarters in Mogadishu, Somalia, and achieved multiple milestones in amplifying women's voices across the country. The current Board of Directors includes both men and youth, demonstrating SGEM's commitment to social inclusion and its belief in building strong social solidarities through consistent collaborative efforts aimed at driving positive societal change.

Like previous years, SGEM worked tirelessly in 2023-2024, implementing its programs seamlessly. In the last couple of years,

SGEM has expanded its gender equity advocacy portfolio to include peacebuilding, reconciliation, and conflict resolution initiatives, with a special focus on highlighting Somali women's fundamental role in sustainable peacebuilding. SGEM carried out these expanded programs, through its virtual Forum for Solutions and Tweet Chat sessions and numerous virtual dialogue session throughout the year.

On behalf of the Board of Directors, as Chairperson of SGEM, I would like to extend my heartfelt gratitude to all the Somali women and men, both from the diaspora and within the country, who have contributed to the success of this movement in various capacities.

Like global trends that show limited numbers of women in political leadership, ensuring Somali women's access to leadership position is challenging. However, it is important to note that the few that make it show an excellent leadership quality and serve as inspiring examples in the circles they navigate.

Looking ahead to 2024-2025 and beyond, SGEM remains committed to advocating for broad-based substantive gender equity

through its vision of building united purpose for sustainable equity and justice in Somali society.



Fowsia Abdulkadir
Chairwoman, Somali Gender Equity Movement (SGEM)

Introduction

Somali Gender Equity Movement (SGEM) is a non-partisan, global movement that started organically to address the glaring absence of Somali women's voices from the critical debates surrounding the future of Somalia sparked an idea to create on Facebook Vision 2016 for Somali Women group. This movement was and is timely and way overdue idea and responsive action by Somali women activists, researchers, and community leaders.

SGEM galvanized the support and membership of close to 8,000 diverse Somali women inside the country and in the diaspora, who have united to advocate for gender equity in Somalia. SGEM was officially launched in Minneapolis, Minnesota in the USA on June 13, 2015, and its headquarters is in Mogadishu, Somalia. SGEM is registered as a local organization under the Ministry of Interior, Federal Affairs and Reconciliation (MoIFAR) in Mogadishu, Somalia.

Mission

To advocate for broad-based Somali gender equity dedicated to promoting peacebuilding, reconciliation, and socio-economic and political equity in the public decision-making arena.

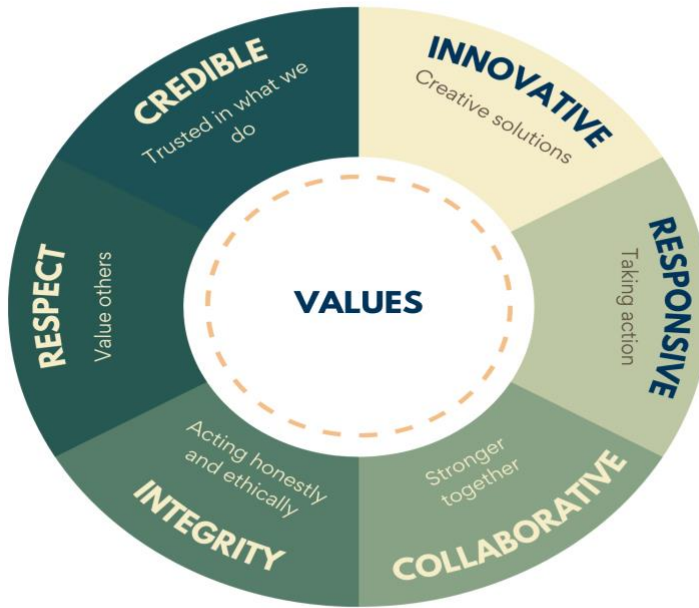
Vision

To endeavor for an inclusive Somali society and achieve substantive gender equity for women and girls.

