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**“WORKING CONDITION AND EMPLOYEE
PRODUCTIVITY IN MANUFACTURING
COMPANIES IN SOMALIA”**

MASTER THESIS

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ABSTRACR

Productivity is known to be a key factor in the success of an organization because it is the engine that drives improvements in job performance. The interaction between employees and the culture of their organization creates both mental and physical work conditions. So the goal of this study was to find out about the working conditions and productivity of employees in manufacturing companies in Somalia. Each part gets a different number of points, and each point has a different effect on how productive the staff as a whole is.

Keywords: Working Condition, Work Environments, Productivity, Performance Motivation, and Training.

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LIST OF ABBREVIATIONS

(SSDF):	“Somali Salvation Domestic Front”
(SYC):	“Somali Youth Club”
(SYL):	“Somalia Youth League”
(SSF):	“Somali Salvation Front”
(DFLS):	“Democratic Front for the Liberation of Somalia”
(USC):	“United Somali Congress”
(MSF):	“Medicines sans Frontiers”
(UNHCR):	“United Nations High Commissioner for Refugees”
(SNA):	“Somali National Alliance”
(AU):	“African Union”
(FGS):	“Federal Government of Somalia”
(SRC):	“Supreme Revolutionary Council”
(CIA):	“Central Intelligence Agency”
(PPP):	“Purchasing power parity”
(UNDP):	“United Nations Development Program”
(HDI):	“Human Development Index”
(UNSOM):	“United Nations Assistance Mission in Somalia”
(EUTM Somalia):	“European Union's Training Mission in Somalia”
(SOPEC):	“Somali Producers' Conference and Exhibition”
(DNS):	“Directorate of National Statistics”
(MOPIED):	“Ministry of Planning, Investment, and Economic Development”
(MPWHR):	“Ministry of Public Works, Housing, and Reconstruction”

1. Introduction

Since the 18th century, the number of micro and small businesses, as well as the number of people working in the informal economy, has increased dramatically around the world. These enterprises and people account for the vast majority of new jobs, as well as the vast majority of the working poor. When it comes to performance evaluations, Workplace conditions, including concerns of workplace safety and health, maternity leave, and other factors safeguarding, work-family difficulties, schoolwork, working hours, earnings and income, and working conditions Organization, workplace violence, workload, worker's welfare facilities, and other issues, housing, nutrition and environments. as well as the millions of Women and men who works in micro and small businesses. Small and medium-sized firms and the informal economy (MSE/IE) suffer some of the most difficult challenges of any sector. The population in the labor forces, A healthy work environment promotes employee well-being. Employees have always been able to exert themselves fully into their roles because of the support they have received, could result increased productivity (Akinyele, 2007).

Sweatshop work practices have long been associated with the global apparel business. ' Clothing employees in these factories face a number of dangers on the job, including physical and verbal harassment, poor and irregular pay, and being compelled to work overtime. During the early stages of industrialization in emerging countries, sweatshop conditions are frequently viewed as inevitable because of the fine division of labor present in those countries. Sweatshop conditions in the apparel business are not inescapable, according to one perspective, according to another point of view. Rather, terrible working conditions endure because garment factory managers don't know how to implement best practices in human resources management, such as positive motivating strategies or multi-dimensional pay packages, to get the most out of their employees (Rinehart, 2004).

This opposite view point is supported by a study of management practices. As a result of access to foreign best-practice management techniques such as quality control and inventory tracking, a subset of Indian textile firms witnessed a 17% increase in productivity; the study found that these factories were unable to implement these changes sooner because of informational barriers.

Research has shown that a wide range of human resource changes, such as incentives and multi-dimensional pay for teamwork, communication and problem-solving, have all contributed to increased productivity and profit. Is it any wonder, given the data, which the garment industry's workers continue to endure appalling working conditions? Better labor conditions may not always lead to improved business outcomes and increased profitability, unlike innovations in management such as inventory tracking (Brill, M. 1990).

Firms that previously had the ability to compel employees to put in extra effort by using harsh treatment and paying them far less than the value of their work may find it difficult to justify leaving the sweatshop model. Because of this, factory owners may assume that only by using harsh treatment, poor wages, and little to no investment in fundamental industrial improvements can they maintain their enterprises viable while still fulfilling the needs of foreign clients. It is a "poor route" to progress to use unlawful or irregular pay practices to keep profits, in this viewpoint, as opposed to actions such as connecting compensation to work effort or adopting other human resource enhancements. Human resources and production circumstances are examined in this study to see if they can compete with sweatshop practices in terms of optimizing profits. Based on survey responses from garment workers and managers in Vietnam, as well as data from Better Work compliance assessments, researchers discovered that factories increase their profitability when they move away from sweatshop conditions and toward more humane and innovative labor management practices (Beckerman, P. & Ilmakunnas, P. 2006).

In Africa, there have been numerous studies on the impact of working conditions on employee productivity. There was a significant amount of burnout among South African nurses on three levels: emotional exhaustion, depersonalization, and low personal accomplishment. (Levert et al. 2000) A hospital's severe workload and other organizational issues may have contributed to nursing staff burnout, according to the study's authors. In addition, a South African study found that poor working conditions hurt productivity. Employees who have an unfavorable view of their working environment are more likely to face long-term stress, according to (Noble.2003).

The success of the organization depends heavily on the working conditions in Somalia. Absenteeism, stress-related illnesses, decreased productivity, and devotion are all signs of dissatisfaction with one's workplace. On the other side, organizations that have a nice, trustworthy and safe work atmosphere are more productive, creative and financially healthy (Ali Sheikh, 2012).

A company's productivity can be impacted by a wide range of factors, including employee turnover, morale, and willingness to try new things. All of these aspects relate to how people are taught, supported, and treated in the system as a whole (Prof. Mohamud Abdi, 2016). Thus, the study examines the relationship between working conditions and staff productivity in Somalia's manufacturing companies.

2. LITTERATURE REVIEW

2.1 Working Condition

There are a lot of things that affect working conditions, such as health and safety, security, and working hours, among others. It's not unusual to put your health and safety at risk when you work in bad conditions. Your employer is required by law to give you a safe place to work, but you are also required by law to work in a safe place. In the sections that follow, we'll talk in more depth about people's or groups' working conditions, including but not limited to amenities, physical surroundings, stress and noise levels, level of safety or risk, and other things. When it comes to paid work and employment relationships, the work environment is very important. When we talk about "working conditions," we're talking about things like work hours, breaks, and work schedules. Other things that are talked about include pay and the mental and physical demands of the job (Chandrasekhar, K. 2011).

As defined by the business lexicon, "working conditions" are defined as "the working environment and all current concerns effecting labor in the workplace, such as job hours, physical components, legal rights and responsibilities, and organizational culture." Working conditions, according to the definition provided by Gerber and colleagues (1998, p.44), are "the interaction of employees with their organizational environment, which includes both psychological and physical working environments." This has resulted in the following definition of working conditions being employed: The word "working circumstances" refers to both the physical

setting in which an employee works and the terms of the employee's contract of employment. Productivity, on the other hand, is a concept that changes in response to the environment, state that it lacks any specific criteria or operational description. (Wasiams et al., 1996)

They are the most important parts of paid work and relationships with employers. Working conditions cover a wide range of topics and problems, such as pay, working hours, breaks, and schedules, as well as the physical and mental demands of the job. The interplay between employees and their organizational climate results in the creation of work conditions those are both psychological and physical." As a result, we propose the following definition of "working circumstances": "Working conditions encompass both the physical work environment and the components of an employee's employment terms and conditions." (Bernardin & Russell, 1998,p. 9, and Ross, 1981).

Productivities, according to these definitions, are a measure of economic performances as well as a resource that may be exploited to generate goods and services "Wasiams et al. (1996)" contend, on the other hand, that this phrase is context-dependent and devoid of practical meanings because it is dependent on the context. Firms that get their productivity advantage from company-specific knowledge may aim to enhance working conditions in order to prevent employee turnover and the risk of their productivity advantage spreading to competitors, According to (Fosfuri et al.2001 and Glass and Saggi 2002),

Employers should compensate employees for their greater output if non-monetary working circumstances are associated with higher productivity, in order to reduce employee turnover. As long as more than one employer provides suitable working circumstances for a certain type of employee, employers may be obliged to boost salaries – maybe to the marginal worth of the worker's production. "It is an empirical question whether or not there is such a positive wage differential in the workplace. Assuming there is one, it will serve as a lower limit on the value of true productivity differences, with the caveat that some compensatory pay differential may also be reflected in the data (Gariety and Shaffer 2001).

Wood et al. (1999) found that certain features of the workplace have a favorable or negative impact on obtaining the highest possible levels of employee productivity. Heat, humidity, and air movement are all factors that influence employee productivity. Other factors include noise, light, personal characteristics of employees, workplace contaminants and dangers, and sub-environment kinds (Wood et al. 1999)

2.2 Employee Productivity and Working Hours

It is costly for businesses when employees who are financially challenged utilize their work time to deal with their personal financial troubles. Individuals' productivity suffers when they utilize their work time to attend to personal matters. According to Joo, previous research has not examined the impact of work time spent worrying about personal finances on productivity as a factor in predicting productivity (1998). According to information gathered by a large consumer credit counseling organization, more than 60% of consumers who phone their credit counselors do so because they are working on a project (Amsel, 1998).

This counseling center is open 24 hours a day, six days a week, and does not confine its services to individuals who need aid during business hours. It is also open on holidays. The majority of participants did not experience any substantial negative consequences after working a single night shift, but difficulties could occur if they worked a series of night shifts. Drowsiness, reduced productivity, and emotional exhaustion are among the symptoms (Knauth & Hornberger, 2003).

When a single employee or a group of employees performs very well, this number is known as person productivity (also known as workforce productivity). When it comes to productivity, it is defined as the amount of work accomplished by an employee over a given period of time. A worker's productivity will most often be measured in comparison to the national average for employees performing similar work in the same industry. Employee productivity is a critical factor in the performance of businesses since it has a substantial impact on the overall success of the organization (JOO, 1998).

Employee productivity (a.k.a. workforce productivity) is a metric used to describe the efficiency of an individual or a group of individuals. Productivity can be defined as an employee's production over a specified time period. Typically, a worker's productivity is compared to the national average for employees performing comparable job. Employee productivity is critical for businesses because employee productivity is critical to their success (Kartzell, R. & Yanalorich, G. 2000).

