



**EXIT SURVEY FOR 31 HOST TRAINERS FOR THE DEMOBILISATION,  
DISARMAMENT AND RETRAINING PROGRAMME (DDRP) CONDUCTED  
FOR 300 PARTICIPANTS IN MOGADISHU IN 2003-4**

**CONDUCTED IN MARCH 2004**

**Executive Summary**

A pilot demobilisation, disarmament and retraining programme (DDRP) was conducted in Mogadishu for 8 months in 2003-4. This was the first voluntary weapon's destruction programme conducted in Mogadishu City.

Funding for the programme was provided by UNDP; and the programme was implemented by SAACID.

Three hundred people were invited to participate in the programme from 6 of the 16 districts of Mogadishu.

The districts that were offered the chance for training places in this programme were:

- Karaan
- Shibis
- Shangani
- Hamar-weyne
- Heliwaa
- Dharkenley

These districts were chosen because 6 other districts had just participated in an economic recovery programme implemented by SAACID and funded by the International Labour Organisation (ILO) and the Italian Government (2003).

Forty-three places were offered to each of the 6 participating districts; and a further 42 places were offered to the people of the Bermuda area in Mogadishu.

The Bermuda area includes parts of three different districts. It has been nicknamed 'Bermuda', because if anyone goes in, they don't come out. It is a general no-go zone - even for mainstream Somalis. This area is densely populated with mostly Internally Displaced Persons (IDP's), minority clans and Bantus. Even if a district (say Hodan) were given some training places, no one from the Bermuda area of Hodan would be

selected. The people in this area are effectively marginalised from all forms of participation in Mogadishu (political and economic). SAACID felt strongly that if this programme is to add value to the reconciliation and reintegration process in Mogadishu, then concrete steps had to be made at an early stage to empower the minorities and marginalised in the city.

One hundred and fifty of the 300 places went to active militia. The other 150 places were divided equally between men and women from mainstream civil society (75 men and 75 women). The inclusion of mainstream civil society in a DDRP was arrived at because of a SAACID exit study on a prior pilot demobilisation and retraining programme (DRP) that SAACID partnered with El Maan, UNESCO and the Italian Government (2001), which indicated that Mogadishu civil society was unhappy that that programme targeted only militia. Mogadishu civil society indicated that the programme was unbalanced and needed to also target citizens in mainstream society as well as the active militias, so that an appropriate acknowledgement was made to the majority of those living in the city that had not taken up militia work.

The programme was broken into three core components.

The first was a 1-month prefatory and mobilisation period. In this period the local leaders in each targeted district were mobilised and the programme outlined so that they could provide effective input and partnership. This was also the month for the collection of one fully functioning automatic rifle from each participant.

The second component was 3-months of literacy, numeracy, health and civics education (Literacy and Numeracy Training - LNT). This component was conducted every afternoon at SAACID's primary, secondary and vocational school in the Shibis district of Mogadishu.

The third component was 4-months of work-skill training at 31 host training sites throughout Mogadishu City (Enterprise Business Training - EBT). All the participants had previously chosen which areas they would like to train in and they were then distributed to host training sites based on those preferences. All host trainers were voluntary private businesses. All participants were also required to attend afternoon entrepreneurship classes throughout this period.

This survey was designed to elicit information about the DDRP from the 31 host trainers who participated in the training programme.

Questions were asked in different ways to overcome any possible misunderstanding of the questions by host trainers. Or, to try and overcome any possible resistance or obfuscation to questions that the host trainers might feel suspicious about.

The host trainers were extremely open and forthcoming in their answers and SAACID field staff had no problems implementing this survey.

It was implemented in the last month of the EBT element of the training.

### 1. In your opinion, what were the strengths of the programme?

All host trainers (31) (100%) indicated that the strengths of the programme were the EBT training format and the monitoring and verification process.

Other points that the host trainers highlighted were:

- The programme encouraged and motivated both the trainees and the host trainers;
- It was a 'real experience' to see that militiamen were prepared to give up their guns and want to be voluntarily trained;
- The programme created skilled trainees that the trade owners could benefit from, by carrying out day-to-day services for their respective customers; and,
- Communication between SAACID and host trainers was effective.