Mandate

SGEM seeks to ensure women's representation, and gender mainstreaming in all political parties' agendas and all government policies and procedures. It stresses women's rights and highlights Somali women as an integral part of Somalia's nation building.

Values



SGEM 2023 Programs and Activities

April 2023 to March 2024 was a busy and productive fiscal year for SGEM. The organization continued its programs and activities including Gender Equity and Women's Rights; Peacebuilding, Reconciliation, and Conflict Resolution; Forums for Solutions; and Somalia Tweet Chat. SGEM also undertook some research partnerships with the African Cities Research Consortium (ACRC) at the University of Manchester on Youth Capability and Development Domain. It also developed partnerships and collaboration with a new partner, the United States Institute of Peace (USIP), for a case study that highlighted women in Somalia working on

peacebuilding and reconciliation utilizing religion as a tool. Summary reports were written on the program activities and posted on SGEM's website.

Gender Equity and Women's Rights

In this fiscal year, SGEM continued its advocacy and highlighting important issues relating to women's rights and impacting their lives while promoting and advancing substantive gender equity in Somalia. Broader issues that impact women were addressed in 2023-24 through forum and tweet chat discussions.

As the federal institutions mandated by the constitution to draft and review the Provisional Constitution, namely the Constitutional Review, Implementation and Oversight Committee of Federal Parliament of Somalia (OC), and the Independent Constitutional Review and Implementation Commission (ICRIC) started the review process of the first four chapters of the Provisional Constitution, SGEM was the forefront of women's rights advocacy, and particularly advocated to legalize the minimum 30% quota for women.

Somali Women parliamentarians from both houses of the Parliament also began raising their voices in the parliamentary debates, submitting a motion to include the women's quota in the constitution. In this backdrop, SGEM led the drafting of a Call from Somali Women leaders in civil society and non-governmental organizations. Its subject was "Request to Express Concern of Somali Women Seeking to Obtain Their Constitutional Rights. The Call was addressed to the Speakers of both houses of the Federal Republic of Somalia, the Independent Constitutional Review, Implementation and Oversight Committees, and Members of both houses (Male and Female). It was also copied to the President of the Federal Republic of Somalia, the Prime Minister, the leaders of the Federal Member States, and Banadir Region. The call highlighted two critical points that need special attention:

1. Call for a prominent, momentous, and responsible role in anchoring and legalizing the quota of women in the constitution at least 30% at all levels and in the various government agencies, including for elected, selected, and appointed positions.

2. The reinstatement of Chapter 1, Article 8 that reads, "Any child born to a father or a mother who is a citizen of the Federal Republic of Somalia has the right to the nationality/citizenship of the Republic."

The Call signed by 35 women leaders highlighted that it is crucial to enshrine the women's representation in the constitution to ensure its continuity and sustainability. Finally, Somali women urged the honorable speakers and parliamentarians to support and champion the cause of women, young girls and future generations in their rights and political representation. Also, Somali women appealed to Somali leaders to work together through cooperation, compromise and consensus-building to foster peace, prosperity and development, whilst steering clear of any actions that could impede progress.

The Founder & Executive Director of SGEM, Zainab M. Hassan and three other women civil society leaders met with the leaders of the two houses of the parliament. They explained the legalization of the quota, the main points of the Call, and the concerns of Somali women. They also gave copies of the Call document.

Subsequently, civil society women in collaboration with Benadir Women Association held an event to advocate for women's rights to be enshrined in the constitution, raised awareness, and expressed the need for including the quota for women in the Provisional Constitution. Zainab was one of the speakers at the event. The event was recorded, broadcasted at different TV channels and on social media.

In 2022, SGEM continued its advocacy efforts, provided discussions forums and Tweet Chat for critical issues impacting women.

SGEM held a total of two forums and one tweet chat discussions specific to women's rights and gender equity. SGEM also published a summary of each forum and Somalia Tweet Chat and published in our website. The details of these forums are covered in the following Forum for Solutions, and Somalia Tweet Chat sections.