2.3 Health and safety

The Workplace Health, Safety, and Welfare Regulations were made into a law in 1993. They set minimum standards for workplaces and people who work in or around structures. With the exception of transportation, construction sites, and private homes, these rules apply to the vast majority of workplaces. Employers must make sure that all of their employees, including those with disabilities of any kind, can get to work. You have the right to work in a place that is safe, healthy, and good for everyone who works there or visits. In other words, your boss needs to think about things like how much space is available, how clean it is, how much light and air flow there is, and whether or not there are enough toilets, places to wash, and places to change (Robert, V. & Peter, O. 2010).

Not all workplace dangers are obvious, but accidents can be avoided by paying attention to things like emergency lighting, appropriate floors, safe traffic routes, windows, and doors. You have the right to work in a place that is safe, healthy, and good for everyone who works there or visits. This means that your employer has to think about things like the amount of space available, how clean it is, the lighting and ventilation, and whether or not there are enough toilets, places to wash, and places to change. Methods and conditions of work that seem harmless at first can cause serious health problems in the long run (Brill, M. 1990).

2.4 importance of employee productivity

Businesses have a reason for being, and we've already seen that how productive employees are can make or break a company's ability to do well. The success of an employee at work depends on two things: how they feel about their jobs and how hard they work. Productivity is how much work you get done in a certain amount of time. How well something works depends on how hard you work at it. Some people may take a long time to finish a small amount of work. These people are more effective at their jobs than they are productive. Some people may be able to get a lot done in a short amount of time. These people are more productive than they are effective. Always try to get the most out of your productivity and effectiveness. Put in as much effort as you can and finish as much work as you can in as little time as you can. The value of high employee productivity in your organization may be demonstrated by a number of benefits — if employees are productive, the following benefits accrue to the company: as a result,

It becomes more profitable, Grows

Addresses the needs of consumers, Maintains its competitiveness

The bottom line is that strong staff productivity ensures that a company remains competitive in the market (Freeman, R., 2008).

2.5 Approaches to improve employee productivity in workplace

2.5.1 Improve workplace conditions

If you want to increase the productivity of your staff, you must first ensure that they are working in the most favorable settings. Make sure there is enough natural light in the office by taking the right steps. When there are windows and enough natural light in the workplace, employees can sleep 46 minutes longer at night. This helps them feel more rested and ready to work when they get to the office. There should be plants in the office. Green offices make workers feel more at ease, which makes them more productive at their jobs. Don't try to use as few colors as possible on your walls. Instead of white walls, choose colors like red (which is good for tasks that require attention to detail), green (which is a motivator), or blue to cut down on the number of mistakes employees make (it boosts creativity) (Bechler, J.G, 1984).

2.5.2 Allow flexible schedules

Work hours should be made more flexible. Instead of working eight hours straight every day, encourage your employees to work in two smaller blocks of time that add up to eight hours. For example, let them clock in from 7 a.m. to 1 p.m., take a long lunch break or go to the gym, and then end their workweek between 3 p.m. and 5 p.m. After a long, satisfying 2-hour break, employees will have more energy and be more productive and efficient. They will also avoid the dreaded afternoon slump that workers have right before "close." Allow employees to work from home. Even though working from home has its challenges, 65 percent of workers say they are more productive when they do so, and 47 percent wish their company gave them this perk. Choose jobs that can be done from home, tell remote workers when they are available, set a specific response time, and teach employees how to log their time so that productivity reports can be made (Kartzell, R. & Yanalorich, G. 2000).

2.5.3 Improve the training of your employees

Training and development aid in the improvement of employee knowledge, which in turn aids in the improvement of their work performance as a result.

2.5.3.1 Use specialized software to accomplish your goals.

Learning Management Systems (LMS) like Lynda or Talent LMS offer a lot of useful courses that help employees improve their current skills and learn some new ones. They also give you analytics and statistics that let you keep track of how well your employees are doing.

2.5.3.2 Provide hands-on training for your employees. It is possible to verify the effectiveness of specific training assignments through this form of training since it provides employees with the opportunity to try them out as they are learning about them.

2.5.3.3 Allow your employees to learn at their own pace. If you move quickly through hard topics, you won't give people time to learn new things or try out their new skills. The best thing to do is give employees enough time to understand their training or learn at their own pace.

2.5.4 Stop micromanaging when it comes to work delegation.

However, managers frequently find it difficult to delegate work to others because they are afraid of losing control over them. As a result, they micromanage every detail, making task delegation completely ineffective. Furthermore, as many as 85 percent of employees report feeling discouraged as a result of micromanagement - frequent supervision causes them to lose confidence in their talents, resulting in mediocre performance (Saari, S. (2011).

2.5.4.1 Controlling expectations and requirements is preferable. If you want a specific result, you'll need to provide your employees explicit instructions on how to get it. Furthermore, you'll need to communicate clearly with your employees about what you expect from them – and not all well-intentioned task requirements will result in the appropriate task expectations. As a result, if your employees are more concerned with their end goal than with the means of getting there, you'll have less to worry about and manage (Mundel, M.E. 1983).

2.5.4.2 Once you've delegated, you should exit the room. If there isn't a supervisor hovering over their shoulders all of the time, the employees will feel more independent, more calm, and more secure in their abilities.

2.5.5 Enhance workplace communication

Teamwork is more productive and effective when people can work together well, and effective collaboration is made easier by good communication and feedback. Set out to get people to work together. Effective cooperation doesn't just happen; you and your team will have to work at it to become a productive group of coworkers. You can grow your network by getting people together in a casual way on a regular basis. For example, you could throw an office party, plan a staff outing, or set up a paintball game to help build teamwork. Make sure that new employees feel welcome at work, and make sure that they are treated the same as their new coworkers. Locate the most effective mode of communication for your situation. The communication tool, email, and phones used by your organization may be a communication tool; however, you will need to learn how each employee responds the most effectively. Slack messages are often answered quickly, while emails are often responded to quickly, and phone calls are answered quickly (Mundel, M.E. 1983).

2.5.6 Encourage people to take care of themselves.

1- Encouragement for employees to take care of themselves goes a long way toward getting employees to care about their jobs and projects, as well as their employers.

2- Get people to use the benefits of their health insurance. Make sure all employees know about the health benefits the company offers, and then encourage them to use the full physical exams, vaccines, and other benefits that are available.

3- Give helpful lessons on how to take care of one self. You can sign up your employees for classes on stress relief or time management to help them learn how to deal with everyday stress, manage their time better, or learn any other self-care skills that may help them in the workplace.

4- Recognize and reward employees for their efforts. If you only approach your staff when you need to point out problems in their work, it may seem reasonable, but this is not a constructive practice. Employees like to know that their efforts are recognized and acknowledged at work; in fact, 79 percent of professionals have abandoned their positions because of a lack of recognition at their place of employment. Such a gesture can help people feel more confident, so whenever possible, take the time to recognize and celebrate their accomplishments and strong points (Mundel, M.E. 1983).

2.6 Organizational Culture impact on Employees' Productivity

The shared beliefs, values, and norms of the people who work in an organization are what make up its culture. It is thought to be one of the most important parts of an organization's internal structure. In reality, the culture of an organization has a big effect on how well it does. So, each organization has its own unique culture, which has a big effect on everything about it. The organizational culture affects the whole organization, including its employees, as well as how well it does its job. which, in turn, has an effect on performance as a whole. In 2016, Kebriai found that there is a large amount of There is a lot of evidence that shows a link between organizational culture and productivity. Also, he thinks that the studies are correct. There isn't enough information about the relationship between organizational culture and productivity in different countries to answer the questions. because each country has its own unique situation, which is affected by its own

unique situation How the culture is made up Also, in 2016, “Kebriai” did a study in Iran to figure out the exact amount of There are different parts of an organization's culture that affect how productive it is. The following were the factors that were looked at: Some of the things that are needed are creative thinking, taking risks, having clear goals, working together, getting support from management, being in charge, having a sense of identity, and getting rewarded (Kebriai 2016).

Organizational culture, system of dealing with conflict, communication pattern, and productivity are all factors to consider. According to the findings of the study, only four dimensions had a significant impact on productivity, and they are as follows: Conflict, solidarity, innovation, and goal clarity are all important. As a result, in order to increase productivity, managers should place a strong emphasis on the four dimensions that have the greatest impact on productivity. Furthermore, in order for managers to contribute to the development of a positive organizational culture, they must think strategically. Regarding the factors that are important to the achievement of the desired result (Chandrasekhar, K. 2011).

Organizational culture is regarded as a strategic component, and it is comprised of four components. The characteristics of involvement, consistency, adaptability, and mission are all important. As for the situation, Participation includes having a subjective relationship between work and involvement, which can be beneficial. Measurement is done through three indicators: empowerment, team-building, and developmental opportunities capabilities. Another characteristic is that of consistency in the way adjustments are made. Adjustments are the most powerful factor that contributes to increasing productivity, and they have to do with the behavior of the employees. Fundamental values, consensus, coordination, and coherence are some of the ways in which it can be measured. When it comes to adaptability, it has to do with being able to make changes while also being mindful and thoughtful. Aware of one's own errors Customers' orientation, for example, could be used to evaluate this feature. Organizational learning and change are important. The final characteristic is mission, and it entails a number of activities (Rajaei & Arghavani, 2016).

After identifying the organization's mission and objectives in order to design a clear direction for the organization, it will be advantageous to: A strategic review could be used to examine whether or not an organization is establishing an effective support system. a distinct understanding of direction, aims, and mission (Rajaei & Arghavani, 2016).

2.7 Impact of Work Environment on Employees' Productivity

Awan (2015) says that a person's environment is everything around them that has an effect on them. He says that the work environment is the physical and mental conditions of a place of business where a group of people work together to reach a common goal. The work environment has an effect on how productive people are. Lowering the productivity of the workforce as a whole Al-Omari and Okashe (2017) say that work is very important. The environment has an effect on how much work gets done. To put it another way, work is a very stressful place to be. important for employees and affects things like performance, satisfaction, and retention. As well as health and social ties, The writers also mentioned five physical traits. Air, temperature, sound, light, color, and space are all parts of the environment. Besides that, a study was done. Awan (2015) found that managers can solve problems and change the things that are part of their job. Improving the place where people work can make them more productive (Awan.2015)

When it comes to the air, pollution and freshness are both present. To put it another way, the quality of indoor air Health, comfort, and job performance are all directly impacted by this factor. Employees might spend approximately because they spend 90 percent of their time within the company, the quality of the air is critical. There are a number of them. The presence of indoor contaminants such as radon, asbestos, inorganic material, smoking, and organics is a growing concern. Besides that, everything else Pollutants may cause employees to feel uneasy and uncomfortable, which will have an impact on their performance. Productivity and job performance suffer as a result of this (Al-Omari & Okasheh, 2017).