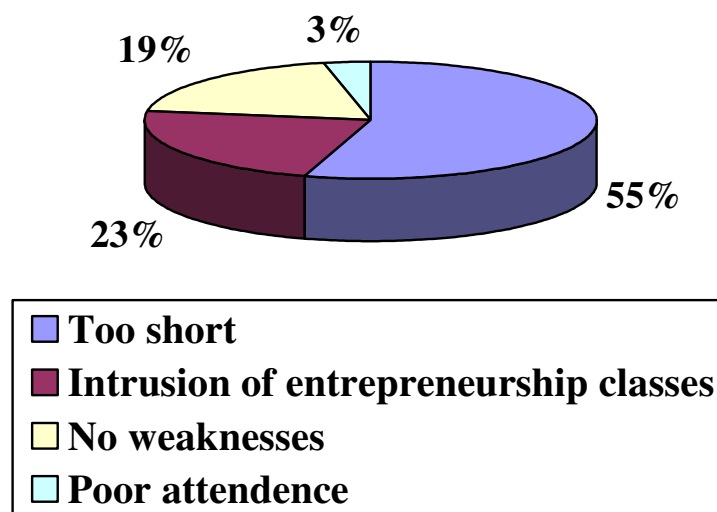
### 2. In your opinion, what were the weaknesses of the programme?

Seventeen (17) (54.84%) of the host trainers indicated that the primary weakness of the programme was its short duration.

Seven (7) (22.58%) of the host trainers indicated that keeping the trainees for only six hours a day was counter-productive. In the afternoon all participants were required to attend classroom entrepreneurship classes, which were designed to provide the participants with basic accounting and business management skills.

Six (6) (19.35%) of the host trainers indicated that there were no weaknesses in the programme.

One (1) (3.23%) of the host trainers indicated that attendance was the major weakness in the programme.



3. **Were you happy with the payment process (please explain)?**

All host trainers (31) (100%) indicated that they were happy with the payment process, location and timing.

4. **From your observations, how do the participants see the training format?**

All host trainers (31) (100%) observed that all trainees were happy with the training format. Some of the host trainers (6) (19.35%) complained about the poor discipline of the militia students – particularly in the first 3 weeks of the EBT component.

**5. Were you happy with the length of the EBT training (please explain – if they indicate too short, or too long, please ask them for the length that they suggest)?**

All host trainers (31) (100%) indicated that they were not happy with the length of the EBT training component.

When pressed for what they thought should be an appropriate timeframe for training, they indicated the following extra time needed for training:

Three (3) (9.68%) of the host trainers indicated that a 6-month EBT component would be appropriate.

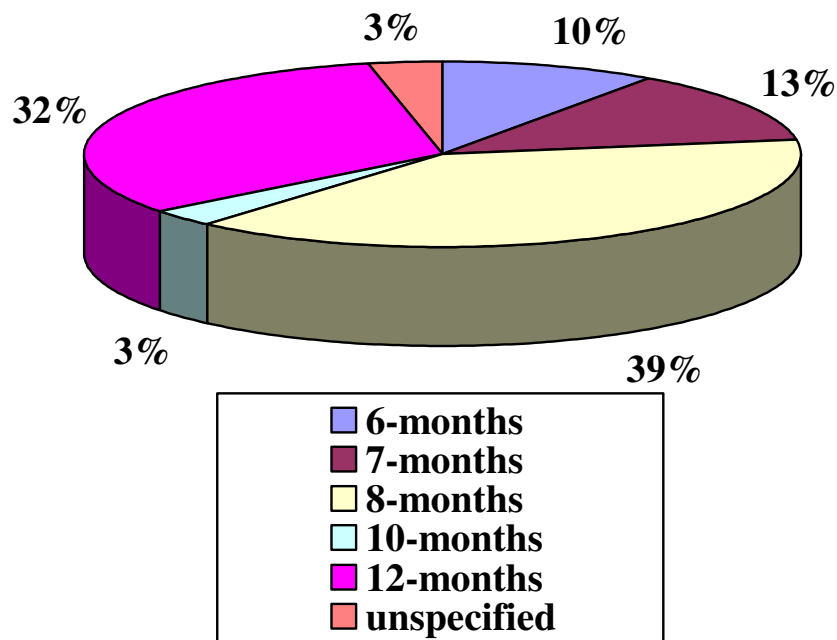
Four (4) (12.9%) of the host trainers indicated that a 7-month EBT component would be appropriate.

