



CTG

Committed to Good



**PEOPLE SOLUTIONS,
ENABLING CHANGE
SOMALIA**

People solutions and project support to the humanitarian aid and development sectors.

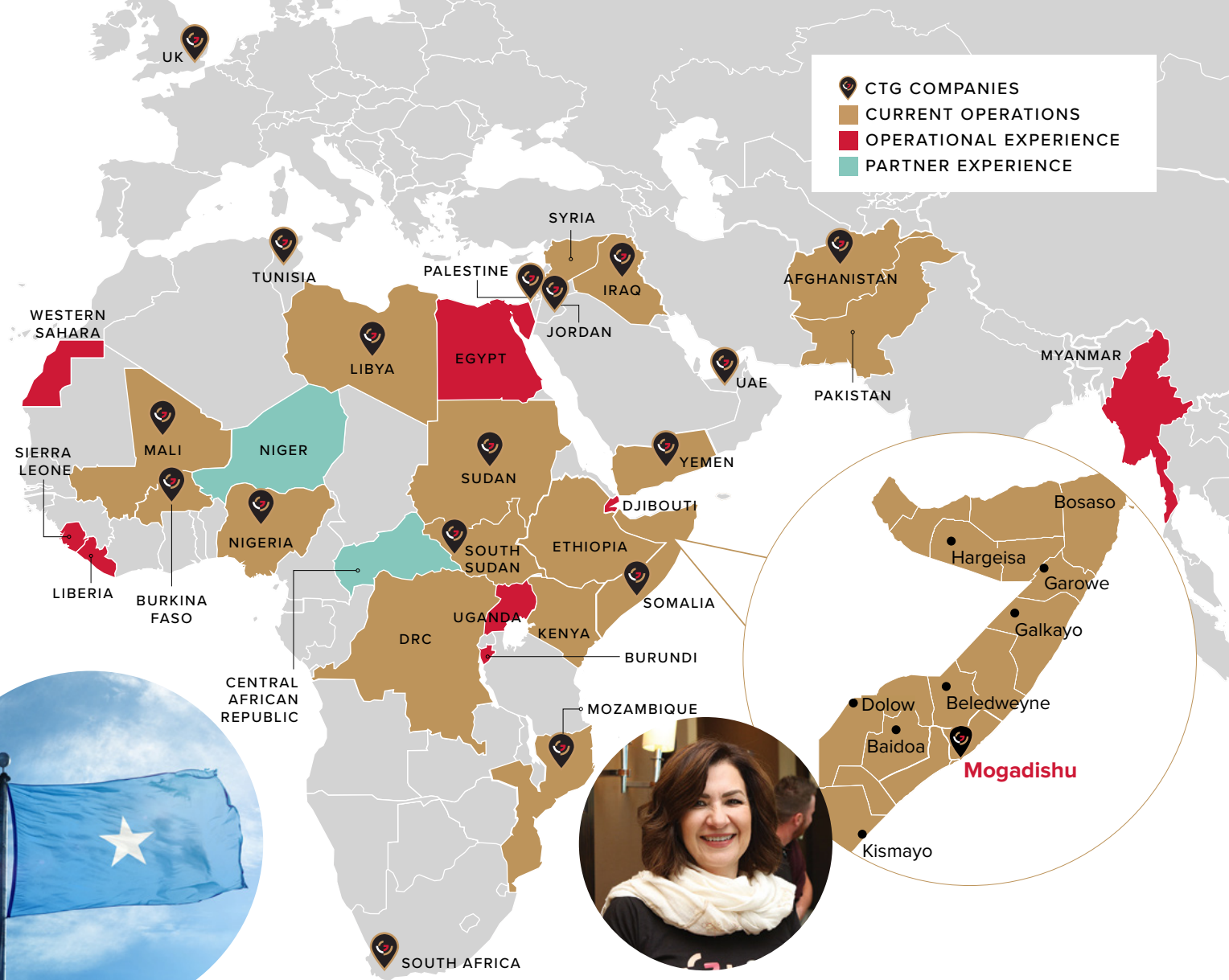
Winner of Business For Peace Award and
SDG Pioneer for Empowering Women In
Conflict Settings

COMMITTED TO CREATING A PROSPEROUS FUTURE FOR SOMALIA

It's been over a decade since CTG first started staffing humanitarian projects in Somalia and today we continue to play a vital role in mobilising and co-ordinating support for Somalia's recovery. From conducting third party monitoring and research, to supporting important stipend projects and government policy reform, our staff continue to contribute to supporting Somalia's recovery.

With a breadth of industry knowledge and global experience over 15 years, the support provided to humanitarian aid and development agencies by CTG is unsurpassed. CTG's Specialist People Solutions and Project Management expertise enables important programmes in the most challenging locations.