2.8 Factors that affect employee's productivity

If the rival is able to accomplish more with less, it is possible that employee productivity is a problem. Employees that produce little output suggest a severe problem inside any firm, prompting employers to adopt novel strategies to boost staff productivity and raise employee morale. Employee productivity can be affected by a number of factors, the most significant of which are as follows:

1-Attitude is the most important thing. When workers are happy with their jobs, they do a better job. Even a rocket scientist or a consulting firm wouldn't be needed to figure that one out. When it comes to staff productivity, a bad attitude can do a lot more damage in a short amount of time than an uninterrupted stream of basketball on the Internet. Henning says that an employee with a good attitude is more likely to like the work they do, feel like they have control over it, and be praised for their work. "An employee who is lazy and doesn't really like their job but is just there for a paycheck doesn't do a good job, has a bad attitude, and brings the team down as a whole," says the author. (Roeloelofsen, P.2002).

2. How to Manage Staff Productivity: If the boss is a jerk, how can you get your staff to work harder? A recent poll found that an employee's relationship with their immediate supervisor is one of the most important things that affect how well they do their job. When a bad boss doesn't do what they say they'll do, never gives credit where it's due, says mean things, or puts the blame for their mistakes on other people, the productivity of their workers drops by a lot. Barry L. Brown, the president of a consulting firm in Florida, said, "There's no question that a bad boss is the number one cause of low productivity." From what I've seen, a good boss will motivate and inspire their workers, as well as praise and reward their hard work. On the other hand, poor management is the exact opposite, but it happens more often. Employees who don't have a direct connection to the company lose their desire to go the extra mile or put in extra effort to make things right over time (Barry L. Brown 2001).

3. Productivity is high both when people are sick and when they are well. Health problems have a big effect on how productive an employee can be, and employers are well aware of this. At the SHRM Conference and Exposition in Washington, D.C., last June, the vast majority of U.S. employers said they were

interested in services that would make their employees healthier, more productive, and less likely to miss work. Estimates show that 18 to 20 million American adults between the ages of 19 and 64 are unable to work because of a disability or a long-term health problem, or because they are too sick to work. Last year, more than 69 million workers missed days of work because they were sick, which added up to 407 million days of lost work time (Toomingas, A. 2007).

The Journal of Occupational and Environmental Medicine published a study in January that found that around 40% of employees in the United States suffer from excessive fatigue. Moreover, the researcher pointed out that the effects of fatigue, which are most commonly associated with a wide range of physical and mental health problems, on health-related lost productive time include not only days in which an employee is absent from work but also days in which they are present but performing at a lower-than-optimal level due to medical reasons. In the United States, it is anticipated that fatigue will cost firms more than \$136 billion per year in health-related lost productivity, which is \$101 billion more than the cost of workers who do not suffer from fatigue. Instead of absenteeism, 84 percent of the costs were incurred as a result of decreased performance while on the job site (Golden, L..2012).

4-It's the Technological Instruments: All of the feel-good, psychological approaches of increasing staff productivity are fantastic, but they are worthless if they are not accompanied by the appropriate instruments. And the correct tools imply the use of the appropriate technologies. It is essential to provide employees with the proper equipment so that they can be effective and productive in today's workplace. Organizations who fail to upgrade or neglect the requirement of technological tools such as PCs, Blackberries, cell phones, and other 21st century technologies run the danger of having their employees' productivity suffer. Intel, the world's largest semiconductor company, discovered that users of wireless notebook PCs enhanced their productivity by 100 hours per year on average. Using data from over 100 Intel employees who were upgraded to wifi notebooks, the researchers discovered that they gained an average of more than two hours each week, which more than paid for the cost of the upgrades within a year. They also discovered that when employees were given more control over their time, their overall productivity increased as a result (Tornqvist, E.2007)

5- Morale in the Face of Downsizing and Outsourcing Corporate America, always on the lookout for ways to save money while also pleasing Wall Street, has turned to cutting shortcuts through downsizing and outsourcing, To put it another way, shrinking pricey labor while outsourcing a less expensive equivalent. Employees who remain in those workplaces and factories may see a significant decrease in their morale and motivation. Will the efforts to save money be undermined by a decrease in production as a result of angry employees? The majority of businesses fail to grasp that, if they downsize or outsource, they must continue to give support to the employees who remain on the payroll. Employees' psychological well-being can have a direct impact on their productivity, causing many to devote more time to their second careers rather than to their first one (Young et al., 2008).

2.9 "Manufacturing Production Technician" requires the following competencies.

1) Operation monitoring means keeping an eye on gauges, dials, and other signs to make sure a machine is working right.

2) Part of the second skill, reading comprehension, is being able to understand the words and paragraphs in papers for work.

3) Critical thinking is using logic and reasoning to figure out the pros and cons of different solutions, conclusions, or ways of approaching a problem.

4) Monitoring means keeping track of and judging you're own, other people, and the organization's performance so you can make changes or fix problems. Active listening is when you really pay attention to what other people are saying, take the time to understand what they are saying, ask questions when you need to, and don't talk over them at the wrong times. An equipment technician's job is to keep up with routine equipment maintenance and decide when and what kind of maintenance is needed.

5) Repairing: Making repairs to machines or systems with the appropriate tools.

6) Quality Control Analysis — Testing and inspecting items, services, and processes for the purpose of determining their quality or performance.

3. Somalia Country

3.1 Country Geography

The Federal Republic of Somalia is a country located in the Horn of Africa. Ethiopia borders the country on the west, Djibouti on the northwest, the Gulf of Aden on the north, the Indian Ocean on the east, and Kenya on the southwest. Somalia has the longest coastline on the continental shelf of Africa. The majority of the country's terrain consists of plateaus, plains, and hills. Somalia has an estimated population of over 15 million, with over 2 million residing in its capital and largest city, Mogadishu, and has been described as the most culturally homogenous nation in Africa. The climate is consistently warm, with sporadic monsoon breezes and variable precipitation. For the most part, deep river valleys cut through the Somali plateau divide the country's plateaus, with rivers running during the rainy season but remaining dry at other periods of the year. The waters of these rivers go into the Indian Ocean. The Jubba and the Shabeelle, which flow through the southern part of the country, are the only perennial rivers in the country (Barlin Ali (2007).

3.2 Country Religion and language

Somali population is 100% Muslim. Sunni Muslims make up the vast majority of Somalia's Muslim community, which is dominated by them. Sufism is also widely practiced in the country and is considered to be highly effective. Besides Sunni Muslims, there is a small Shia Muslim presence in the country. Islam came to Somalia not long after the hijra, which is the name for Prophet Muhammad's journey from Mecca to Medina, and set up roots there. On the advice of the Prophet, a small number of Muslims crossed into the Horn of Africa to get away from persecution in their home country. Records from the past show that some of the country's first mosques were built in the 7th century, Over the years, the country has produced a large number of Islamic leaders whose writings have had a big effect on the spread of Islam in the Horn of Africa and around the world. Sunni Muslims make up most of Somalia's Muslim population, and they are the ones in charge. Sufism is also widely practiced and thought to be very effective in the country (I. M. Lewis.1998).

Somali, also called "Mother Tongue," is the country's official language. It is an Afroasiatic language that is closely related to Oromiffa and less closely related to Swahili and the Semitic languages Arabic, Hebrew, and Amharic. Somali is the only language that people speak in Somalia. The school system also uses English, Arabic, and Somali as languages.

Somali nationalism, or Soomaalinimo, is based on the idea that Somali people are a separate nation from the rest of the world because they have the same language, religion, culture, and ethnicity. Somalia has more people than any other country.

3.3 Country History

Probably around the year 1839 So, when the big European powers started their "Scramble for Africa" at the end of the 19th century, Somalia and many other African countries were affected by the Berlin Conference. This was a meeting where they made up lines to divide Africa into colonies or protectorates without thinking about national sovereignty or the integrity of the land. One may say that all consideration for African territory' topography and ethnic mix had been completed. In this case, Somalia was split not only physically, but also psychologically, as a result of the Berlin Conference. The western powers of the United Kingdom, Italy, and France dominated socially. When it comes to the issue of Somalia's by using history and colonial powers to undo the knots in the current traditional alliances, Britain, France, and Italy the introduction of new kinds of competition between social groups, principalities, and kingdoms. The phrase Many analysts think that Somalia's problems have something to do with the colonial powers. Whether it's a clan war for power and wealth among Somalis or a fight between the U.S. and Somalia, Somalia's imaginary borders with Kenya and Ethiopia, which are also in Africa, are often a source of trouble.. Nonetheless, upon the foundation of the Somali nation-state, disagreements over the question of boundary with Ethiopia arose. Ethiopia began to take shape in the early 1960s (Kevin Shillington.2005)

During the time of colonial rule, many anti-colonial movements grew in popularity. The most important of these was the movement led by Mahammad Abdille Hassan,(who was known in the UK as Mad Mullah). This movement wanted to free Somalia from colonial rule and Ethiopian occupation. Even though Hassan's attempt to stop the occupation of the Somali areas in the west failed, a number of

events set the stage for a spirit of nationalism and anti-imperialism that is still alive in the world today. Even though unnecessary tribal loyalties may hurt Somalia's sense of national pride, Somalis' hearts are still united. Nationalism, The Somali National Congress was set up in 1943, after World War II. It was the country's first nationalist party. The Somali Youth Club (SYC) was made, and the organization's name was changed to the Somali Youth Club. In 1947, the Somalia Youth League (SYL) began. After the north (former British Somaliland) and south (former British Somaliland) joined together, Somalia became independent from Italy on July 1, 1960, and the former Italian Somaliland became a part of Somalia. It was decided to make the Somali Republic. But the peaceful way the country changed was a good thing. The country was a sovereign nation-state for a short time, but then a civil war broke out inside the country. Toward the end of the 1980s, there was a fight. The Somali State officially fell in 1991, when the country was in the middle of a civil war. As a result, Somalia has been designated as a stateless entity since then, and the situation in the country has deteriorated. into a state of anarchy Despite the fact that Somalia is today regarded as a country that is recovering from the civil war, War and clan conflicts, which served as the foundation for the civil war, continue to erupt from time to time in the country. Time is being used primarily for power-seeking purposes (Abdisalam M. Issa-Salwe,1996).