Peacebuilding, Reconciliation and Conflict Resolution

In addition to its advocacy for women's rights, SGEM maintained its focus on peacebuilding, reconciliation, and conflict resolution efforts. In collaboration with various partners, SGEM facilitated dialogues between different communities, emphasizing the importance of peaceful coexistence. One of the significant achievements during the fiscal year was the collaboration with the United States Institute of Peace (USIP) on a case study with four women in Somalia particularly in Mogadishu, Jubaland and Hirshabelle Federal Member States who are involved in peacebuilding and reconciliation, utilizing religion as a tool. The case study explored the role of these women in peacebuilding efforts. The study highlighted how Somali women utilize religious teachings to promote reconciliation and healing in conflict-affected communities.

SGEM's peacebuilding programs aim to resolve injustice in nonviolent ways and attempt to transform the structural conditions that generate deadly conflict. Therefore, peacebuilding can include reconciliation, conflict prevention, management, and conflict resolution.

Strategic peacebuilding refers to work that is conducted at all levels of society, which builds sustainable relationships among people locally, regionally, and nationally. In other words, strategic peacebuilding connects people, communities, and grassroots organizations with public decision-makers and/or leaders.

SGEM's a Forums for Solutions and Somalia Tweet Chat organized several discussion sessions focusing on security, stabilization and development in Somalia. It particularly addressed the areas recently recovered from al-Shabaab and highlighted the needs of these communities. Employing a gender equity lens, SGEM session revealed the role of women on the liberation efforts, and the challenges and opportunities for women in these areas.

Forum for Solutions

SGEM continued hosting its series of Forum for Solutions program, bringing together key stakeholders to discuss pressing social and political issues. The Forum for Solutions complimented other SGEM strategic focus areas including women's rights and gender equity, and peacebuilding and reconciliation programs. These forums provided a platform for dialogue

on challenges such as political participation of women, and legal reforms. Participants included representatives from civil society organizations, governmental bodies, and international agencies. Through these forums, SGEM facilitated the exchange of ideas and the development of actionable solutions to Somalia’s most urgent problems.

In total, SGEM hosted two dialogue forums on Twitter Spaces addressing stabilizing and security issues and legalizing women’s participation and representation in all levels of government institutions that were deemed essential within the Somali context. Below are the forums session topics SGEM hosted last year:

- 1) Stabilizing Recently Recovered Territories from al-Shabaab (November 25, 2023)
- 2) Ensuring Somali Women’s Rights & Substantive Political Representation in the Constitution (March 3, 2024)

Inclusivity Stabilizing Recently Recovered Territories from al-Shabaab

SGEM organized its Forum for Solutions on this topic, entitled ‘Stabilizing Recently Recovered Territories from al-Shabaab’ which was held on November 25, 2023. The panelists included regional leaders, religious scholar/traditional elder and topic experts including Abdi Dahir Gure, Minister of Interior and Local Governance for Hirshabelle Federal Member State; Ubah Dhiblawe, Minister of Women and Human Rights Development for Galmudug Federal Member State; Sultan Abdisalam Qorane, Senior University Lecturer, Islamic Scholar and Expert on Counter Terrorism; and Duniyo Mohamed Ali, Executive Director of Somali Women Education Centre.



The forum provided an informative discussion on the overall status of the offensive against al-Shabaab in the national and regional levels, its challenges, and the ongoing stabilizing efforts in the Federal Member States (FMSs). Leaders from the FMSs identified the role that their ministries are playing, the challenges that women and

their families are facing, and the role women are playing in the overall efforts.

Other panelists further highlighted the role that the civil society including women organizations and groups, traditional elders and religious leaders are playing in the offensive, and stabilizing the territories that are recently liberated from al-Shabaab.