Twelve (12) (38.71%) of the host trainers indicated that an 8-month EBT component would be appropriate.

One (1) (3.23%) of the host trainers indicated that a 10-month EBT component would be appropriate.

Ten (1) (32.26%) of the host trainers indicated that a 1-year EBT component would be appropriate.

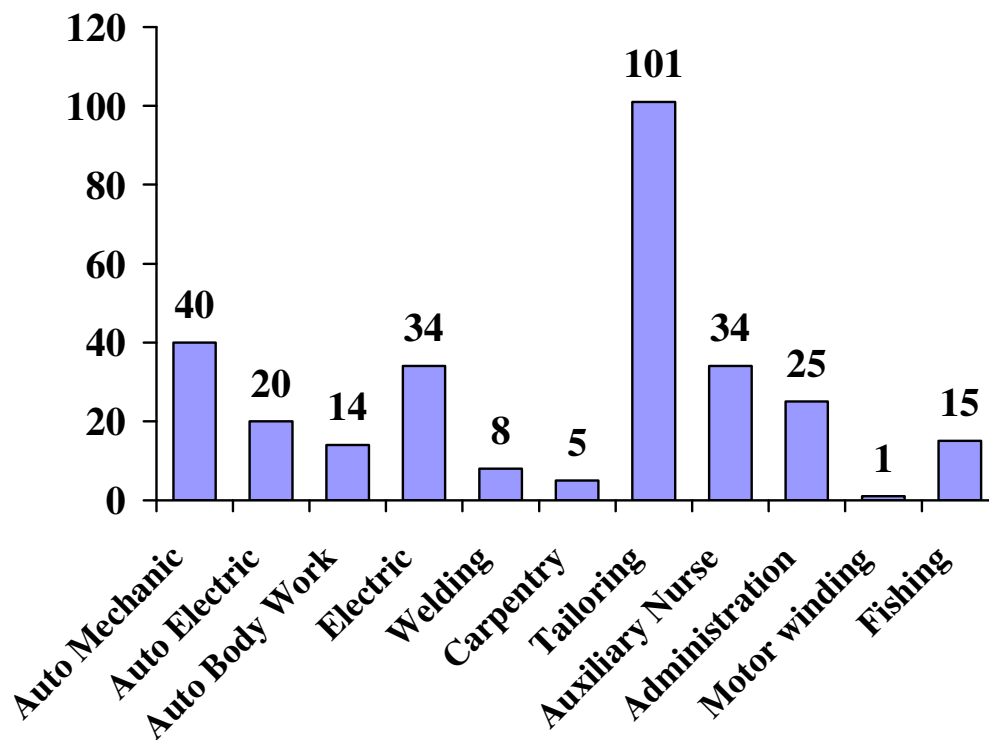
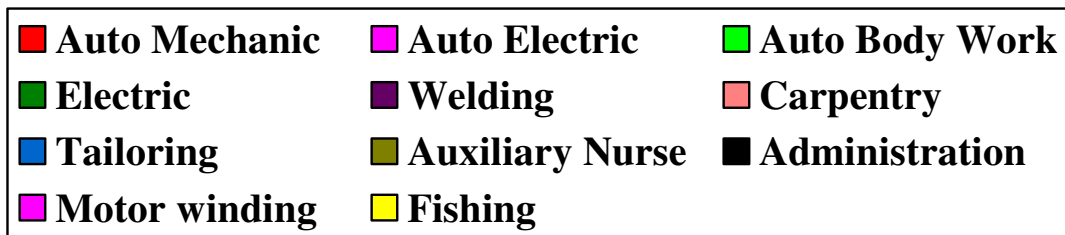
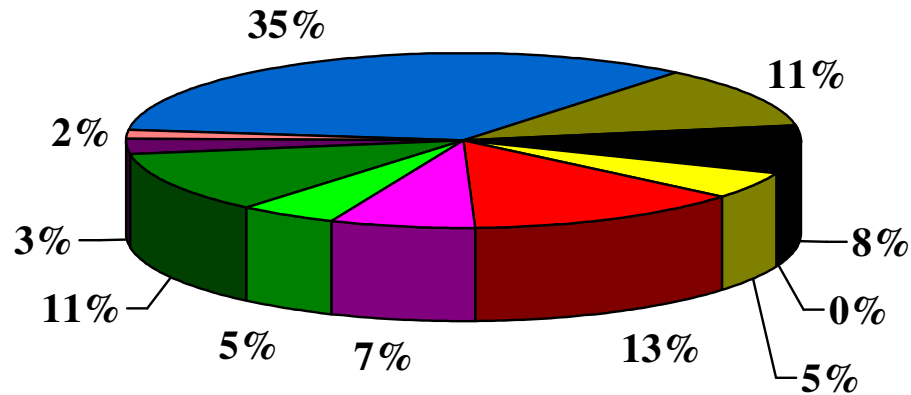
One (1) (3.23%) of the host trainers did not indicate a timeframe for the programme; but was adamant that the current EBT cycle was too short.