3.4 Crisis and conflict phases

Colonel Abdullah Yusuf Ahmed started the Somali Salvation Domestic Front (SSDF) in Ethiopia in February 1979. The Libyan government gave the SSDF weapons and helped them fight. A majority of voters approved a new constitution on August 25, 1979. The People's Assembly held elections on December 30, 1979, and the SRSP won 171 of the 171 seats. The People's Assembly chose General Barre as president on January 26, 1980. On February 8, 1980, government troops and SSF rebels fought, and 52 soldiers were killed. On July 2 and 3, 1980, government forces and SSF rebels fought, and 72 soldiers were killed. President Barre declared a state of emergency at midnight on October 21, 1980. On October 23, 1980, a group of 17 revolutionaries called the SRC took control of the country. Starting in 1981, the US and China gave the Somali government military help. After joining the Democratic Front for the Liberation of Somalia (DFLS), the SSF made the Democratic Front for the Salvation of Somalia (DFSS) on October 5, 1981.

Armed forces from Libya helped the DFSS, along with the Somali Workers' Party. On March 1, 1982, President Barre said that there was no longer a state of emergency. On June 30, 1982, government troops from Ethiopia helped DFSS rebels attack government troops in Blamable. The government of Haiti immediately got military help from the government of the United States. In February 1983, 20 government soldiers were killed by DFSS rebels in Garaya Cawl, Togdheer Province. On November 13, 1984, the SNM rebels began a military campaign against the Somali government by attacking a number of times.

After the elections for the People's Assembly on December 31, 1984, the SRSP won 171 of the total seats in the assembly. In April 1985, the Libyan government stopped giving the DFSS military help. Hassan Haji Ali Mireh was put in charge of the DFSS operations in March 1986. President Barre was re-elected without any opposition on December 23, 1986. On July 14–16, 1989, about 400 people were killed in Mogadishu when government troops and people who were against the government fought. In May 1990, a group of Somali politicians signed the Mogadishu Manifesto No. 1, which called for President Barre to step down. At a pro-government rally on July 6, 1990, there was violence that killed more than 60 people. On July 11, 1990, Italy stopped giving money to the military and took its 56 military advisors back home. On September 3, 1990, President Barre got rid of Mohamed Ali Samatar as Prime Minister and put Mohamed Hawadie Madar in his place. Insurgents from the United Somali Congress (USC) came into Mogadishu in December 1990 and January 1991 and killed about 5,000 people. On January 9, 1991, the US Congress turned down a peace plan from Italy. Mohammed Hawadie Madar stepped down as prime minister on January 20, 1991.

Two days after President Barre left the country, USC rebels took over Mogadishu. Ali Mahdi Mohammed, a student at the University of Southern California, took over as president and set up a government on January 29, 1991. General Mohamed Farah Aideed was chosen as chairman of the USC on July 5, 1991. When supporters of President Ali Mahdi and General Aideed fought in Mogadishu from September 5 to 7, 1991, more than 300 people were killed. In 1991, Medicines Sans Frontiers (MSF) started a project to help people in need. In 1992, the United Nations High Commissioner for Refugees (UNHCR) set up a mission to help Somali refugees (Issa-Salwe, 1996).

On January 23, 1992, the United Nations Security Council put an arms embargo on Somali groups that were fighting each other. On February 13, 1992, the United Nations, the League of Arab States, the Organization of Islamic Conference, and the Organization of African Unity all started trying to mediate. When General Aideed was forced to step down as USC Chairman in February 1992, he started the Somali National Alliance (SNA). On March 3, 1992, Somali groups signed a peace agreement with the help of the UN, LAS, OIC, and OAU. During the fighting, about 250,000 people were killed and another 2.8 million had to leave their homes (Kapteijns, Lidwien,2012).

3.5 A complicated and long-lasting crisis

Because of this, Somalia is going through one of the most complicated and long-lasting crises in the world right now. Somalia has been plagued by political instability, violence, and environmental and economic disasters for the past 30 years. Because of these crises, many people have had to move, there isn't enough food, and many people are poor. Somalia has a complex socio-cultural structure, with complex dynamics governing geographic areas, clans, and ethnic groups, all of which must be considered. With no effective federal administration in place following the collapse of the government led by Dictator Siad Barre in 1991, clan-based political coalitions and alliances struggled for dominance across the country. After the proclamation of an independent Republic of Somaliland by a de facto government in the northern part of the country in 1991, the country has continued to seek international recognition of its sovereignty. Puntland's officials in the north-eastern part of the country declared the territory an independent state inside a federal Somalia in 1998. To the contrary, southern and central Somalia, which remain mired in inter-clan political warfare, are effectively self-governing and have maintained relative peace throughout the years. Since the beginning of the millennium, the conflict and security dynamics in southern and central Somalia have become increasingly complex and internationalized, as Islamist militant groups have stepped in to fill the security vacuum and international forces have conducted counter-insurgency operations (Muddassar Ahmed.2012).

Over the last decade and a half, two intertwined themes have dominated the international community's political and security agenda in Somalia. The first is the rise of al-Qaeda in Somalia, and the second is the decline of the Somali government. At first, international assistance was provided to political reconciliation and state-building activities with the goal of finding an acceptable political settlement between opposing clans and political elites, as well as the establishment of genuine federal and state governance institutions. Second, Al-Shabaab and other militant Islamist groups were to be defeated by a military effort led by the African Union (AU) and backed by the rest of the world. Legitimate government forces were to take over and control the territory. In this sense, Somalia has gone from being a "failed" state to a "fragile" one in a slow but steady way. Even though the political change is still in its early stages, there has been a lot of progress in setting up federal and state institutions. In 2004, the United States set up a temporary government at the federal level. After choosing a new president and federal parliament in 2012, Somalia made the final step toward the new Federal Government of Somalia by passing a temporary constitution (FGS). With the end of the country's first political change since 2012 and the election of a new parliament and president through a limited and indirect voting process in 2017, 2017 was another turning point. The FGS received significant international attention and assistance as a result of this development. Since then, Somalia has made significant strides in the establishment and rehabilitation of political and government institutions, including the construction of four federal member states in the country's southern regions (Jubaland, South West State, Galmudug and Hirshabelle), (Abdisalam M. Issa-Salwe.1996).

Somalia, on the other hand, continues to be a country with a highly precarious political and security climate. However, despite significant reductions in its strength, al-Shabaab still maintains control over wide portions of central and southern Somalia and is capable of launching terrorist strikes. Despite significant progress in the development of Somalia's security architecture, the government continues to rely largely on African Union soldiers to maintain security in strategically important areas of the country. Furthermore, despite progress in its political transition, Somalia's political situation remains fragile; the road to democratic elections has been difficult, and the essential issues relating to the relationship between the federal administration and federal member states have remained unsolved.

Apart from that, many essential services are still provided by international organizations, despite the fact that the country's government infrastructure, institutions, and services are still in their early stages (Peter Robertshaw.1990).

Somalia has endured recurrent food hunger, displacement, health and protection crises for the past 30 years, all of which have occurred in the context of a protracted armed conflict and political instability. Somali agriculture accounts for three-fifths of the country's economy, with livestock-raising constituting the most important sector. Because of the predominance of pastoralism and rain-fed agriculture, the population is extremely vulnerable to climate shocks and natural calamities, particularly in the northern hemisphere. Somalia also has significant poverty levels, with 69 percent of the population living below the international poverty line of US\$1.90 per day and an additional 10 percent living below 20 percent of the international poverty line, according to the World Bank. The result is that about 80 percent of the population is particularly exposed to climate-related shocks, conflict, and economic disruption (Muddassar Ahmed.2012).

3.6 Culture and national identity

Though united as a single country in 1960, northern and southern Somalia had long been treated as two independent countries, with separate school systems, taxes and currencies as well as separate law enforcement agencies, political and legal administrations, and other institutions. As early as December 1961, northern Somali military leaders advocated for the division of the country into two parts: the north and the south. At the same time, the majority of Somalis desired to unify the regions outside of Somalia that were populated by a large number of Somalis, such the Ogaden, the Northern Frontier District (NFD) in Kenya, and Djibouti. In the 1960s, a guerilla warfare campaign by Somali shiftas (bandits) in Kenya, as well as clashes over the Ogaden region, led to the signing of a mutual defense agreement between Kenya and Ethiopia against the Somalis in 1967 (Ali, Ismail Mohamed.1970).

President Shermaarke was elected in 1967, and while he was in office, his prime minister Muhammad Ibrahim Egal worked on the country's internal development and bringing peace back with Ethiopia and Kenya. Shermaarke was killed on October 15, 1969, by one of his bodyguards. In a coup d'état on October 21, 1969, the Somali military got rid of the government in Mogadishu.

The new government, which used to be called the Supreme Revolutionary Council, chose Major General Muhammad Siad Barre to be president (SRC). At the time, the name of the country was changed to the Somali Democratic Republic. This new political idea for Somalia was based on Marxist ideas, the Qur'an, and Siad Barre's ideas about Somali people being able to take care of themselves. It was called "scientific socialism," and the country put it into place (Braukämper, Ulrich.2002).

In 1977 and 1978, Somalia and Ethiopia fought in a war called the Ogaden War. Because of the loss, Somalia's economy got worse, and there was more and more opposition to Siad Barre's rule, which by 1982 had almost become a one-man government. Siad Barre was seriously hurt in a car accident on May 23, 1986. This caused political elites and clan leaders to fight for control of the government. After Siad Barre got better, he was nominated for a second seven-year term in the Senate. However, the clans whose members had been scared by his Red Berets (a military terrorist group from Siad Barre's own clan, the Mareehaan) rose up against him (Peter Robertshaw.1990).

In 1990, people from the Hawiye clan in south-central Somalia started the United Somali Congress (USC). In December of that year, they attacked Mogadishu and wiped out the Red Berets forces. Siad Barre was able to get away and go to Nigeria. General Muhammad Farah Aidid of the Habir Gedir subclan, who is the leader of the Hawiye subclan, also claimed power, and the US Consulate in Cairo made him president. Civil war broke out when the two men couldn't agree on how to build a central government for Somalia (Mire, Sada.2008).

