



**REPORT OF THE GENDER IN
HIGHER EDUCATION CONFERENCE HELD ON
21-23 NOVEMBER 2016**

**PRODUCED BY
THE SOMALI INSTITUTE OF DEVELOPMENT AND
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Executive summary and programme.

Full report available on request.



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EXECUTIVE SUMMARY

Between Monday 21 and Wednesday 23 November 2016, the first Annual Gender in Higher Education in Puntland Knowledge Exchange seminar took place in Garowe, the capital city of the Puntland State of Somalia. The event lasted three days and was attended by over 120 people from all sectors in society such as government institutions, higher-education institutions, civil society and students.

Topics discussed and papers presented

Over a dozen papers on gender issues as they relate to higher education and research in Puntland were presented over the course of the three- day knowledge-exchange seminar. The presenters received some training and coaching prior to the seminar. The papers presented included:

- Zaynab Khalid, Ideological and Psychological Obstacles to The Process of Higher Education in Somalia
- Amaal Siciid Jama, The Advantages of Educating of Somali Women and Girls
- Nuzaiiba Abdulaahi Ali, Barriers to Girls and Women’s Education in Somalia
- Khadija Abdullahi, Marriage and the Success of Female Students in Higher Education in Puntland
- Sacdio Daahir Nuur, the Barriers facing Female Researchers in Somalia
- Nawal Cadceed, Somali Women Professionals: Balancing Career and Family
- Hamdy Abdiqani, Women & Higher Education In Somalia: An Overview Of Educational Imbalances
- Zahra Jama Salah, Women Entrepreneurs and The Role of Higher Education in Businesses
- Samsam Said, Female Teachers in Somalia: Challenges and Avenues for Opportunities
- Sahro Ahmed Koshin, A Gender-responsive Institution: A Critical Look at Policies and Plans
- Becoming a Role Model for My Children: How I Inspired My Children to Succeed in School
- Asiya Gurey, Factors Hindering Girls and Women’s Education in Puntland
- Dr Idil Jama, Educating women beyond university in Puntland, Somalia
- Zeynab Mohamed, Gender and disability in higher education in Somalia

Summary of issues identified

In the research sector

- Lack of grants and opportunities for women to do research
- Lack of research possibilities at universities, weak capacity
- Very few research institutions
- Research is often not taken serious
- High unemployment, negative attitudes towards women academics
- Absence of awareness raising, and limited research techniques
- Lack of information about sector size, jobs and salaries, working conditions, routes and qualifications, funding

In the higher education sector

- A lack of confidence in local universities and a poor learning environment
- Lack of recreation facilities for girls and a shortage of female teachers in universities
- University lecturers have low levels of psychosocial knowledge
- Negative stereotyping about female teachers and students
- Lack of confidence in leaders due to clan-based bias
- Excessive privatization of education

- Poor networking among women and limited resources for communications in and between organizations

In skills and capacity

- Little participation by women in adult learning and training due to a lack of psychosocial support and motivation
- Lack of time management
- Lack of financial support and donor mapping
- Few adult education schools
- Cultural barriers, which blind people to how women and girls are deprived
- Poor motivation and encouragement to women to learn new skills and tend their natural talents
- Lack of mentoring, specifically for women and girls, to help them improve their skills to suit market demands for skilled labour
- Lack of day-care centres where women and girls can gather to exchange ideas and opinions to improve relationships

Way forward and recommendations

The participants concluded that in order for female researchers to achieve more progress in the education sector and to be prominent in the research industry as well as demonstrate competitiveness in the field several following recommendations should be implemented by the government, research institutions and universities.