Some of the key recommendations included:

- Enhanced collaboration and coordination between the FGS and the FMSs on all the aspects of the fight with al-Shabaab.
- The FGS and the Somali National Army (SNA) to continue the offensive without any breaks or stoppage.
- Increase the engagement of local community members in the areas to be liberated.
- The business community, Somali diaspora, and the public in Somalia should be encouraged to provide more support for the offensive.
- Prioritize the stabilization and development efforts of the liberated areas, particularly of rebuilding and rehabilitating schools, hospitals, and Maternal and Child Health (MCH) centers.
- The government and civil society should provide more civic education and engagement for the residents of the newly liberated areas.
- The Federal Government in collaboration with the Federal Member States should build local governance for the rest of newly liberated districts.



“The liberation of the country from al-Shabaab, especially Galmudug and Hirshabelle starting from Mataban to Adan Yabal, Balad to the entire Middle Shabelle, the people of those areas have not had any social relationships, whether commercial, social interaction or peace. Within months of the liberation of that large area, many issues have been resolved which social interaction is number one. Also, local governance has been established in districts and villages for the people in the liberated areas”.

Abdi Dahir Gure



“Somali women play a significant role in supporting the offensive war against al-Shabaab. Women are members of the SNA and Ma’awisley militias, but most of their support comes as humanitarian, taking care of the injured, preparing and providing ration for the armed forces, fundraising from diaspora communities, providing encouragement and moral support, and conducting civic education for the citizens in the newly liberated areas.”

Ubah Dhiblawe



“The war against the extremist group is moral obligation that Allah made local citizens realize to uprising and fight against Khawarij and supported the government’s offensive in five regions. Significant achievements were made including the liberation of 52,000 KM square area from al-Shabaab including 126 districts, and villages in which 57 villages were operation centers created by al-Shabaab, and are currently in the hands of the government.”

Sh. Sultan Eng. Abdiqani Qoran



“One of the challenges that South West state is dealing with is that al-Shabaab caused cut between districts and can only be traveled by airplanes. The fighting forces need support in terms of financial, supplies and encouragement from the federal government leaders... the detained al-Shabaab need comprehensive rehabilitation... Also, the liberated areas from al-Shabaab are in need of humanitarian relief to be delivered promptly that is sufficient for at least 6 months.”

Duniyo Mohamed Ali

Ensuring Somali Women's Rights & Substantive Political Representation in the Constitution

SGEM held its Forum for Solutions on this topic, entitled *Ensuring Somali Women's Rights & Substantive Political Representation in the Constitution*, on March 3, 2024. SGEM invited esteemed panelists and discussants, including members directly involved in the Constitutional review process and legal experts.

The panelists and discussants were: Senator Zamzam Dahir Mohamud, Member of the Constitutional Review, Implementation and Oversight Committee of the Federal Parliament of Somalia (OC), MP Mursal M. Khalif, Chairman of the Parliamentary Friendship Committee with the United States and Member of the National Defense Committee, Farhia Mumin, Member of the Independent Constitutional Review and Implementation Commission (ICRIC), Hanifa Mohamed Ibrahim, Human Rights and Women Affairs Advisor to the Speaker of the House of the People,

The forum was moderated by Mohamed Elmi, a Public International Law and Human Rights Professional, and co-hosted by Zainab M. Hassan, Founder & Executive Director of SGEM.

The panel discussed the basic rights of women citizenship, women's substantive political representation, and the main challenges that have been impeding the formal inclusion of the women's quota in the constitution. Additionally, the discussion highlighted the importance of



The poster for the SGEM Forum for Solutions features a dark blue background with a white and gold geometric pattern. At the top center is the SGEM logo, which includes a globe and the text 'SOMALI GENDER EQUITY MOVEMENT (SGEM)'. Below the logo, the text reads 'Somali Gender Equity Movement (SGEM) invites you to its Forum for Solutions'. The main title of the forum is 'ENSURING SOMALI WOMEN'S RIGHTS & SUBSTANTIVE POLITICAL REPRESENTATION IN THE CONSTITUTION'. Below the title are seven small portraits of the participants, each with their name and role: Zainab M. Hassan (Co-host), Mohamed Elmi (Moderator), Hanifa Mohamed Ibrahim (Discussant), MP Mursal Khalif (Discussant), Shamsa Hassan Said (Discussant), Farhia Mumin (Panelist), and Senator Zamzam Dahir Mohamud (Panelist). At the bottom, the date 'Sunday March 3, 2024', time '9:00 pm EAT', and location 'X Spaces' are listed. The SGEM logo is repeated at the bottom of the poster.