Somali citizens bore the brunt of the consequences of the subsequent instability, between 1991 and mid-1993, it was projected that over 300,000 Somalis perished in the country. However, despite the efforts of foreign aid organizations, much of the food and supplies were taken by robbers and fighting clan members before they could reach people in greatest need. Even though Mahdi and Aidid made a deal through Boutros Boutros-Ghali, the Secretary-General of the United Nations, in December 1992, clan members still fought. As part of Operation Restore Hope, which was led by the United States in 1992, countries in the United Nations sent food and supplies, as well as soldiers to make sure they got to the people (Sada.2008).

In the middle of 1993, the UN Security Council decided to change the operation into a "nation-building" project. This meant that militias would have to give up their weapons and Bosnia and Herzegovina's political and civic institutions would have to be fixed. As Somalis and United Nations troops got violent with each other, the situation for the operation got worse. Early in 1994, the United States took its soldiers out of Somalia, and the last United Nations troops left in March 1995. Despite the fact that Aidid died during the war for Mogadishu in August 1996, his son, Hussein Muhammad Aidid, stepped in and continued his father's ambition to establish their subclan's rule over the entire country of Somalia (Mary Harper.2012).

Following a reduction in United Nations funding and the withdrawal of troops from Somalia, the situation in the country progressively improved. Farmers returned home and harvested a bountiful crop in the year 1995. Despite the fact that clan violence persisted in 1997 and 1998 and that there was no central authority in place, local administrations continued to operate. Approximately 2,000 Somalis from the clans and sub clans gathered in Djibouti in August 2000 to discuss the formation of a central government for Somalia, following the failure of twelve previous attempts to construct a central government. When clan wars erupted in northern Somalia in the early 1990s, it declared itself the independent Somaliland Republic, appointed former Somali Prime Minister Muhammad Ibrahim Egal as president, wrote a constitution, established an assembly and governmental institutions, and began to function successfully apart from the warring in the southern part of the country. However, despite the fact that it has not been recognized as a separate nation, the Somaliland Republic continues to assert its independence. Additionally, members of the Murjateen tribe in northeastern Somalia founded its own government in the 1990s. They called the region they governed Puntland; nevertheless, they agreed to rejoin the Somali Federation if a central government were to be established (Mahmoud Mohamed.2012).

3.6.1 Urbanism and Architecture.

Nomadic herders spend nearly all of their time in the open air, tending their flocks. It is possible to use a giant shade tree as a meeting space or as a classroom. It is the aqal that herders have used for centuries to provide shelter. It is a dome-shaped, foldable tent made of poles and covered with hides, woven fiber mats, and occasionally linen or tin. The aqal is a portable structure that can be transported on a camel's back and set up by the ladies of the family once they have established a new camp site. The only piece of furniture in the aqal is a bed constructed of wooden poles covered with skins. Nomads have minimal possessions, and each object serves a purpose in their lives. In addition to cooking utensils and storage boxes, the family also has woven mats and water bags as some of its few household items. A nomad camp may be ringed by a fence built of thorn bushes in order to keep predators out of the compound. Corrals made of thorn bushes are also used to contain the animals. It is possible to designate a prayer space within the camp by erecting a circle of stones (Roland Anthony.1986).

The aqal is a type of permanent dwelling that farmers build for themselves. Mundals, which are round houses made of poles and brush or vines plastered with mud, animal dung, and ashes and covered with a large, cone-shaped thatched roof, are common in rural areas of India. Arish are rectangular houses with flat tin roofs that are commonly found in the Middle East. Other types of structures include log dwellings, stone structures, brick structures, and cement structures. Wooden furniture, ornamental pottery, gourds, and woven products are among the few items of furniture that farmers own. City people are frequently housed in whitewashed Arab-style buildings constructed of stone or brick and covered with plaster or cement. This type of house has a flat roof and is one or two stories high. Lower windows, which are rarely equipped with screens or glass, are protected by bars. Homes in the classic Western design may be found in the homes of wealthy Somalis, Europeans, and others with tile roofs and walled courtyards. Many Somalis, including those living in urban areas, do not have access to electricity or running water in their houses (Kusow, Abdi.2004).

The ports of Mogadishu on the Indian Ocean and Berbera on the Gulf of Aden, as well as the cities of Mogadishu, Merca, Baraawe, and Kismayo on the Gulf of Aden, are among Somalia's most populous cities. Aside from these, the cities of Hargeisa and Burao in the north and Baidoa in the south are also important. Hammawein is the oldest part of Mogadishu. It is home to the mosque of Fakr al-Din and a number of historic Arab-style buildings. The Italians who lived in Mogadishu also made their own communities there. During the Somali civil war, a lot of old buildings and modern Somali government buildings like the Parliament House and the Somali National University were badly damaged. Even though it is in bad shape, the old palace of the Sultan of Zanzibar still stands in Mogadishu. It is now a museum for the city. Some sculptures and monuments were built in Mogadishu, but others were taken down. One of these was an equestrian statue of Muhammad Abdullah Hasan, which was built after Somalia got its independence in 1960 and showed the leader of the Somali revolution. A monument to independence has also been built in Mogadishu. The civil war didn't destroy the mosque of Sheik Abdul Aziz, which was built in 1238 and is the oldest mosque in the city, or the Roman arch, which was built in the early 1900s (Lecarme & Maury 1987).

3.6.2 Urbanization and tradition

Before Islam came along, the Somali people lived as agro pastoralists or nomadic cattle herders to get by. Most Somali nomads live in dome-shaped homes called agals, which are made of branches, mats, and/or animal skins and are easy to take apart and move to a new place. But in the last few decades, many people's lives have become more and more complicated. The chaos that has been going on in Somalia for the past 30 years has had a huge effect on many Somalis' cultural lives. It is thought that more than 2 million Somalis have been forced to move within their own country, and that about a million refugees are staying in the area around Somalia. Famine and drought have also forced many farmers and herders to give up their jobs and way of life, sending many to refugee camps or big cities to stay safe. The United Nations Population Fund says that in 2014, about 42% of the Somali population lived in cities, 26% were nomads, 23% lived in rural areas, and 9% were displaced within their own country (UNPF), ((Barlin Ali 2007).

Even though mass relocation might make it seem like Somalis are uneducated and have never been to a city, many of them have been all over the world and know their way around industrialized areas. The coastal cities tend to take in both local and global influences from the colonial era and from international trade. People from the country's interior are less likely to have had this kind of foreign experience than people from other parts of the country. But while living in refugee camps or cities, many people who have been forced to move are exposed to infrastructure and modern industrial operations. People who live in refugee camps that are more established and well-run may have the chance to get more education and learn new skills (I. M. Lewis.1998)

There are two types of traditional houses: the African-style round house (called a "mundul"), which is mostly found in the interior, and the Arab-influenced rectangular house (called a "cariish"), which has a corrugated-steel roof and is mostly found along the coast and in the northern part of the interior. Arabia, Persia, and India had a big impact on ancient coastal towns, and you can still see Italian colonial architecture in the old town center of Mogadishu. Strong, solid buildings made of traditional coral limestone and modern concrete brick clearly separate the big coastal towns from the district and provincial capitals in the interior, which are mostly made of traditional wooden homes with thatched or corrugated-iron roofs. Pastoral nomads still live in round, mobile houses called aqals. Since these livestock keepers move around a lot, during the dry season you can find them in the river valleys of southern Somalia and near important water spots all over the country (Stefan Goodwin 2006).

3.7 Social Structure

In Somali culture, a person's ancestors are a big part of who they are. The huge extended family clan system that makes up the society is one thing that makes it stand out. Clan membership is based on a person's father's family tree (through the father). People can trace their ancestry back several generations with just their name and clan membership. Most of the time, they don't have to do any more research to figure out how they are related to someone and how they should address and treat them. So far, Somalia has been split into four large clans (the Darod, the Hawiye, the Dir, and the Rahaweyn) and a number of medium-sized to small groups. Each clan can be further divided into many sub clans, and each sub clan can have tens of thousands of people. Within these sub clans, there are even more divisions based on the

relationships between smaller extended families. This leads to even more groupings. As most people think, the differences between groups in the clan system are not always based on where they live. It is common for several different sub-clans to live in the same area (Abdisalam M. Issa-Salwe.1996).

Elders play a very important role in Somali society and in the lives of Somali people every day. In different situations, they negotiate, act as mediators, and give advice. They can also act as representatives for their own clans. Somalis often talk to a community elder about a problem they are having before they do anything else. Being an elder has more to do with a person's position and authority than with how old they are. Clan chiefs (aqal) and religious leaders, for example, are seen as seniors because of their power, no matter how old they are in years. Elders' authority and power have been very helpful in keeping law and order in parts of Somalia where there aren't any working government institutions. When something happens, the elders get together to talk about it and try to find a way to solve the problem that doesn't involve violence. In places where customary law is very important, it is true that decisions made by elders under a tree in a rural area can have the force of law. Respect for elders' customary authority is essential for the observation and implementation of their decisions. Nonetheless, Somalis continue to hold a high regard for those who have accumulated a great deal of wisdom and experience. The initial point of contact for many people living abroad who are trying to work through personal issues is still their parents (Kapteijns, Lidwien.2012).

In Somalia, clan loyalty has always been extremely strong and deeply ingrained. Ancestry and birth into a particular clan group are important sources of identity for many Somalis, a concept known as "u dhashay" (meaning "ancestry and birth into a particular clan group"). It's understandable that people feel closer to their clan or sub-clan than to the larger Somali community and country as a whole. For example, when there is a fight with another Somali group, people are more likely to side with people from their own kin-group than with people from other Somali groups. Alliances and coalitions can, however, be broken up or changed at any time, depending on the situation. "It's me and my country against the whole world," says a Somali proverb (Lidwien.2012).

