

SAACID



EXIT SURVEY FOR 297 PARTICIPANTS 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 currently 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.

The whole programme was conducted without serious incident or accident.

This survey was designed to elicit information about the DDRP from the remaining 297 participants as they exited the programme¹. Questions were asked in different ways to overcome any possible misunderstanding of the questions by participants. Or, to try and overcome any possible resistance or obfuscation to questions that the participants might feel suspicious about.

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

The results of the survey of 297 participants are elaborated throughout the rest of the document.

¹ Three of the 300 participants failed to complete the programme – 1 was killed (unrelated to the programme); 1 was wounded (unrelated to the programme); and, 1 dropped out.

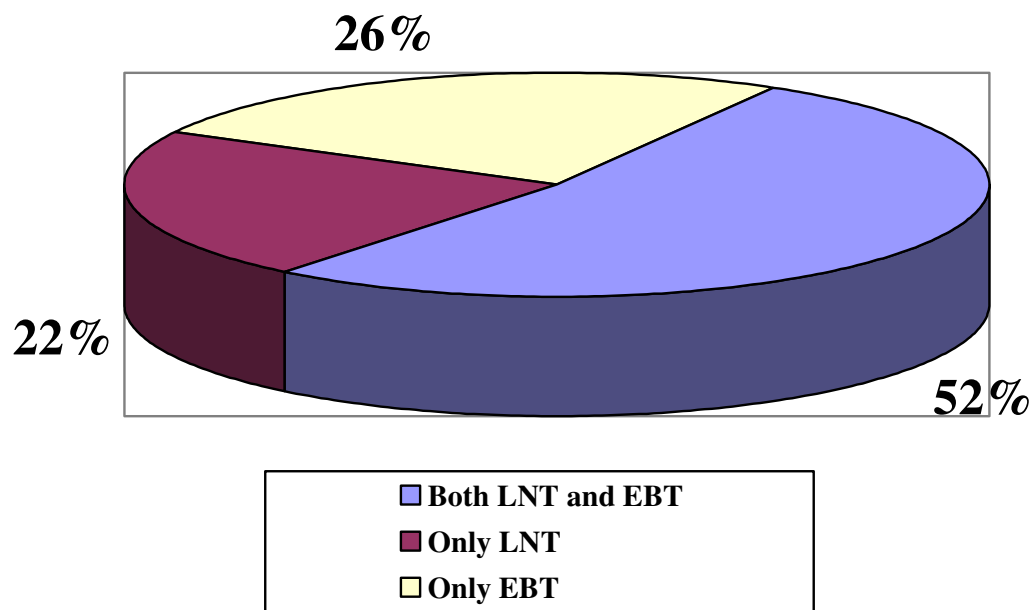
1. In your opinion, what were the strengths of the programme?

All of the participants found overall worth in the programme.

One hundred and fifty-six (156) (52.52%) indicated both the LNT and EBT components were the strengths of the programme. This group indicated that they both learnt how to read and write, as well as successfully learning a practical business skill for their future.

Sixty-five (65) (21.89%) participants indicated that only the LNT component was a strength of the programme, because the duration of EBT component was not sufficient.

Seventy-six (76) (25.59%) participants indicated that only the EBT component was a strength of the programme, because only the EBT component provided them with practical skills for future income generation.



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

The primary weakness identified in the programme was the timeframe for learning was too short. 58.25% of the participants indicated that they had difficulty absorbing the lessons provided in the necessary timeframe.

One hundred and fourteen (114) (38.38%) of the participants indicated that there were no weaknesses of the programme.