According to the participants, to attain a more tangible reduction in the gender gap, the following stakeholders should be engaged:

- The Ministry of Education and Higher Education
- The private sector
- Ministry of Women Development and Family Affairs (MOWDAFA)
- Women' organizations (gender equality and women's empowerment associations)
- Schools, universities colleges and women's associations and female students' associations in universities
- Media companies

To increase women's participation in research, publication and higher education and to see more women in leadership positions in the higher education sector and in so doing reduce the gender skills gap; the following recommendations came out of the conference:

Recommendations to universities and HIEs:

- Increase the number of women employed in local and international research institutions through use of quotas
- Increase support systems for women such as:
 - a. Networking among women researchers and empowerment activists
 - b. Developing mentoring opportunities with retired and senior researchers and support role models to interact with new and hopeful women researchers
 - c. Organizing career fairs and workplace tours
- Finance women's capacity building in research and higher education through mechanisms such as trust funds

- Reduce women's skills gap through an institutional policy approach and training according to the needs of the labour market

Recommendations to the Somali government:

- Increase research skills among girls by developing the primary and secondary school syllabus to include research techniques
- Finance empowerment initiatives for women in research by;
 - a. including a gender perspective in the national and sectoral budgets
 - b. Financing girls' education through scholarships.
- Increase the number of women in public institutions quickly by accelerating women's recruitment.
- Safeguard women's professionalism through public awareness and sensitisation

Recommendations to research institutions;

- Regularly conduct research on women in higher education in Somalia.
- Establish a centre for Somali women Studies that regularly conducts research and offers training
- Develop and disseminate in both English and Somali a Policy Brief on the same
- Regularly conduct research-training workshops for female students and lecturers on topics like research writing and publishing skills
- Host an annual conference on gender in higher education
- Maintain a Community of Practice with a database of women in academia

Recommendations to Somali women academics

- Form association and build strong linkages with other universities
- Lobby and advocate for the rights of women in HIEs who face problems

ACKNOWLEDGEMENTS

The Gender in Higher Education project consumed a huge amount of work, research and dedication from various people and institutions. Its implementation would not have been possible without the support and guidance of many individuals and institutions.

SIDRA Institute would like to thank several people. To begin with many thanks go to the International Network for the Availability of Scientific Publications (INASP) which contributed both financially and technically to the Gender in Higher Education conference in Puntland Garowe. Therefore, SIDRA team would like to acknowledge the invaluable insights and guidance from INASP and the funding provided by INASP. Our sincere gratitude to INASP for their endowment to Gender in Higher Education conference. Contributions such as yours are a critical part of the support for the scientific, educational, and professional activities of our institution.

It is fair to conclude that the Gender in Higher Education conference was a great success. So many individuals have contributed in so many different but equally useful ways to turn this event into a smoothly running assembly with many very fascinating presentations and speakers with very good atmosphere to interact.

In addition, we would like to express our sincere thanks towards volunteer researchers who devoted their time and knowledge who generously shared their time, experience, and materials for the purposes of this project and their enormous and high-quality support.

Last but not least, the success and the final outcome of the Gender in Higher Education conference required a lot of guidance, assistance and support from many individuals and we are extremely fortunate to have got this all along until the completion of the project work.

The three-day programme schedule

EXPLORING GENDER IN HIGHER EDUCATION IN PUNTLAND A KNOWLEDGE EXCHANGE EVENT

THREE-DAY PROGRAMME SCHEDULE MONDAY 21 NOVEMBER- 23 WEDNESDAY 16 NOVEMBER 2016
NEW RAYS HALL, 08:00HRS TO 17:00HRS

PROGRAMME SCHEDULE

DAY 1: MONDAY 21 ST NOVEMBER 2016		
HOW IS GENDER REPRESENTED IN RESEARCH IN SOMALIA: OPPORTUNITIES & CHALLENGES		
MINUTE TAKER: MR. ABDULQADIR SHEIKH		
TIME	ACTIVITY	RESPONSIBILITY
8:00AM-9:00AM	Arrival and registrations Prayers and opening	Facilitator Sagal
10:00AM-12:00PM	Welcoming statements by SIDRA and introduction to the programme, its objectives, outputs and expected results Women in Higher Education in Puntland: Experiences from the Gender Unit, MOEHE Gender and its representation in research in Somalia Research and Women in Puntland: Sharing Experiences Guest Speaker, SIDRA BOD Member Guest Speaker, Technical Advisor, Higher Education Dept Opening remarks by Vice Minister of Education Opening remarks by Minister of Women and Family Affairs	Presentation by Sahro Koshin Faduma-Shukri Abdi Hirsi, Head of Gender Unit, MOEHE Presentation By Dr. Amina Jama Dr. Idil Jamac Safiya Geyre Asli Duale Dr. Saeed Fahiyeh Mr. Mohamed Ali Farah Honorable Minister, Anisa Hajimumin Honorable Minister, Abshir Abu Yusuf
12:00PM-1:00PM	LUNCH AND PRAYERS BREAK	
1:00PM-5:00PM	Panel Discussion (1 Hour): Why so few Somali women researchers? Group discussions and Presentation of the Group findings : Group 1 and 2: The Representation of Women in Somali Research Group 3 and 4: The Gender gaps in Research Institutions Challenges women could face while undertaking research work Group 5 and 6: Opportunities and challenges for women to take up careers in Research	Dr. Amina Jama, Postdoctoral Researcher Dr. Idil Jama, PHD Asli Duale, BOD member of SIDRA
	Wrap up of Day One	