The average extra time suggested for the EBT component by the host trainers was 9.02 months. This would take the total EBT component to 13 months in length.

## 6. What specialisation are you teaching?

The specialisations taught were as follows:



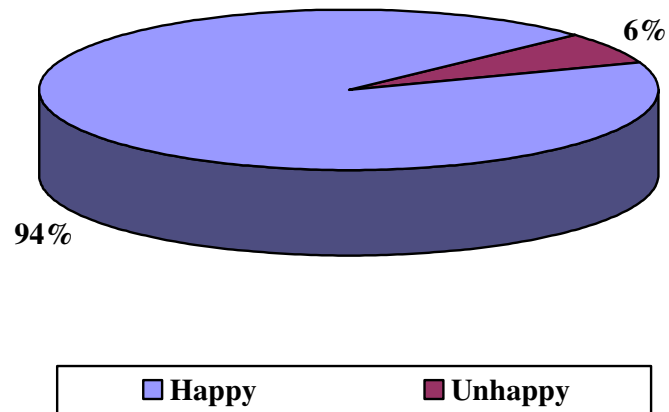
## 7. How many candidates did you teach?

No.	Name of Host Trainer	Name of the Workshop	Name of trade	No. of candidates in workshop
1	A/rahman Abukar Shiekh	Kesko I	Electricity	5
2	Omar Ali Omar	Alla Aamin	Mechanic	7
3	Ali Hassan Abow	Eebow	Tailoring	5
4	Sheikh Omar		Tailoring	8
5	Hassan Ali Aden	Oman	Tailoring	7
6	Sharmarke	Bandhaboow	Tailoring	11
7	Mumin Sheikh	Raqayle	Tailoring	8
8	Mohamoud Abiikar	Shibis	Tailoring	9
9	Mukhtar Yusuf	Al-Mukgtar	Tailoring	8
10	Abdullahi Haghi	Banadir I	Mechanic	9
11	A/dir Mohamoud	Dalsan	Carpentry/welding	8
12	Barre Ali	Ifka	Tailoring/Electricity	13
13	Shaciye	Shaciye	Electricity	7
14	Adan Mohamed	Nasahablood	Motor Winding	1
15	Addaan Madahay	Tawakal	Auto Electric	7
16	Ali Mohodin	Malabo	Mechanic/Auto/Body Work	10
17	Adde Geesey	M/Gaab	Mechanic	15
18	Eng. Muse Mohamed	Marine Institute	Fishery	15
19	Qaasim Sh. Ahmed	Xaynuf	Electricity	6
20	Hassan Sheikhay	Al-Hilaal	Tailoring	6
21	Hassan Dahir	Dirac	Mechanic	13
22	Mohamed Gesey Mohamoud	Ra'iis	Mechanic	7
23	A/dir Ali Mohamoud	Adale	Welding	5
24	Mohamoud M. Ulusow	Yabaroow	Mechanic	7
25	Mohamed Sebriye	Banaadir	Tailoring	13
26	Dahir Hassan Dhicisow	Imaamu Shafici	Tailoring	2
27	Yusuf M. Mohamed	Sebriye	Electrician	9
28	SAACID	SAACID	Tailoring	16
29	DR. Sheikhdon	Madina Hospital	Auxiliary Nurse	16
30	Yusuf Hassan	Keysaney Hospital	Auxiliary Nurse	18
31	SAACID	SAACID	Administration	25
			<b>Total</b>	<b>297</b>