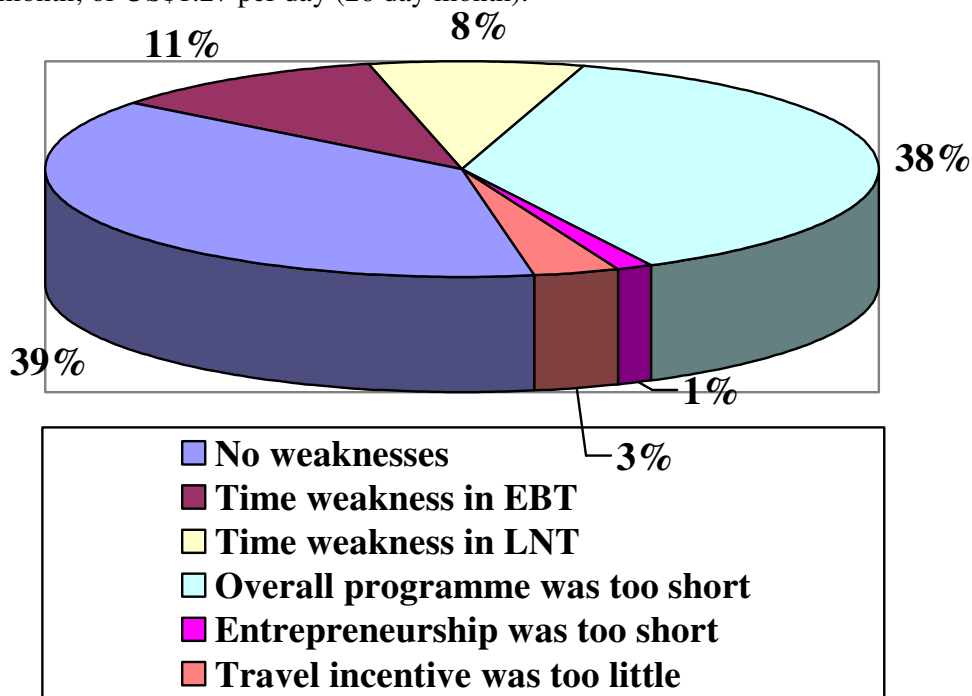
Thirty-two (32) (10.77%) of the participants indicated that only the EBT element had a weakness; in that, the time was not sufficient to adequately cover the skill training needed to be proficient.

Twenty-five (25) (8.41%) of the participants indicated that the only the LNT element was a weakness of the programme; in that, the time given to LNT was not adequate to learn – particularly in relation to mathematics.

One hundred and twelve (112) (37.71%) of the participants indicated that the overall duration of the programme was a weakness; in that there was not enough time to absorb the lessons in any element.

Four (4) (1.35%) of the participants indicated that the entrepreneurship element was the weakness of the programme; in that, they did not have the time to absorb entrepreneurship element; and it was evening class, which made it difficult to get home before it became dark.

Ten (10) (3.37%) of the participants indicated that the travel incentive was a weakness of the programme. This group indicated that the incentive was insufficient to cover their daily travel expenses to and from the training sites. Participants received US\$33.80 per month; or US\$1.27 per day (26 day month).



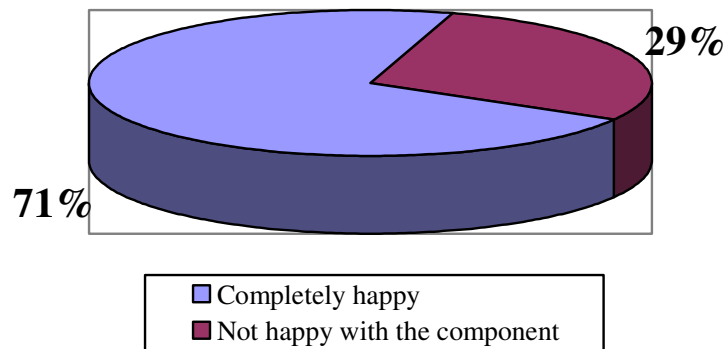
3. Were you happy with the LNT element of the programme (including the length of the LNT element)? If you were not happy, what would you suggest being changed (including nominating the length of the LNT element)?

If yes, why (explain)?

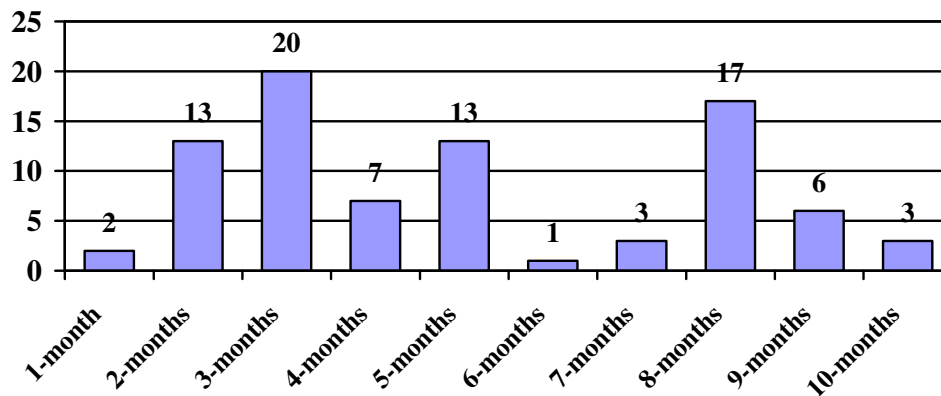
If no, why (explain)?