former Minister of Women and Human Rights Development, and former member of the 10th Parliament, and Shamsa Hassan Said, Senior Legal Consultant.

building alliances and ensuring more male parliamentarians support women's rights and the formal women's quota in the constitution.

Panelists addressed whether the inclusion of the minimum 30% women's quota in the constitution requires complementary laws, policies, or reforms to dismantle broader structural inequalities that impede women's meaningful political participation in Somalia.

They also discussed how this can be enforced and implemented at the federal, member states, and local government levels. Conversely, they also explored alternatives to ensure women's political representation if the quota is not formally included in the constitution.

The panelists highlighted the next steps once the ongoing constitutional review process is completed and participated in a question-and-answer session with participants.

Panelists and discussants concluded with the importance to effect meaningful change by tailoring policies and initiatives according to the specific needs and contexts of communities.



“Female representation and inclusion of women’s quota in the constitution with efforts to ensure women’s participation across government agencies, and implementation plan were debated to address the representation challenges. Over 100 female MPs signed a motion which reflects their commitment to advancing women’s rights though greater civil society support is needed.”

Senator Zamzam Dahir Mohamud



“It is crucial to eradicate the divisive mindset that views the advancement of one group's rights as detrimental to others. Somali women's rights are a fundamental aspect that requires collective efforts from the entire nation.”

MP Mursal M. Khalif



“The sensitive issue of Somali women facing hurdles in obtaining citizenship for their children with foreign fathers is a violation of their rights. Advocating for an open discussion and societal awareness on women's rights to effectively address this issue is imperative. The gathering of over 100 women, particularly from civil society organizations, showcases our collective effort in advocating for women's rights.”

Farhia Mumin



“The challenges encountered in implementing the women's quota across multiple elections are the pressing need for a dedicated legal framework to protect this allocation. The absence of such legislation has left the quota vulnerable to uncertainties and verbal agreements, hindering its effective implementation.”

Hanifa Mohamed Ibrahim



“The evolution of the women's quota extends beyond political participation alone. While securing representation in parliament remains crucial, the lack of progress in other areas of women's empowerment is concerning, specifically the stark disparity in executive positions, where only three ministers are women, and directorial roles are lacking.”

Shamsa Hassan Said

Somalia Tweet Chat

The Somalia Tweet Chat remained a key initiative in SGEM's public outreach strategy. This platform allowed for real-time discussions on social media about critical issues affecting Somali society. By engaging with a global audience, SGEM was able to amplify the voices of Somali women and youth, bringing their concerns to the forefront of national and international conversations.

SGEM's Tweet Chat discussions provide lots of valuable data in particular topics that can be useful to leaders, researchers, policy makers, and the public who might be interested in these topics. However, since the Tweet Chat requires a good number of panelists in each topic, it became difficult to find that number of experts, researchers and practitioners in each topic. Organizing the Somalia Tweet Chat has been also time consuming. However, it is still part of SGEM's programs. Moreover, the conversation text is available online, and can benefit future generations. For further information, please visit @sgem2016 on all our Somalia Tweet Chats.

In 2023, SGEM conducted one Somalia Tweet Chat relating to the massive unemployment of young women in Somalia. The covered topic is:

Young Somali Women's Access to Meaningful Employment: Barriers & Solutions.