**8. Were you happy with SAACID's management of the programme? If not, where would you suggest that we could improve?**

Twenty nine (29) (93.55%) of the host trainers indicated that they were happy with SAACID's management of the programme in terms of communication, monitoring, payment and other related issues.

Two (2) (6.45%) of the host trainers indicated that they were not happy with SAACID's management of the programme. This group indicated that the dissemination of timely information to them was poor and needed to be improved.

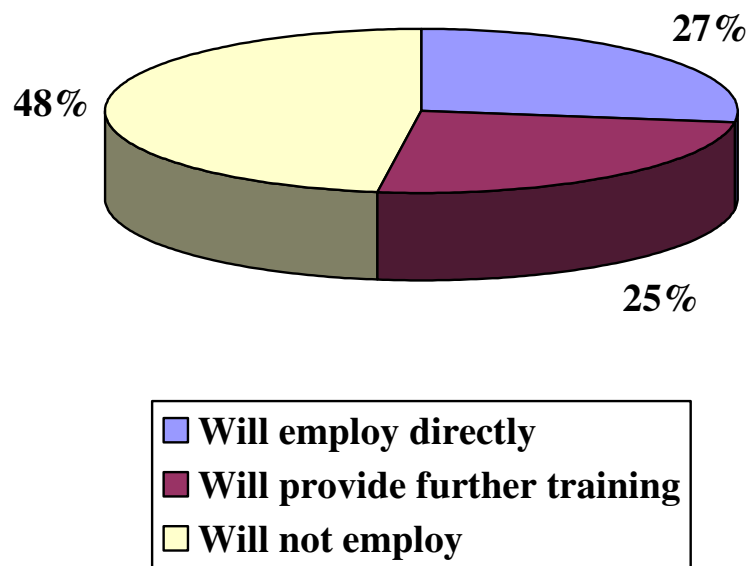


9. **Will you keep on candidates for full-time work after the programme is completed?  
If yes, how many?**

The host trainers indicated that they would definitely employ eighty-one (81) (27.27%) of the 297 participants.

Host trainers indicated that they would definitely provide further training to (74) (24.92%) of the participants. Many would then reassess their position on employment after that period.

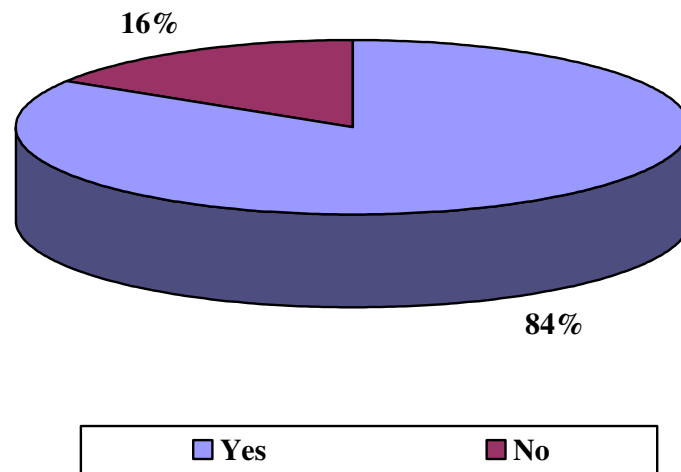
Host trainers indicated that they would definitely be employing one hundred and forty-two (142) (47.81%) of the participants after the completion of the programme.



**10. Do you think that the candidates are trained sufficiently to begin their own business activities or work effectively for someone else? If yes, are you happy for the candidates to go into their own business or work for others?**

Twenty-six (26) (83.87%) of the host trainers indicated that they thought that the participants were suitably qualified to begin their own business; and were happy for the candidates to work for someone else.