Two hundred and twelve (212) (71.38%) of the participants indicated that they were completely happy with the LNT element. They highlighted the practical benefits of being able to read and write and to use the 4 primary mathematical calculations.

Eighty-five (85) (28.62%) of the participants indicated that they were not happy with the LNT element of the programme, because the length of the component (3-months) was too short. They indicated that the length of this component of the programme needed to be lengthened.



The breakdown of the suggested extra length of time for the LNT component by the 85 participants who were unhappy is as follows:



The average extra length of time suggested by the 85 participants for the LNT component was 4.35 months. This would take the existing LNT component of the programme from 3 to 7 or 8 months in length.

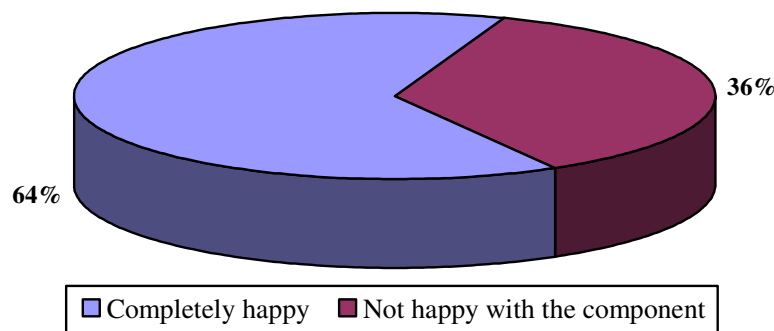
4. Were you happy with the EBT element of the programme (including the length of the EBT element)? If you were not happy, what would you suggest being changed (including nominating the length of the EBT element)?

If yes, why (explain)?

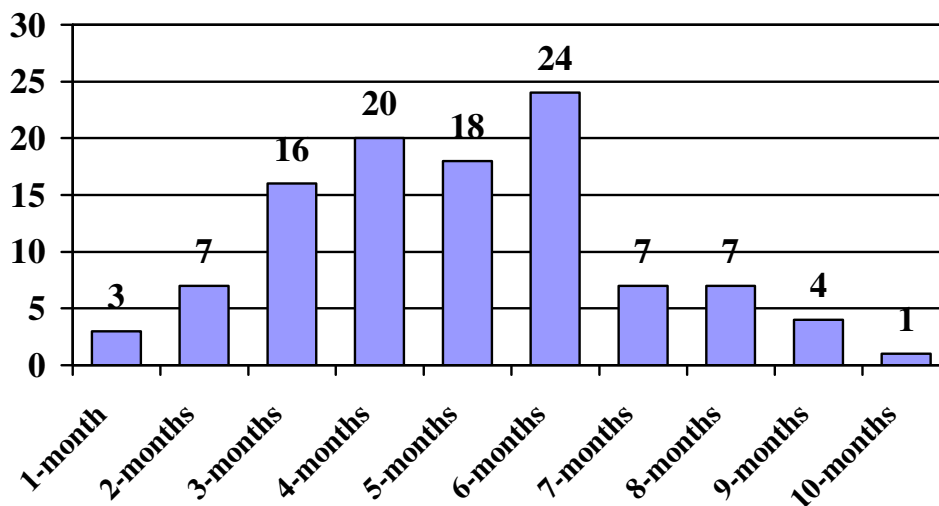
If no, why (explain)?

One hundred and ninety (190) (63.97%) of the participants indicated that they were completely happy with the EBT element. They indicated the practical benefits of being able to effectively utilise a skill that would economically benefit themselves and their families into the future.

One hundred and seven (107) of the participants indicated that they were not happy with the EBT element of the programme, because the length of the component (4-months) was too short.