Around 500 staff operate in Somalia from CTG's compliment of over 3 000 humanitarian workers, of which we have over 20% female representation at the project level. CTG's recruitment, vetting and women's economic empowerment initiatives are industry-leading in conflict settings



IMAN SHAWWA, REGIONAL DIRECTOR

"Everything that we do in Somalia is part of CTG's vision to support the smooth running of humanitarian and development programmes. But I'm most proud of our shared value initiatives that are such an important part of our business approach: running the Female First Career Development Workshops with local female graduates has been inspiring, and I felt proud to be part of launching our inaugural Somalia Committed to Good Summit. There are so many ways that CTG can make an impact."





David Womble, Senior Programme Advisor in Governance and Stabilisation
 David contributed to a project which evaluated the performance of a funding mechanism. The mechanism was initiated to empower the Somali government to deliver infrastructure in newly recovered areas of south and central Somalia.

Political Advisors under CTG contracts also advised on the new Somali constitution, including Gender Equality, Public Finance, Immigration and Border Management, Child Protection, Education Curriculum, Recovery and Durable Solutions, Humanitarian and Stabilisation, and Electoral Integrity.



GLOBAL-LOCAL FOOTPRINT

Our grassroots networks define CTG's ability to support its consultants and clients on the ground. Our Management Office in Somalia is responsible for delivery of service, duty of care, expert human resources and project management. Our continuous presence on the ground, enables humanitarian assistance to continue flowing wherever we work.

Active local networks built over 10 years support recruitment, vetting, safety and security. It's our ethos to provide secure and decent work for the local community and contribute toward economic prosperity.

Nasra Mohamed Ahmed, Monitoring and Evaluation Consultant. Nasra monitors food deliveries, storage, transport and distribution at the designated sites, and verifies if the amount received has been properly recorded, damaged or suspected to be damaged.

CTG has Monitoring and Evaluation Consultants and Field Monitors in Bosaso, Dolow, Galkayo, Kismayo and Mogadishu, supervising the distribution of food items.

Kennedy Gichuru, Medical Coordinator for the Somalia National Army support unit. His responsibilities included running health programmes, working with communities, sharing knowledge and building capacity in Somalia.

CTG has Health Programme Assistants, Medical Officers and Nurses working on life-saving projects across Mogadishu, Kismayo, Hargeisa, and Lower Shabelle.

OUR EXPERIENCE IN COUNTRY

CTG's deep-rooted presence within Somalia ensures our staff the freedom of movement to operate in all six sectors of the country, assisting our clients in the successful delivery of programmes in often hard-to-reach locations. Supporting agencies and international donors for almost a decade in Somalia, CTG enables projects, capacity building and rehabilitation, advancing infrastructure activities as well as emergency response.



MONITORING HUMANITARIAN ACTIVITIES

CTG staff monitor the implementation of assistance programmes in close collaboration with humanitarian cooperating partners, ensuring aid reaches vulnerable communities. Since 2011, we have provided monitoring and evaluation assistance to food aid, human rights, migration and other humanitarian programmes across South-Central Somalia, Puntland and Somaliland.

SUPPORTING INTERNALLY DISPLACED SOMALIS

CTG staff improve living conditions of IDPs in settlements, assisting Somalis in need in the regions of Kismayo, Dolow and Baidoa. We support the humanitarian actors in camp management, ensuring sufficient water sources and sanitation, livelihood opportunities and IDP site improvements. Our staff also work with displacement tracking.

STRENGTHENING SOMALIA'S GOVERNANCE

CTG staff have worked on solutions to strengthen institutions, rule of law, access to justice and anticorruption, improving regulatory capacities and enhancing legal and constitutional frameworks. Our specialist advisors in Somalia include Civil Service Law & Regulatory Experts, Federalism Review Specialists, Planning & SDG Consultants, Organisational Development Consultants, and Gender Experts. Our staff have worked on various programmes ranging from women's role in peace building, to youth employment, and other mechanisms for advancing social inclusion and peaceful resolution to conflict.

TRANSPORTATION OF HUMANITARIAN AID

CTG has provided fleet management support to food aid programmes in Somalia where our Traffic Monitors and Fleet Workshop supervisors coach, support and lead humanitarian distribution and logistics. Our Convoy Leaders are responsible for travelling long distances across difficult terrain and hazardous conditions to ensure aid reaches vulnerable communities. Our Transport Officers manage the supply chain procurement of spare parts, and maintenance of all transportation vehicles.