Five (5) (16.13%) of the host trainers indicated that they did not think the candidates were suitably qualified; or, preferred that the candidates work for them, as they had trained them.



**11. Do you think that the addition of micro-credit to the programme would enhance the capacity of the host trainers?**

All the host trainers (31) (100%) indicated strong support for the addition of micro-credit to the programme. They indicated that micro-credit would appreciably increase the outputs of the participants – in terms of motivation of the participants and more complete training (through more exposure to different tool types, etc).

**12. Do you think that the addition of micro-credit to the programme would enhance the capacity of the trainees?**

All the host trainers (31) (100%) indicated that the addition of micro-credit for the participants would be beneficial. They suggested that there would be a significant increase in participant motivation to work even harder to learn the skills being taught, as they would then need to apply them using their own tools.

13. **Did you have any problems with the candidates in the programme? If yes, what were they? Were they ex-militia or non-militia that you had the problems with? How did you deal with the problems? How do you think the problems could be solved both by SAACID and the host trainers?**

Twenty-three (23) (74.19%) of the host trainers indicated that they had no problems, or only minor problems, with the participants.

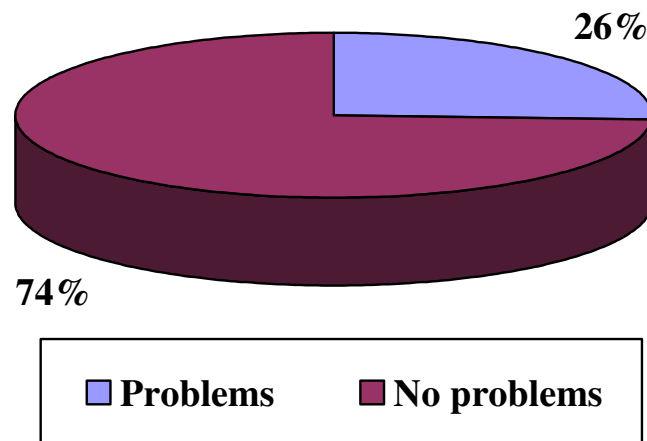
Eight (8) (25.81%) of the host trainers indicated that they had problems with some of the participants. All problems were with ex-militiamen.

The problems included:

- Poor attendance;
- Disturbing teaching lessons and operations; and,
- Chewing *khaat*.

These incidents related to the first three weeks of the EBT component and were successfully solved with the participation of the relevant host trainers, SAACID and the problem participants.

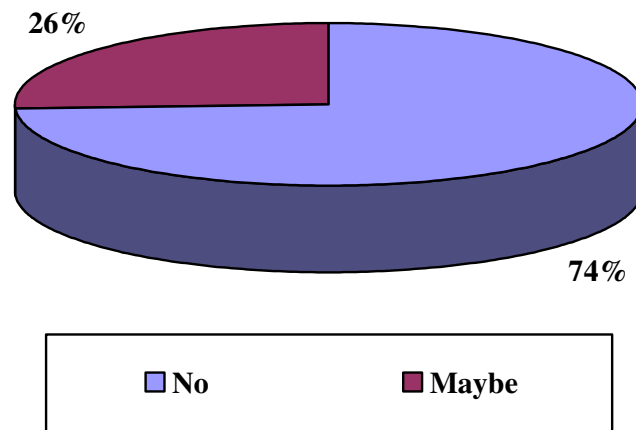
Host trainers recommended more participation in the problem-solving process by parents, guardians, district elders and community leaders and notable civil society figures.



14. **Do you think the militia candidates will return to militia work, or do you think that the programme has provided them with enough opportunity to engage in more productive activities?**

Twenty-three (23) (74.19%) of the host trainers indicated that they did not think that the militiamen would return to militia work after the programme was completed.