We are fighting against my country with my clan. The clan is against me and my family. My brother and I are fighting against our family. "It's me vs. my brother". When faced with the possibility of foreign involvement, the Somali people have a tendency to band together. Because of frequent clashes with foreigners and a long history of colonial resistance, this encompassing national attachment has been forged in the country. The populace suffered as a result of colonialism, and many people still harbor resentment toward the time period. The engagement of some international powers in Somali domestic affairs is also a cause of animosity, as foreign assistance is frequently perceived to be motivated by political considerations. At this time, social views are frequently vehemently opposed to outside intervention. The Somali people, in general, despise hierarchical authority and demand freedom from governing authorities and institutions. Because Somalia's culture is so focused on the community, it has a big social side. Somali men, for example, might be able to keep up a good social life by sitting in tea shops on busy streets, watching the people around them, and waiting to be talked to by people passing by. On the other hand, women are known to stop by their neighbors and other people they know without warning. People usually get together with their friends without having to make a formal plan. In general, people are friendly, open, and willing to try new things (Abdisalam M. Issa-Salwe (1996).

Somalis often consider everyone they meet to be their friends, rather than merely 'acquaintances.' Somalis are typically willing to open their homes and lives to newcomers and to assist them in times of need if they have established a relationship with them. Additionally, it is assumed that the individual would be willing to reciprocate in kind. This rapid expansion of intimate ties might be diametrically opposed to traditional concepts of privacy in the West. To people from the English-speaking West, their willingness to engage in conversation can come across as rather direct or brash at times, depending on the situation. For example, it is common for a Somali to approach a stranger and strike up a conversation with them, Many Somalis who moved away from their home country have said they want to keep this part of their culture alive. They often say that people in Somalia are very friendly and welcoming to newcomers, which is something they don't always see in Western countries (Peter Robertshaw.1990).

3.8 Governmental Structure

Somalia is run by a federal parliamentary system, where the President is in charge and the Cabinet reports to him or her through the Prime Minister. Even though the judiciary is a part of the government, it is a constitutionally independent branch that doesn't work with the other two. This means that the Federal Parliament of Somalia and the executive branch are the only two branches that make up the government in a legal sense. Civil wars that have torn the country apart have made it hard to set up a stable government that works for everyone. There are, however, some semi-independent groups called Federal Member States that are in charge of their own areas. Under the 1979 constitution, which was changed in 1990, the most important positions of power were held by the president and his allies, while the People's Assembly had no real power. Because of this, Islamic law had a big impact on the legal system, there was no independent court, and human rights were often broken. In Somalia, there was only one legal political party, the Somali Revolutionary Socialist Party. There were also a number of mass organizations with socialist ideas (Zeid Adle, 2017).

After the central government fell apart in 1991, the new government didn't pay much attention to the constitution. In an effort to control more of the country, different political coalitions and alliances based on clans were formed. In May 1991, one of these alliances announced the creation of the independent Republic of Somaliland in the north. In July 1998, another alliance announced the creation of the autonomous area of Puntland in the northeast. Both of these were recognized by the rest of the world. Both countries have set up their own governments, even though neither is recognized by the rest of the world (Matt Bryden.2013).

Even though there were many attempts to stop the fighting and set up a new government, the south remained mostly in the hands of clan-based militia groups that were at war with each other. The most recent transitional government was made when the Transitional Federal Charter was signed into law in 2004. It set up a Transitional Federal Parliament and a Transitional Federal Government, which was made up of the president, the prime minister, and a group of ministers called the Council of Ministers. After the charter was changed in 2009 to add two more years to the transitional government's original five-year term and again in 2011 to add another year, it was changed again in 2013.

On August 20, 2012, the lower house of a new federal parliament was sworn in, one day before the transitional government was supposed to end. The next month, this body chose a new president for the country (Bryden 2013).

3.8.1 Executive Branch

The president is chosen by the Federal Parliament, which makes the president the head of state and government. The president chooses him to be the head of government, and the Council of Ministers answers to him. The Somali Constitution, which was made in 2004, says that the Council of Ministers (also called the Cabinet Ministers) is the most powerful part of the government. Cabinets are in charge of a wide range of things, such as making and enforcing government policies, setting budgets and taking care of the country's finances, and coming up with national economic and development plans, among other things. It also enforces laws, looks out for state interests, and makes sure the country is safe. It hires and fires top government officials, approves and carries out administrative rules as required by law, and writes bills that are sent to the lower house of representatives for consideration (Zeid Adle, 2017).

3.8.2 Judiciary Branch

According to the Provisional Constitution, there are three parts to the judicial system: courts at the level of federal member states, courts at the level of the federal government, and courts at the level of the Constitutional Court. Any member of the federal level of the legal system must be chosen by the Judicial Service Commission, which has nine people on its team. A second job of the commission is to choose potential Constitution Court judges and send them to the Lower House so they can be looked over and approved. A judge is given a job after being picked by the president and getting his or her approval. The Constitution Court, which has five judges, says that the system decides on a wide range of federal, state, and local constitutional issues. Administrative law applies to the judiciary, but administrative law also applies to the judiciary. The system is almost completely separate from the executive and legislative branches, and a judge can't be prosecuted for doing his or her job. The Judicial Service Commission is the only group that can issue an arrest warrant or a warrant to search someone's home. In May 2014, the Constitutional Review and Implementation Commission gave its approval for new law courts to be set up in areas

that had been taken back by the central government. These new courts will hear cases on a provincial level (Menkhaus, Ken 2003).

3.8.3 Parliament

The Federal Parliament of Somalia is in charge of making laws, and the Federal Government of Somalia is in charge of running the country. The Federal Parliament chooses the President, the Speaker, and the Deputy Speakers. The legislative branch is in charge of making laws and deciding whether or not to keep them. There are two chambers in parliament. The lower chamber is called the House of the People, and it has 275 seats. The upper chamber is called the House of Lords, and it also has 275 seats (54 seats). The law says that women must make up at least 30 percent of the MPS as a whole. The Technical Selection Committee, whose job it was to evaluate potential MPs, chose the people who are now in parliament. From 2012 to 2016, this parliament will be in place. The National Constituent of Elders chose the people on the committee. At the time this was written, Mohamed Osman Jawari was the Speaker of the Federal Parliament (Zeid Adle, 2017).

3.8.4 Federal Member States

Federal Member States are local state governments that are in charge of regional issues and have their own police and security forces. The Somali Constitution says that the Government of the Federal Republic of Somalia has power over the local administrations. There are 18 administrative areas in the country as a whole, and each one is further broken down into districts. Somaliland and Puntland are two semi-autonomous states that are in the northern part of Somalia. Galmudug is south of Puntland, Jubaland is in the far south, and Central Somalia is in the middle of the country. At the moment, the federal Parliament decides how many local governments there will be and where their boundaries will be. In December 2014, the legislature set up the Boundary and Federalization Commission. This group decides where local governments end and where they begin, and it also settles disputes between and among the regional states (Dickovick 2014).

4. Somali Economic and Business Profile

The United Nations calls Somalia a "least developed country" because most of its people depend on agriculture and animals for their survival. Since there aren't many official government statistics and there was just a civil war, it's hard to guess how big and how fast the economy is growing. The Central Intelligence Agency (CIA) says that in 1994, the GDP at purchasing power parity (PPP) was \$3.3 billion. It was thought that \$4.1 billion was spent all together in 2001. By 2009, the CIA thought that the PPP GDP had grown to \$5.731 billion, which was a real growth rate of 2.6% over the previous year. The International Monetary Fund said that the economy would grow by 3.7% in 2014, mostly because more people spent money. This expansion was made possible by a rise in demand in both the primary and secondary sectors. A report put out by the British Chambers of Commerce in 2007 said that the private sector has grown, especially in the service sector. Before the Civil War, most services and most of the industrial sector were run by the government. In recent years, however, there has been a lot of private investment in business, even if it can't be measured. The Somali diaspora has mostly paid for this investment, which includes trade and marketing, money transfer services, transportation, communication, fishing equipment, airlines, telecommunications, education, health, construction, and hotels, among other things (Menkhaus, Ken.2003).

According to the United Nations Development Program (UNDP), Somalia had some of the lowest development indicators in the world in 2012. It had an HDI of 0.285, which was considered "strikingly low" by the rest of the world. If similar data were available, Somalia's Human Development Index (HDI) would be one of the lowest in the world. When the country's high level of inequality is taken into account, Somalia's HDI is even lower. "Inequalities between different social groups, which are a major cause of violence, have been getting worse," says the United Nations Development Program. Somalia's economy is made up of both traditional and modern ways of making things. As the country grows, more and more modern industrial processes are being used. The Central Bank of Somalia says that about 80% of the country's people are nomadic or semi-nomadic pastoralists who raise animals like goats, sheep, camels, and cattle. The nomads not only collect resins and gums, but they also sell them to make money (Menkhaus, Ken.2003).

The civil war in Somalia has caused the government to fail, which has hurt the country's economy, according to the World Bank. On the other hand, some economists, like libertarian Peter T. Lesson, say that the fall of the Somali state has actually helped the economy because the old Somali state was a predator. The African Development Bank says that Somalia has a "serious lack of basic economic and social statistics," especially in the areas of agriculture and livestock. Somalia's civil war and the collapse of its institutions have made this problem worse, but it was already a problem before the country's government fell apart in 1991. According to the World Bank, Somalia's GDP in 1990 was \$917 million, and its population in 2014 was 13.42 million. Since then, its population has grown to 15 million people as of 2018. This is an increase of about 12 percent of the country's total population since that time. The country's GDP was estimated to be \$6.2 billion by the World Bank in 2018. This is about the same size as Guam or the Kyrgyz Republic. The World Bank says that it's a low-income country. In 2012, the United Nations Statistics Division said that the country's GDP was about \$1,306 billion. This is down from \$2,316 billion in 2005 and \$1.071 billion in 2010. (Source: United Nations Statistics Division). According to the Central Bank of Somalia, the country's GDP per person was about \$230 in the early 2000s. This was a small drop from 1990 in real terms. The 2012 Human Development Report says that the GDP per person is \$284. The World Bank says that the average GDP per person in sub-Saharan Africa is \$1,300. The World Bank says that this country has the fourth lowest GDP per person in the world. About 43 percent of the people in the United States live on less than one US dollar per day. About 24 percent of those people live in cities, and 54 percent live in rural areas (Branwen.2008).