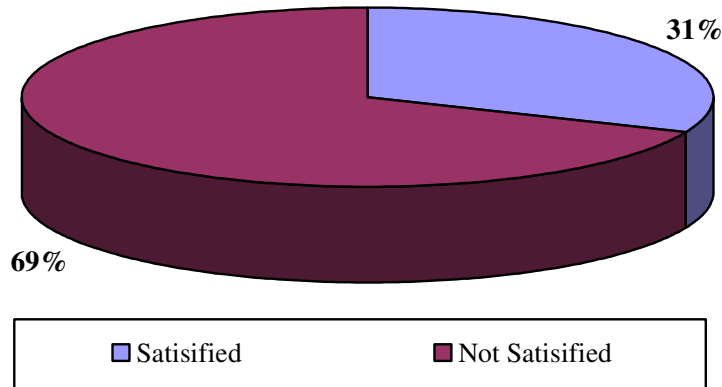
The breakdown of the suggested extra length of time for the ENT component by the 107 participants who were unhappy is as follows:



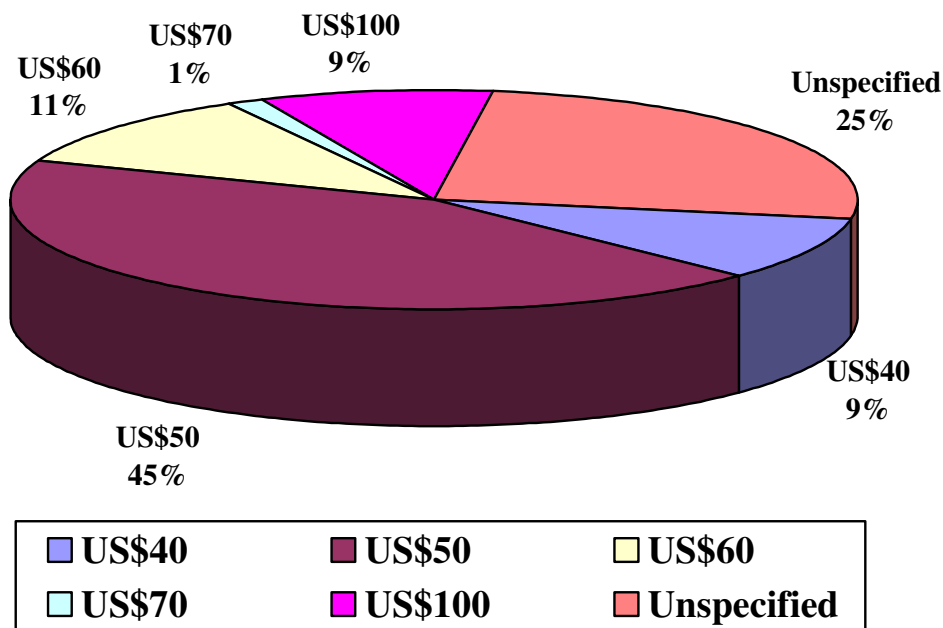
The average extra length of time suggested by the 107 participants for the EBT component was 4.95 months. This would take the EBT component of the programme from 4 to 9 months in length.

5. How useful was the travel incentive? Would you suggest any changes?

Ninety-three (93) (31.31%) of the participants indicated that the travel incentive was sufficient for them to travel to the sites of training.



Two hundred and four (204) (68.69%) of the participants indicated that the travel incentive was inadequate for their travel to and from the training sites. They suggested the following monthly amount for travel:



Of those participants that indicated that they were unhappy with the travel incentive that was provided - and indicated that the incentive needed to be adjusted to a specific amount - the average monthly incentive suggested by this group was US\$56.58 per month. Or US\$2.18 per day for a 26-day month. Participants received US\$33.80 per month for the programme; or US\$1.30 per day (26 day month).

6. Were you happy with the payment process? If not, what would you suggest in terms of changes?

Two hundred and sixty-eight (268) (90.24%) of the participants indicated that they were completely happy with all aspects of the payment process.