Young Somali Women's Access to Meaningful Employment: Barriers & Solutions

Young Somali Women's Access to Meaningful Employment: Barriers & Solutions
Helitaanka Shaqo Macna Leh ee Gabdhaha Dhalinyarada Soomaaliyeed: Caqabadaha & Xalka

Somalia Tweet Chat @sgem2016

Fardosa A. Abdullahi
Director of Social Affairs, BAXNAANO Project Manager, Ministry of Labour & Social Affairs

Bahja Ali Mohamud
Head of Women Enterprises Development, SIMAD iLab

Dr. Uweis Abdullahi Ali
Senior Researcher for Economics and Social Policy, Heritage Institute for Policy Studies

Fadumo Abd Ali
Deputy Permanent Secretary, Office of Prime Minister

Mohamed Yahiye
Founder and CEO, Onload A Fintech Start-up

Nasrin Mohamed Ibrahim
Deputy Chairperson Somali Women Journalists

Dr. Sadiyo Siad
Chancellor of Hano Technical University and Hano Academy

Mohamed Adan Mohamed Dugoww
Director of Public Engagement, Office of the President

Suleiman Bashir
Communication Consultant

Date: Saturday Sept 30, 2023 | Time: 7:30 pm EAT

#LaborMarket #EmploymentEquity #ShaqoGabdho #FursadShaqo

SGEM) held its so Somalia Tweet Chat on a topic relating to the pervasive unemployment issue facing young women in Somalia entitled 'Young Somali Women's Access to Meaningful Employment: Barriers & Solutions' which took place on September 30, 2023.

SGEM invited a diverse panel of practitioners, policy makers, and researchers working for the federal government, especially the Office of the President, Office of the Prime Minister, and

Ministry of Labour and Social Affairs, as well as practitioners in the nonprofit and private sectors.

The panelists of the Somalia Tweet Chat included Fardosa A. Abdullahi, Director of Social Affairs & Baxnaano Project Manager at the Ministry of Labour and Social Affairs, Bahja Ali Mohamud, Head of Women Enterprises Development at SIMAD iLab, Dr. Uweis Abdullahi Ali, Senior Researcher for Economics and Social Policy at the Heritage Institute for Policy Studies

(HIPS), Fadumo Abdi Ali, Deputy Permanent Secretary at the Office of Prime Minister, Mohamed Yahye, Founder and CEO of Onkout a Fintech Start-up, Nasrin Mohamed Ibrahim, Deputy Chairperson of Somali Women Journalists, Dr. Sadiyo Siad, Chancellor of Hano Technical University and Hano Academy, Mohamed Adan Mohamed Dugoow, Director of Public Engagement at the Office of the President, and Suleiman Bashir, Communication Consultant for government nonprofits and international organizations.

The panelists analyzed the topic from practitioner, policy, and research viewpoints. Tweet Chat questions asked included the status of the young women's access to labor market in Somalia, such as cultural and class barriers facing young women to get meaningful employment, the laws and policies for employment equity in the country.

Other key discussion questions included whether there is gender sensitive recruitment and retention policies in Somalia, and any policies protecting women from misconduct in the hiring processes and harassment at workplace. The panelists also examined some innovative initiatives and programs that can facilitate meaningful employment opportunities for young women in Somalia.

The panel concluded with recommendations addressing these barriers for young women's substantive access to employment. Panelists recognized that enhancing young women's access to meaningful employment requires comprehensive strategies that tackles cultural and class-related barriers. A multi-faceted approach should encompass initiatives in education, Technical and Vocational, Educational and Training (TVET) skills, entrepreneurial skills, and digital literacy training, equal access to employment, and advocacy for economic empowerment programs.

Hashtag: #LaborMarket #Employment Equity #ShaqoGabdho #FursadShaqo



“Cultural norms and societal expectations act as barriers, discouraging young women in Somalia from pursuing work outside their homes.”

Dr. Sadiyo Siad



“Equal economic opportunities for women, encompassing quality education and employment, stand as a promising avenue for Somalia's future inclusive development and growth.”

Dr. Uweis Abdullahi



“The educational gap among young women in Somalia is a formidable barrier, limiting their abilities and qualifications for meaningful participation in the labor market.”