According to the United Nations Development Program (UNDP), Somalia had some of the lowest development indicators in the world in 2012. It had an HDI of 0.285, which was considered "strikingly low" by the rest of the world. If similar data were available, Somalia's Human Development Index (HDI) would be one of the lowest in the world. When the country's high level of inequality is taken into account, Somalia's HDI is even lower. "Inequalities between different social groups, which are a major cause of violence, have been getting worse," says the United Nations Development Program. Somalia has been called a "least developed country" since 1971, when the UN's Committee on Development Policy started putting countries into

these groups. A mission from the International Monetary Fund to Somalia found that the country's GDP grew by 3.7% in 2014 and that inflation in consumer prices fell by -71.1%. The research says that Somalia's economy should grow by an average of 5% over the next few years, as long as there isn't a drought and the security situation keeps getting better. However, this growth won't be enough to get rid of poverty and gender inequality. Official estimates say that in 2016, about 73 percent of Somalis live below the poverty line. Since there are no reliable economic statistics available for Somalia, it is impossible to know how strong the country's economy really is. In October 2015, the World Bank started to report on how the economy was doing in Somalia. Over the years, the quality of the data has steadily gotten better. Due to the informal nature of the economy and the fact that many sites are hard to get to, it is impossible to make a good assessment. The economy is expected to keep growing by 2.9% in 2019. Cattle production, fishing, building, communication, and mobile money services are expected to be the main drivers. On the other hand, the rise in population meant that GDP growth did not lead to a rise in GDP per person, which had no effect on reducing poverty. The COVID-19 pandemic is expected to cause GDP growth to drop by 2.5 percentage points. Somalia's economy hasn't been able to get back on its feet because global supply networks have been disrupted, borders, major airports, and businesses have been closed, and remittances have gone down. Along with desert locust infestations and flooding, drought has a big effect on agricultural production (Smatar.2020).

The Somali economy depends a lot on imports and is mostly driven by private spending, which depends a lot on money sent back from people who live in other countries. Only 14% of a country's gross domestic product comes from its exports. Sending money back home and getting help from other countries help the country's huge trade deficit. The economy is characterized by a lot of poverty and inequality, as well as high unemployment and a lack of infrastructure. There are no rules in place, and since the economy has been privatized, there is a lot of anti-competitive behavior and monopolistic tendencies. As we've already said, livestock, trade, communication, and mobile money services are the most important parts of GDP. Agriculture (mostly livestock production) makes up at least 60% of GDP, and services make up the other 40%. Environmental issues are still put on the back burner in favor of making money and getting things done quickly. The Federal Government doesn't have much say in

how natural resources are used. It was passed by Parliament in February 2020, and the Office of the Prime Minister set up an Environment and Climate Change Directorate to keep an eye on environmental policy. The directorate started writing policies and rules about the environment, such as an environmental act that has not yet been passed by the parliament. Several recent environmental studies, including one paid for by the World Bank, have found that Somalia's natural resources are under a lot of stress. Soil degradation is thought to be more than 20%, and it is caused by things like droughts and land-use patterns that can't be kept up in the long run. The rate of forest loss in the country is higher than 1%, which is almost twice as fast as the average rate of forest loss in all African countries. Exports, especially charcoal, are the main cause of deforestation. After cattle, charcoal is the second-largest export good and is responsible for most of the forest loss. During the reporting year, exports of charcoal went down. This was partly because the UN Security Council put a limit on exports. On the other hand, it looks like charcoal production is going on as usual (Smatar.2020).

Somalia also has a lot of water problems, and widespread tree cutting has made groundwater scarce. Due to unregulated and often illegal fishing, foreign fishing fleets have killed off a lot of Somalia's marine life. Conflicts over natural resources, like land, water, and recently found oil deposits, are a common source of violence and a constant source of conflict (Smatar.2020).

4.1 International cooperation

Somalia gets help from a number of international groups, like the United Nations Assistance Mission in Somalia (UNSOM) and the African Union (AU). The first is in charge of the political transition, while the second mostly has a military role and sends troops from member states to AMISOM. Several important international groups, like the World Bank, the UK, the US, the EU, and Germany, help with humanitarian and development aid as well as stabilization and state-building. In addition, an estimated \$1.5 billion is spent annually on security, and several countries provide bilateral military assistance to each other. The United States has provided training to the SNA and regional forces, as well as the establishment of the Danaab special counter-terrorist unit and the strengthening of counter-terrorism capabilities. The European Union's Training Mission in Somalia (EUTM Somalia) is still operational, and it is supplementing military training for the Somali National

Army (SNA) with capacity-building measures involving the Somali Ministry of Defense (Mood). The EU naval force ATALANTA (formerly known as EU NAVFOR) is now stationed in the Horn of Africa to combat piracy and armed robbery (Lewis, I. M.1999).

Even though countries like Saudi Arabia, the United Arab Emirates, Qatar, and Turkey are giving Somalia more and more help, they are also in diplomatic fights and power struggles with each other. Qatar has close ties with the current government of Somalia, but Saudi Arabia has worked hard in recent years to build ties with the government of Somaliland. The UAE has helped Somaliland and Puntland build bigger seaports, which has led to fights with the Federal Government of Somalia. In Somaliland, work on modernizing the port kept going as usual, but in Puntland, it stopped. Turkey is also active in infrastructure rehabilitation in Mogadishu, including the construction of roads and the operation of a hospital and a port. Over the past few years, economic links between Somalia and Turkey have grown stronger, and many Somali enterprises now import their goods through Turkey. In 2017, Turkey also established its largest overseas military post in Mogadishu, which became operational in 2018.

Political leaders in Somalia have taken use of international assistance to launch state-building efforts, strengthen institutional capacities, and improve expenditure reporting, to a certain extent. However, the government is also frequently accused of mismanaging and embezzling funds, and it continues to spend finances in an opaque manner, particularly when it comes to contracting out services. It has produced a development strategy, but it is yet unclear whether and how the plan will be implemented in the future (Lewis, I. M.1999).

4.2 Financial profile

Since 1991, when the military government was overthrown, Somalia has not had established financial institutions or a commercial banking sector. Before the civil war, Somalia's formal financial sector was strong and owned by the government. For example, the State Insurance Company, the Somali Development Bank, the Central Bank of Somalia, and the Commercial and Saving Bank were all government-owned. After the fall of the central government, private companies took over basic financial

services like money transfers and later invested in the banking and insurance industries, among other things.

However, the financial system was in a state of disarray at the time, and all individuals and institutions, including international organizations, were left with no choice, but to accept the low-quality services that were available. In any case, it made a significant contribution to the distribution of diaspora remittances to the local community and also helped humanitarian organizations working in the nation meet a portion of their needs. Because of a lack of oversight by an active government agency, informal financial services were provided without the awareness of the government, despite the fact that they are more nimble and frequently used than more formal and bureaucratic financial organizations. Following the civil war, the financial sector has developed, and it now includes private remittance businesses, commercial banks, and insurance companies, with the central bank serving as the industry's regulator. For many local graduates, the investment in these services represented an employment possibility, either directly or indirectly, through the provision of lower-level credits to manage small-scaled investments. Aside from that, they offer medium-term investments in the form of building, land, and real estate, as well as other sorts of products acquisitions. The financial sector in Somalia faces numerous obstacles, including a lack of an effective formal banking sector, a scarcity of people with the necessary skills, instability as a result of the civil war, a weak regulatory framework, and a lack of security exchange, among other things (Little, Peter D.2003).

A number of critical efforts are being taken by the Central Bank of Somalia to upgrade the country's national payments systems. International partners, such as the World Bank, have provided support. Payment systems, according to literature, help to strengthen the modern financial sector and market by facilitating the process of transmitting and validating transactions prior to settlement, as well as the process of converting a payment guarantee into a cash payment guarantee. Digital payment requests are transformed into the real transfer of funds from one account to another with lightning speed. Lower costs, more reliability, more ease of use, and faster settlement will all help Somalia's financial stability and build trust in its financial institutions, both locally and internationally (Little, Peter D.2003).

Overall, it is expected that this change will be good for economic activity, monetary aggregate management, transaction costs, and the creation of new financial products, which could bring in a lot of money for financial institutions through fees. Because of these accomplishments, Somalia is one step closer to meeting the standards of international financial systems. After the civil war, Somalia's banking system has moved into a new era. The whole financial system has been rebuilt from the ground up. Over the past few years, the financial industry has been getting better and better. Local private banks set up micro-investment departments to help local entrepreneurs and recent college graduates find jobs. These departments give direct loans and grants. The Federal Government of Somalia has said again that it will make the necessary changes to improve how the Central Bank of Somalia works, how it is run, and how well it can help the financial sector grow. Currency reform is one of the most important problems the current government has to deal with. Because of the civil war, the country's currency has lost value over time and is in a state of contraction. As a result, the country's purchasing power parity is lower than that of its neighbors. There are two parts to the process of reform. First, the new currency will replace the Somali shillings that are currently in use. The Central Bank of Somalia will make the new money in very small amounts (1,000, 2,000, 5,000, and 10,000). In the second sentence, the central bank of Somalia will issue Somali shilling banknotes with higher denominations after it has strengthened its institutions and adopted independent monetary policy instruments and reserve management guidelines. When the new banknotes come out, it will be the first time since 1991 that the bank has given out money because of its work. Authorities will be able to stop widespread counterfeiting with the help of the new bills, but to handle them. The CBS will need to hire more people (Little, Peter D.2003).

4.3 Manufacturing Industries in Somalia

Before the civil war broke out at the beginning of the 1990s, the manufacturing sector was starting to grow and do well. During the civil war, however, all industries lost a lot of money, and by 2000, they made up less than 10% of the country's GDP. Most industrial work is done for the domestic market and, to a lesser extent, for Somalia's agricultural exports. For example, banana crates are made so that bananas can be shipped. On the other hand, most industries have been broken into and many of them have been sold for scrap metal. The state-owned sugar mills at Jowhar

and Gelib, an oilseed crushing mill, and a soap factory were some of the most important businesses in the country. Refining oil, which stopped in 2000, was another important business. Other industries made things like corrugated iron, paint, cigarettes and matches, metal cooking tools, cardboard boxes and polyethylene bags, and textiles. In 1985, the cement plant in Berbera was done being built (Zorloni, Alberto.2003).