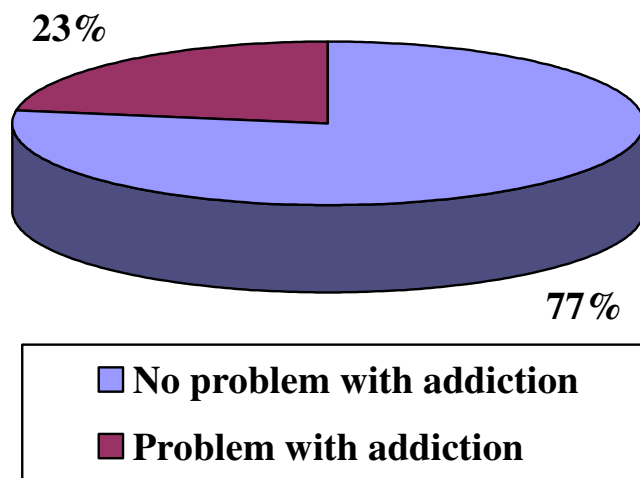
Eight (8) (25.81%) of the host trainers indicated that they thought that there was a possibility that the militiamen would return to militia work. They based their observations on the militiamen's behavioural problems – such as inconsistent attendance and a strong addiction to *khaat*.



15. **Have you encountered any problems with participants addicted to *khaat*? Do you think SAACID's strategy of teaching LNT to candidates in the afternoon (when they would normally be chewing) was effective in breaking the addiction? If no, what more does SAACID need to do to remedy this if you see it as a problem?**

Twenty-four (24) (77.42%) of the host trainers indicated that there were no problems with participants addicted to *khaat*. This group indicated that the strategy of having the participants in a structured teaching environment at the time they would normally be chewing was successful.

Seven (7) (22.58%) of the host trainers indicated that they had continuing problems with participants who were addicted to *khaat*. This group also indicated that the strategy of having the participants in a structured teaching environment at the time they would normally be chewing was the most cost effective and successful strategy for weaning those addicted off the narcotic.



16. **Have you been happy to participate in this programme (give answers for yes or no)?**  
**If yes, why?**  
**If no, why?**

All host trainers (31) (100%) indicated that they were very happy to participate in the programme.

Reasons given for a desire to participate included:

- That the programme provided extra income generation for the host trainers;
- That they were contributing to the knowledge and skill of a new generation of Somalis; and,
- That it gave them the belief that they were tangibly contributing to peace in their local communities in Mogadishu and to peace in Somalia as a whole.

17. **Would you recommend this programme to other potential host trainers?**

All host trainers (31) (100%) indicated that they would recommend the programme to other potential host trainers.

This group noted that this programme helped build trust, through the programme's all-inclusive, and participant and trainer-orientated approach.

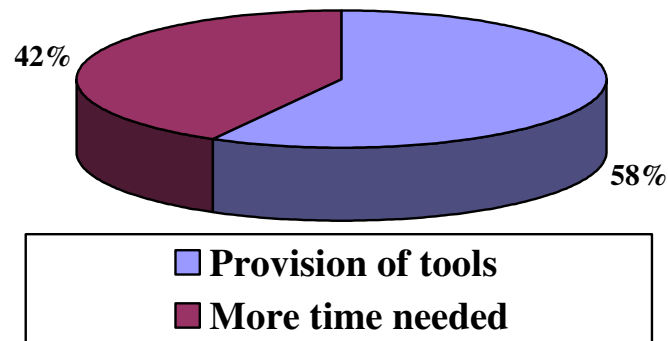
18. **What suggestions would you give to new host trainers that had never participated in such a programme?**

All host trainers (31) (100%) suggested that new potential host trainers be patient, sincere and always encourage the trainees. They also noted that trainers be open to new ways of teaching and motivating trainees – especially in the early stages of the learning process.

**19. If the programme was to be expanded, do you have any suggestions that would improve the programme?**

Eighteen (18) (58.06%) of the host trainers indicated that the provision of relevant tools to the training sites and to participants would provide better outcomes for the trainees.

Thirteen (13) (31.94%) of the host trainers indicated that the length of time for the EBT component needed to be extended. This group said that there was not enough time to teach all the lessons that were required to become proficient in the skill being taught.



## 20. Other comments?

Ten of the host trainers (10) (32.26%) had no final comments.

Seventeen (17) (54.84%) of the host trainers indicated that the total time for the EBT component needed to be extended to at least 1-year.

Four (4) (12.9%) of the host trainers indicated that the incentive for both the host trainers and participants needed to be increased to match the standard living conditions of the country. This group mentioned that the increase needed to be in the order of US\$60-80 per month.