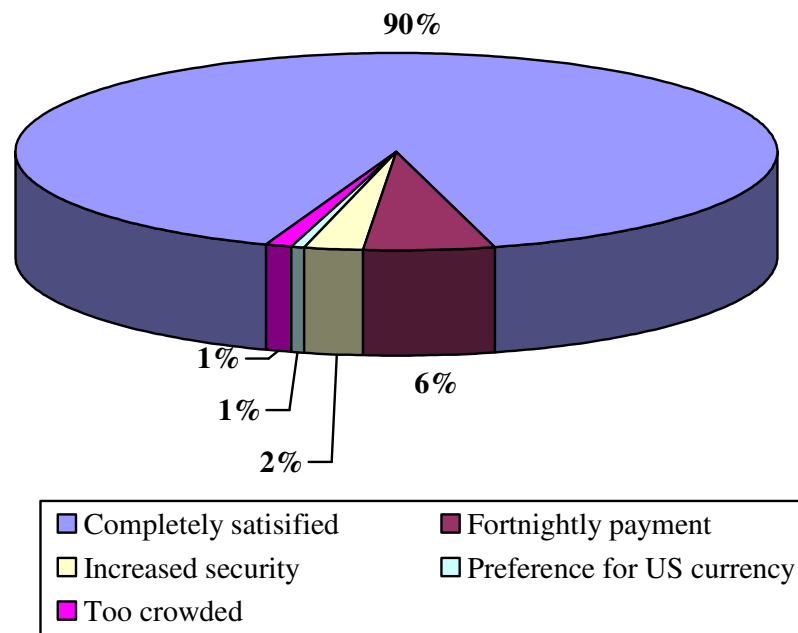
Seventeen (17) (5.72%) of the participants indicated that they were unhappy with being paid monthly and suggested that they be paid fortnightly.

Seven (7) (2.36%) of the participants indicated that the number of security guards needed to be increased during the payment process.

Two (2) (0.67%) of the participants indicated that they would prefer to be paid in US dollars rather than Somali Shillings. This was to help mitigate the extreme fluctuations in the Somali Shilling. According to UN guidelines, this is not currently possible, as it seems that indigenous peoples have to be paid in their local currency.

Three (3) (1.01%) of the participants indicated that the payment areas were too crowded, and suggested that the participants be further sub-divided into smaller groups.

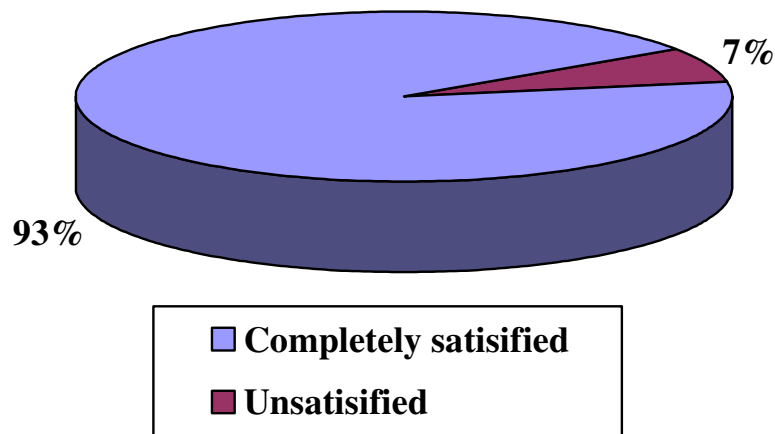
All participants (297) were divided into 10 classes of 30 (or nearest). All classes were paid on the same day at a secured SAACID facility, with 2-3 classes being paid at a time. The time lag between the payment of the different class groups was 45 minutes.



7. What is your analysis of SAACID's management of the programme? What would you suggest that we could improve?

Two hundred and seventy-seven (277) (93.27%) of the participants indicated that SAACID's management of the programme was good and fair. These participants indicated good accessibility to staff and good problem-solving capacity.

Twenty (20) (6.73%) of the participants indicated that SAACID's management of the programme was not good enough. These participants indicated that SAACID needed to increase the number of field staff for the EBT component, as they did not have enough timely access to field officers.



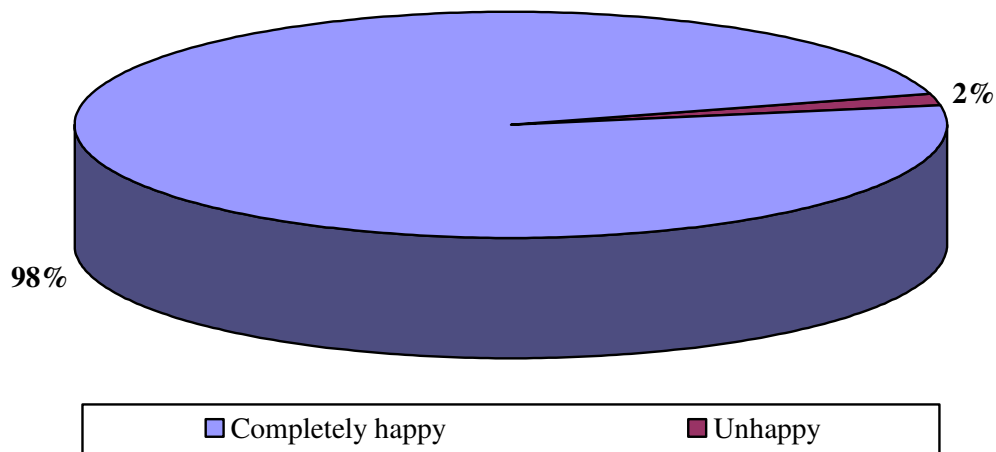
8. Were you happy to give an automatic weapon in exchange for the training you received?