PROVIDING LIFE-SAVING HEALTH SERVICES

Our scope of supporting health services in challenging environments includes managing 500 staff responsible for the running of three Ebola Treatment Units in Liberia. In Somalia, our Nurses work in rehabilitation centres providing health screenings; Medical Co-ordinators run health programmes with the Somalia National Army support unit; Medical Assistance Teams provide emergency response; and specialists work to develop guidance on testing, diagnostics and care for diseases such as HIV, TB and Malaria.

DEVELOPMENT PROJECT FACILITATION

CTG staff support our development partners' efforts to improve peace and security throughout the country across a range of sectors including conflict prevention and resolution, peace and security, and infrastructure redevelopment. An example of our experience is facilitating stipend projects supporting Somalia security and conflict prevention – working with portable biometric systems to ensure accurate identity of cash beneficiaries.

REDUCTION OF EXPLOSIVE REMNANTS OF WAR

CTG has worked in support of stabilisation efforts since 2010, helping to reduce the social, economic and environmental impact of landmines and explosive remnants of war. In Somalia, our staff have provided surveying and monitoring support to mine action activities, training and capacity building, administration and logistical support to foreign political missions.

SHARED VALUE APPROACH

Complementary to CTG's core objectives in Somalia, the New Partnership for Somalia set out how the international community should work together to meet Somalia's most pressing political, security and economic needs and aspirations, as set out in the National Development Plan.

The role of the Private Sector is central in addressing the national challenges of Somalia. The CTG 2019 Committed to Good Summit gathered over 100 stakeholders to galvanise the humanitarian and development community to localise, accelerate, and foster mutual accountability for all 17 Sustainable Development Goals (SDGs).

Our shared value approach is integrated into the heart of our business strategy – its a purpose-based approach that aligns our long-term commercial interests with the interests of our local communities.

Founded on our understanding of areas where we could have the biggest impact, the approach follows 3 guiding pillars and 4 primary SDGs:



Putting people first: creating an inclusive, rewarding and safe workplace



Transparency and corporate governance



Promoting peace, partnerships and protecting our environment



HOW CTG IS CREATING IMPACT:



CTG's goal is to provide local employment opportunities for Somali nationals, particularly Somali women, boost the local economy through building national human capital, and create peaceful societies by achieving gender equality.



According to World Bank data, the percentage of wage and salaried workers in Somalia is 3% for women, compared to 10% for men. Women still experience barriers to entry to the workforce as well as widespread discrimination. Through our Female First initiative, our mission is to hire more women and encourage others to do the same, helping to create job opportunities for women in conflict-affected countries.

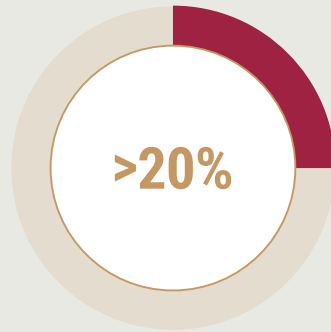


FEMALE FIRST

Female First launched in 2017 and encourages our recruiters, in-country teams and clients to rebalance the gender scales, making more job opportunities available for women in the countries that we operate in. Our goal is for 30% of our project-related roles to be represented by women by 2030. We are nearly a third of the way there; in Somalia 23% of all current project staff are women, of which more than half are local nationals.

In order to implement our approach and allow for more inclusive workplaces, CTG recognises the need to do more to upskill and empower young women. Following a successful first iteration in Gaza, a Female First: Career Development Workshop was held in Mogadishu in May 2019. Partnering with a local university to provide three-month English language diploma scholarships, the programme welcomed recent female graduates to further develop vital professional skills such as CV-building, opportunity searching, and interview skills.

The Female First: Career Development Workshops aim to not only provide young women with the skills and tools needed to secure a career in humanitarian aid and development, but a platform to raise awareness. We believe more needs to be done to achieve gender equality and to create safe and empowering work environments.



WOMEN EMPLOYED IN SOMALIA

CTG currently has around 500 staff in Somalia, of which more than 20% are women, meaning we're one step closer to our Female First goal.



CTG GIVING

Launched in 2015, CTG Giving collaborates with local organisations to help foster:

- 1) Gender equality and women's empowerment
- 2) Workforce education and employability skills
- 3) Community stability and environmental protection in conflict and post-conflict communities

In 2018, CTG Giving was proud to support the Elman Peace and Human Rights Foundation – which assists survivors of gender-based violence in Mogadishu – in their entrepreneurship training for 13 female students. CTG Giving donated US\$4,625 as a grant which assisted the students of the training to set up a convenience shop and grocery store that offers hot drinks and fast food, with a small tailoring corner where members of the community can buy fabrics to be tailored for them on the spot. The donation was raised by a small team of CTG staff through fundraising initiatives.



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