Bahja Shuriye



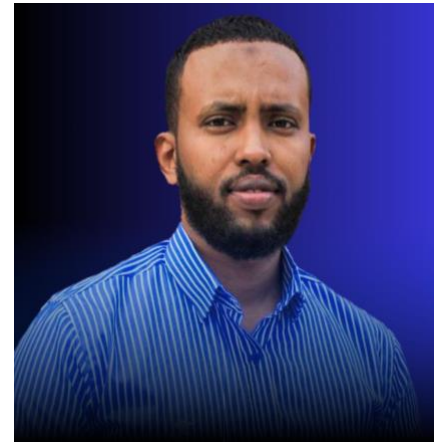
“In promoting gender equality, it's essential for the private sector to recognize the value of a diverse workforce. Efforts should be made to ensure that hiring decisions are based on merit and skills rather than gender.”

Mohamed Dugoow



“By combining skills development, financial access, and business support, these initiatives offer a holistic empowerment approach for young women, addressing both personal and economic aspects of their growth.”

Fardosa Abdullahi



“Legislation protecting the rights of young women during their working hours is a critical step towards ensuring a safe and respectful environment for all. It's a step towards ensuring every woman's right to dignity in the workplace.”

Salman B. Mohamed



“Addressing the multifaceted challenges confronting young girls requires a comprehensive approach that considers the complex interplay of economic, security, and social factors.”

Fadumo Ali



“The implementation of Standard Operating Procedures (SOPs) could mark a significant step towards addressing workplace abuse against women, offering a potential solution to a critical issue.”

Nasrin Mohamed Ibrahim

Research and Partnerships

In line with its commitment to evidence-based advocacy, SGEM engaged in several research projects and partnerships. The organization worked closely with the African Cities Research Consortium at the University of Manchester to explore youth capabilities and development in Somalia. This partnership allowed SGEM to contribute to a broader understanding of the challenges and opportunities facing Somali youth, particularly in urban areas. The research findings will inform future programs aimed at empowering young people and promoting inclusive development.

Institutions with Partnership, Membership, Financial/Technical Association with SGEM

African Cities Research Consortium (ACRC) of The University of Manchester

The Network for Religious and Traditional Peacemakers

Green String Network

Somalia Non-State Actors (SONSA)

United States Institute of Peace, Religious Women Negotiators on the Frontlines.

Governance and Management Operations

Board of Directors

SGEM's 9-member Board of Directors (BoD) exercises oversight over the strategies, workplans, policies, operations, and finances of the organization. Currently, the Board of Directors is chaired by Fowsia Abdulkadir. SGEM's BoD meets at least three times a year.

Board of Director' Objectives

1. To continue delivering high-quality, best practice programs and activities, advocacy, and civic engagement.
2. To seek more funding opportunities and partnerships investing in the growth of the organization, and its sustainability.
3. To expand the human resources of the organization and hire paid staff.

Management Team

The management team is led by Zainab Hassan, Founder and Executive Director with support from BoD, pool of subject matter experts to support its programs and activities, and project-based staff.

Moving Forward

As SGEM moves forward, the organization remains steadfast in its commitment to promoting gender equity, advancing women's rights, and fostering peace and reconciliation in Somalia. SGEM will continue its Forum for Solutions, and Somalia Tweet Chat activities.

The partnerships and initiatives established during the 2023-2024 fiscal year provide a solid foundation for future work. In 2024, SGEM will expand its programs to include Women's Circle of Peace program, utilizing a Conflict Resolution and Peacemaking Circle Process Training: A Context Specific Manual for Somalia for national and grassroots level women and men. SGEM will continue to advocate for the inclusion of women in decision-making processes, address systemic barriers to their participation, and support their role as agents of peace.

SGEM will also conduct workshops on women's rights, gender equity, and protection for women politicians, aspirants and civil society activists. SGEM looks forward to continuing its efforts to ensure that Somali women, youth, and marginalized communities have the opportunities and support they need to thrive in a peaceful and just society.