If yes, why (explain)?

If no, why (explain)?

Two hundred and ninety two (292) (98.32%) of the participants indicated that they were happy to give an automatic weapon in exchange for the training they received. This group indicated that they received high-quality training and it benefited in improving the security situation of their respective districts. The militiamen in this group indicated that, individually, they had become positive symbols for the militias in their district.

Five (5) (1.68%) of the participants indicated that they were not happy to give up their weapon in exchange for the training provided. All in this group indicated that the length of training was too short.



9. Do you think that you will get full-time employment with your host trainer after the completion of the programme?

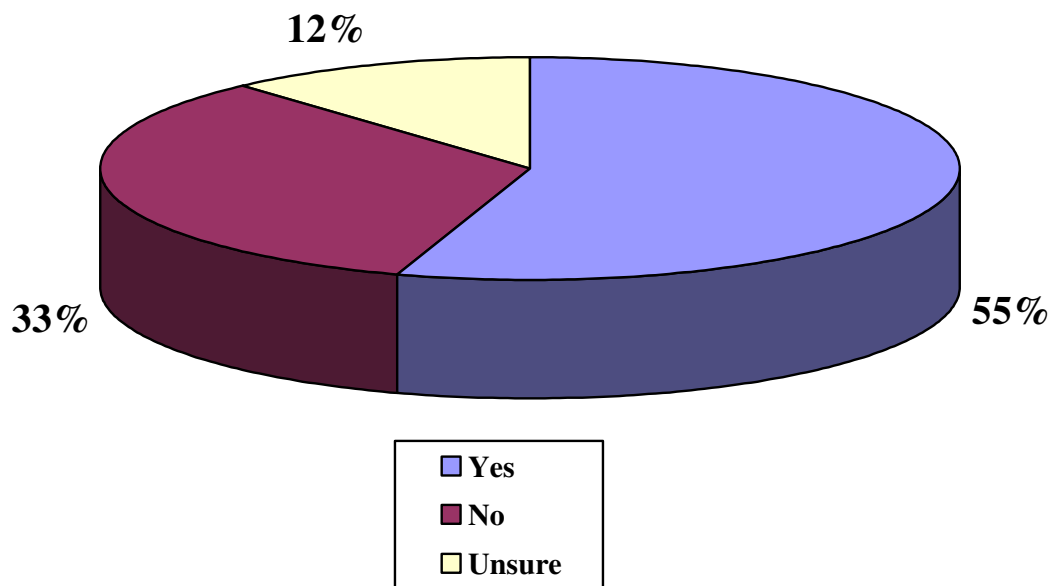
If yes, why (explain)?

If no, why (explain)?

One hundred and sixty-three (163) (54.88%) of the participants indicated that they would definitely continue to be employed by their host trainers after the programme was completed, as they had received good training and had worked hard for the host trainers.

Ninety-nine (99) (33.33%) of the participants indicated that they did not think they would be employed by their host trainers after the training programme was completed. This group indicated that the primary reason for this was they had not learned enough in the training period to warrant their retention.