DAY TWO: TUESDAY 22 ND NOVEMBER 2016		
SOMALI WOMEN IN HIGHER EDUCATION: WHAT IS THE SITUATION?		
TIME	ACTIVITY	RESPONSIBILITY
8:00AM-9:00AM	Welcoming and introduction of the Session Women in Higher Education situations in Somalia, Presentation by Gender unit Department of the Ministry of Education of Puntland.	Sagal Omar Halima Abdi
9:00AM-10:00AM	Panel Discussion :This session will present discussion on the different topics of the papers submitted by Somali women in Academia, during the call for papers on Gender in Higher education in Somalia	
10:00AM-		

12:00PM	<p>Zaynab Khalid: Cultural factors affecting female students' academic performance at higher education</p> <p>Hamdi Abdikani Shire: women and higher education: an overview of Somalia's educational imbalances</p> <p>Saynab Abdi Ismail: Barriers to Participation of Women Students with Disabilities in Higher Education</p> <p>Samsam Said: Female Lecturers ,Challenges and Opportunities in Puntland</p> <p>Amal Said Jamac: Faiidoyinka waxbarashada uleedahay Gabdhaha/Dumarka soomaaliyeed</p> <p>Fadumo Hoosh: "العقبات الفكرية و النفسية التي تعيق الفتاة الصومالية من تقدم العلمي العالي"</p>	
12:00-1:00PM	Lunch and Prayers Break	
1:00PM-3:00Pm	<p>Group Discussions:</p> <p>Group 1, 2: Obstacles to female students in Higher education, what is holding women back and what are the solutions to these hurdles</p> <p>Group 3, 4: Obstacles female Teachers face in Higher education, and what solutions to these hurdles</p> <p>Group 5, 6: What is the situation regarding females in leadership roles in HE? are there enough female in leadership roles in Higher education? What are the barriers to women becoming leaders?</p> <p>Group 7, 8: How can women be supported to take up leadership positions? Are there women leadership development programs? Are women getting support? Balancing career and Family.</p>	
3:00Pm-5:00PM	<p>Panel Discussion: <i>This session will present discussion on the different topics of the papers submitted by Somali women in Academia, during the call for papers on Gender in Higher education in Somalia</i></p> <p>Sacdiya Dahir Nur: Woman Professionals: Balancing Career and Family</p> <p>Nawal Cadceed: Marriage and the Success of Female Students in Higher Education in Puntland</p> <p>Sahra Jama Salah: Somali Woman In Business"</p>	

DAY THREE: WEDNESDAY 23RD NOVEMBER 2016

REDUCING SKILL GAPS, WHAT IS AVAILABLE AND WHAT IS MISSING?

TIME	ACTIVITY	RESPONSIBILITY
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Morning session	Recap of day Two and Introduction of today's session Group Discussions: Group 1: What skills do women have/need to close the gender gap in higher education in Somalia? Group 2: What support do women professionals/women in academia get and what other supports would be useful to develop their skills and confidence Are there female mentors? Do women support each other? Panel Discussion: Women participation rate on adult learning and trainings, how to encourage women to participate more and how can we achieve better women participation?	Sagal
PRAYERS AND LUNCH		
Afternoon Session	Way forward Discussion: In groups we will be Reflecting on what needs to be done ,developing action plans to : <ul style="list-style-type: none"> • Have more women participation in Research and publication • Have more female in leadership roles in Higher education • Reduce gender gap in higher education. • Reduce the gender skill gaps. End of conference Closing Remarks	