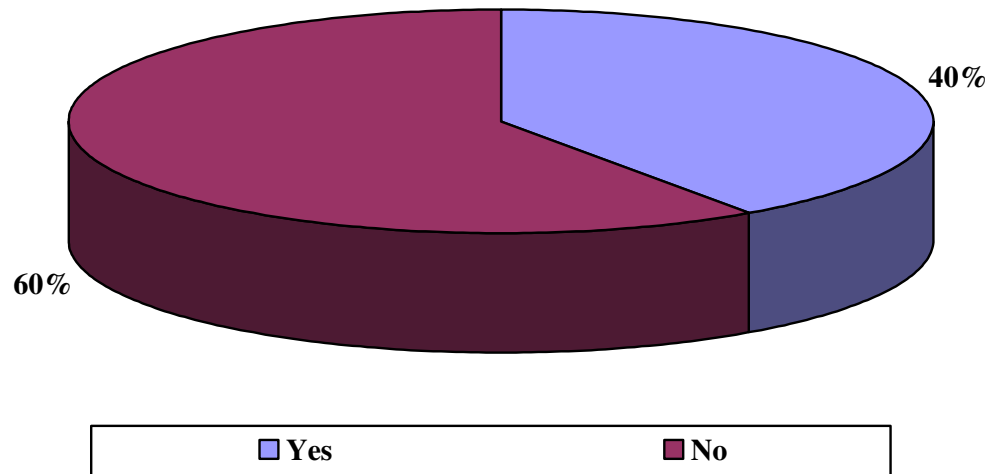
Thirty-five (35) (11.78%) of the participants indicated that were hopeful of continued full-time employment with their host trainers, but were not completely sure. This group indicated that they were well trained.



10. Do you think that you will work for yourself or your family full-time after the programme is completed?

One hundred and twenty (120) (40.4%) of the participants indicated that they would work for themselves or their families full-time after the completion of the programme.

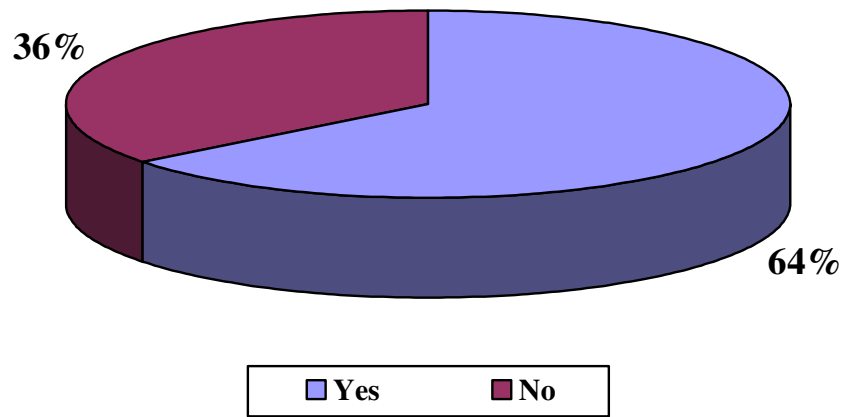
One hundred and seventy-seven (177) (59.6%) of the participants indicated that they would not be working full-time for themselves or their families after the completion of the training programme.



11. Do you think that you will be able to get full-time employment with another employer after the programme is completed?

One hundred and ninety-one (191) (64.31%) of the participants indicated that they would be able to obtain full-time employment with another employer after the programme was completed with the level of skill training that they received.

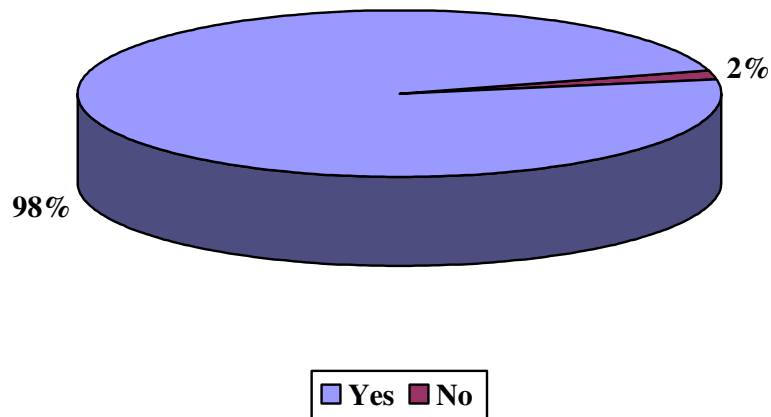
One hundred and six (106) (35.69%) of the participants indicated that they would not be able to obtain full-time employment with another employer after the programme was completed due to lack of knowledge and experience. This group indicated that the training was too short to absorb the knowledge and skill necessary to be competitive in the current employment market in Mogadishu.



12. Would you like to have had access to micro-credit to begin your own business after the completion of the programme?

Two hundred and ninety-two (292) (98.32%) of the participants indicated that they would like access to micro-credit to begin their own business after the completion of the programme. This group expressed economic independence and status and prestige in their local communities as the primary motivations for this point of view.

Five (5) (1.68%) of the participants indicated that they would not like access to micro-credit after the completion of the programme. This group indicated that they did not possess the requisite skills to run their own business, and did not want to risk defaulting on any prospective loan.



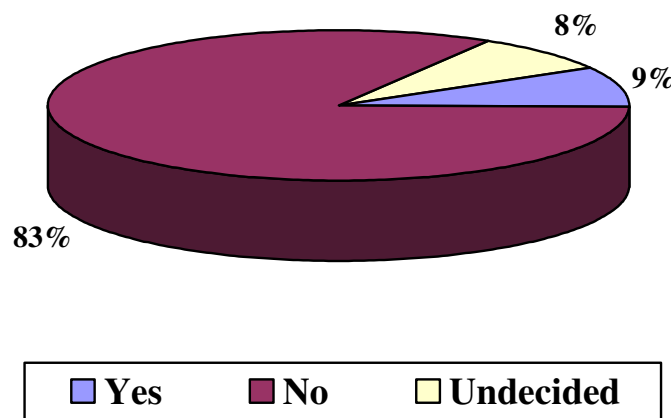
**13. Will you return to militia work after the programme is completed?
If yes, why (explain)?**

- Only 150 of the 300 participants were active militia.

One hundred and twenty-five (125) (83.33%) of the participants indicated that they would not return to militia work after the completion of the programme. This group indicated that they now had genuine economic alternatives to ‘the gun’.

Thirteen (13) (8.67%) of the participants indicated that they would return to militia work after the completion of the programme. This group indicated that the training was too short for them to absorb the lessons (so were not competent in their new skills) and thus had no economic alternative than to pursue militia work. They did indicate their willingness to give up militia work if more extensive training was provided.

Twelve (12) (8.0%) of the participants indicated that they might return to militia work. This group were worried that they did not have sufficient skill to market themselves in the current employment environment in Mogadishu. They were prepared to try and achieve full-time employment in mainstream civil society, but if they could not, then militia work was the only realistic economic alternative. This group also indicated that they would give up militia work if they could find economic alternatives that would provide for their families.



14. What are your hopes for the future?

One hundred and two (102) (34.34%) of the participants indicated that they hoped to garner more education in the future.

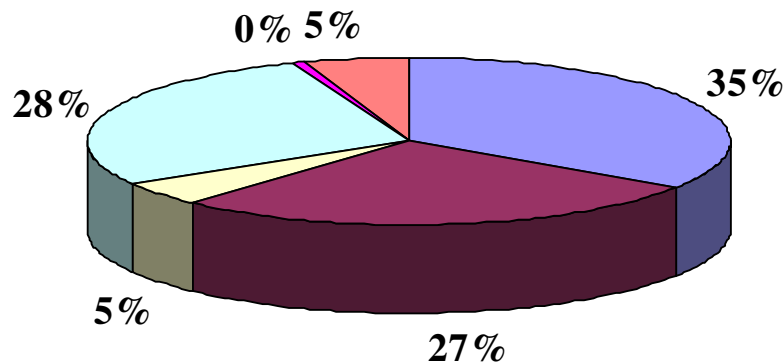
Eighty-one (81) (27.27%) of the participants indicated that they hoped to get a job and have peace and security in the future.

Fourteen (14) (4.71%) of the participants indicated that they hoped for a good future.

Sixteen (16) (5.39%) of the participants indicated that they would start their own business.

Eighty-three (83) (27.95%) of the participants indicated that they hoped for further training options, so that they could complete their skill training.

One (1) (0.37%) of the participants indicated that he hoped to leave militia work completely in the future.



15. Other comments?

One hundred and thirteen (113) (38.05%) of the participants offer no response to this question.

One hundred and thirty-seven (137) (46.13%) of the participants suggested that it will be helpful if the skill training be extended.

Eleven (11) (3.7%) of the participants indicated that this DDRP was administered in a good and fair manner.

Twenty (20) (6.73%) of the participants signified their support for UNDP and SAACID in implementing this programme.

Sixteen (16) (5.39%) of the participants suggested that the programme be continued so that other Somalis would have the opportunity of training.