The fish and meat canning businesses in the United States are operating at or below capacity. The SOMALTEX Company manufactures textiles for the whole domestic market, which supplies almost the entire country. The vast majority of significant firms were held by the government, while private plants manufacture food, beverages, chemicals, clothes, and footwear, among other things. Milk processing companies, vegetable and fruit canning plants, wheat flour and pasta plants, as well as various grain mills, are all located here as well as other industries. The first pharmaceutical factory in the country, located in Mogadishu, opened its doors in 1986. Sandals and other leather products, cotton textiles, ceramics, baskets, and containers made of clay or meerschaum are all produced by the local craft industries. Since 1991, when money ran out, the oil refinery in Mogadishu, which could make 10,000 barrels of oil per day, has been closed. Even though there is one natural gas field in the country, oil and natural gas have not been explored or taken out since the political crisis started (Zorloni, Alberto.2003)

The Federal Government of Somalia is working to improve the manufacturing sector, which is one of the most important industries in the country. This is done to increase exports, create more jobs, and make "Made in Somalia" a real thing. To get people to buy things made close to home, they need to be competitive and offer extra value. The majority of the imported goods are food-related commodities that are locally produced but lack the necessary processing and manufacturing components. A significant amount of investment is required in order to alleviate the current import/export imbalance, with the possibility of expanding export after local need has been addressed. Manufacturers will gradually transform Somalia's economy from one that is focused on agriculture to one that is more resilient and stable, with the possibility for diversification into a service sector. Currently, a number of international brands have established operations in Somalia, including Coca-Cola,

Toyota, Hyundai vehicles, Albayrak, Favori, and AR International, among others (Alberto.2003).

The manufacturing industry is extremely important for emerging countries. It is regarded as a source of employment as well as a source of beneficial spillovers (Tybout, 2000). Before the civil war, Somalia's manufacturing industry had an illustrious history, with fifty-three small, medium, and big firms successfully operating in the country. The country had the possibility to make juices, textiles, canned meat, fruits and fish, food stuffs, sugar, alcohol, some cosmetics, beverages, and candies, among other things, in addition to other products such as textiles. However, when compared to the past and to the countries in the region, it is today extremely low and few in number. According to data from Somalia's customs, capital machinery for manufacturing as well as raw materials has been increasingly imported into the country during the last three years. In light of the entrepreneurial features of the Somali community, this indicates that the country's manufacturing sector has a bright future in the next years. Manufacturing, on the other hand, continues to be slow due to an uncertain and harsh environment, as well as a limited pool of private investment. Because of these dangers, it was difficult to attract modern technology investment (World Bank, 2018). Mogadishu is surrounded by a number of light industrial firms that produce a variety of goods. These factories manufacture foams, plastic elements, soft drinks and beverages, napkins, furniture, hand-made clothing, aluminum, bricks and interlocks, cement, shampoo and some cleaners, as well as plastic bags and other items. In order to encourage them, the government provides customs duty relief for their establishment machines and tools, as well as a 50 percent tax discount on raw materials imported through the Mogadishu Port. Manufacturing, on the other hand, can be defined as a small and early stage industry because it can only manufacture a few light things that do not contribute significantly to the economy. The production of other regions, such as Somaliland and the remaining states, is not greater than that of the aforementioned products, and in some cases, it is even lower (Tybout, 2000).

In the past few years, many of these small plants have reopened and new ones have been built, mostly because the Somali diaspora has put a lot of money into the area. In the north of the country, there are factories that can fish and process meat. Around Mogadishu, there are about 25 factories that make pasta, mineral water,

candy, plastic bags and bags made of hides and skins, detergents and soap, aluminum, foam mattresses and pillows, fishing boats, packaging, and stone processing. During 2001, investments in light manufacturing have gone up a lot in places like Bosaso, Hargeisa, and Mogadishu. This shows that businesses are getting more confident about the economy. In 2004, investors from many different Somali communities came together to build a Coca-Cola bottling factory in Mogadishu that cost \$8.3 million. Companies like General Motors and Dole Fruit have put money from outside the country into a number of different areas (Samatar.2004).

4.3.1 Agriculture

It is responsible for about 65% of the country's GDP and employs about 65% of the country's workers. About 40% of the gross domestic product (GDP) and more than 50% of the money made from exports comes from livestock. Bananas and sugar are the country's main exports, along with fish and charcoal. Sorghum and corn are the main things that are sold in the country's own market. The Central Bank of Somalia says that annual imports are around \$460 million and that they have recovered and even surpassed the total amount of imports before the civil war began in 1991. Even though the country's exports now total more than \$270 million per year and are higher than they were before the war, the country still has a trade account deficit of about \$190 million per year. But Somalis in the diaspora have sent back a lot more money than the trade deficit, which has kept the country's import level the same despite the deficit. In recent years, Somali traders have started to threaten Australia's long-held dominance of the cattle and meat markets in the Persian Gulf Arab countries by selling high-quality animals at very low prices. This is because Somali traders are close to the Arabian Peninsula. Several Arab countries on the Persian Gulf have responded by making big investments in the area. For example, Saudi Arabia is building facilities for exporting cattle, and the United Arab Emirates has bought a lot of farmland. The United Nations Development Program says that commercial fishing deals have also been made with fishing fleets from Europe and Asia in the northern Puntland region (Geoffrey Gilbert.2004)

In 2012, Somalia sent more live sheep to the Middle East than Australia did, this sent 2 million sheep there. The Middle East takes up 99 percent of all livestock exports from Australia, according to the Australian Bureau of Agricultural and Resource Economics and Sciences. But since 2006, there has been a 10% drop

"because African and Eastern European sheep exports have become more competitive on export markets," according to a report. In 2014, more than 5 million animals were sent abroad, which was the most in more than 20 years. Also, Somaliland, which is close by, has some of the largest livestock markets in the Horn of Africa. These markets are called seylad in Somali. Local estimates say that as many as 10,000 sheep and goats are sold every day in the markets of Burao and Yirowe. Most of the animals are shipped to Gulf States through the port of Berbera. At these markets, people from all over Horn of Africa can buy and sell cattle. Frankincense and myrrh are two of the most valuable things that Somalia sells abroad. Somalia is one of the world's three largest suppliers of these goods, along with Ethiopia and Kenya. It ranks third overall (Mire.2015).

Agriculture is one of the most important industries in Somalia. More than 65% of the country's workers are involved in agriculture. Agriculture, like most other parts of Somalia's economy, has been hit hard by the violence that has spread across the country. According to the United Nations Development Program, more than 60 percent of the country's GDP came from agriculture in 2013. A lot of Somalia's agricultural production is in the southern part of the country, especially in places like Hiran, Lower Juba, and Gedo, which are thought to be the most fertile parts of the country. Several rivers, like the Juba and the Shabelle, run through the south of Somalia. This makes the area better for farming than the north. Farmers in Somalia grow sugarcane and bananas, both of which are shipped to other countries. Maize (corn) and sorghum, on the other hand, are mostly grown for people to eat in Somalia. Even though Somalia has a strong agricultural sector, most of the food its people need must be brought in from other countries. Farmers in Somalia made a deal with the World Food Program to sell cereals to the group. This was done to help the country's farming industry. Somali businesspeople have promised to help farmers improve the agricultural industry of their country (Mire.2015).

There are two main types of farming in the world: one that has always been there and one that European settlers brought with them. Somalis have traditionally relied on rain-fed dry-land agriculture or dry-land farming that is supplemented by irrigation from the waters of the Shabelle and Jubba rivers or collected rainwater to increase their income and food security. Corn, sorghum, beans, rice, vegetables, cotton, and sesame are all grown using both methods. The banana farms are run by

Somali and Italian farmers, as well as some of the newly formed Somali cooperatives that use more modern farming methods from Europe. At the beginning of the 1970s, a system of farms run by the government started to take shape. Along the banks of the two rivers, irrigated land is used to grow bananas and sugarcane, both of which can be sold. Bananas are the country's most important commercial product. In 1999, the country made 50,000 tons, which is less than the 110,000 tons it made in 1990. Sugarcane is grown by a state-owned business in both Giohar and Jilib. It was thought that 210,000 tons of sugarcane were grown in 1999. This was less than the 500,000 tons that were grown in 1985. Somalia makes the most frankincense in the world each year, with a total of 500,000 tons (Ali.2000).

Between 1975 and 1991, all land was taken over by the government. Existing customary rights were mostly respected, but the state bought a lot of land in the river basins that could be irrigated and used it for farming. Plantations had to be registered to get a concession grant, and the sale price did not include the value of the land itself. In 1993, the agricultural industry started to get back on its feet with help from privatization and Italy, which is the country's biggest market for banana exports. In 2001, agricultural goods made up 47% of exports and 17% of imports. This led to an agricultural trade surplus of \$10, 2 million for the year (Ali.2000).

4.3.1.1 Farming

So, in 2018, Somalia made 209 thousand tons of sugarcane, 138 thousand tons of maize, 129 thousand tons of sorghum, 92 thousand tons of cassava, and 75 thousand tons of vegetables. It also made smaller amounts of beans, bananas, sesame seeds, tomato, coconut, orange, and date, among other things. The majority of Somalia's farmland is in the south, in the Gedo, Middle Juba, Lower Juba, Lower Shebelle, Middle Shebelle, and Hiran regions, as well as in the Gedo, Middle Juba, Lower Juba, Lower Shebelle, Middle Shebelle, and Hiran regions. The Juba River and the Shabelle River run through this area. Because of this, the soil here is better for growing crops than in the north, which is much drier and where pastoralist has been done for a long time (Barlin Ali.2007).

The most important crop for export is bananas, while the most important crops for the home market are sugar, sorghum, and corn. The Central Bank of Somalia says that annual imports are around \$460 million and that they have recovered and even

surpassed the total amount of imports before the civil war began in 1991. Even though the country's exports now total more than \$270 million per year and are higher than they were before the war, the country still has a trade account deficit of about \$190 million per year. But Somalis in the diaspora have sent back a lot more money than the trade deficit, which has kept the country's import level the same despite the deficit. At the same time, Somalia's business community agreed in the middle of 2010 to invest \$1 billion in the country's economy over the next five years. This money will be spread across many businesses. Director of the newly formed Trans-National Industrial Electricity and Gas Company Abdullahi Hussein thought that the investment strategy would create 100,000 new jobs in the country. Five Somali businesses from different fields, such as trade, banking, security, and telecommunications, came together to form the new company. In the second part of the project, which started in the middle to late part of 2011, factories were built in areas set aside for agriculture, fishing, raising livestock, and mining. Late in 2012, this part of the project was done (Ali.2010).

In 2014, local farmers finished a program that made it possible for them to sell high-quality grain to the UN World Food Program for the first time. FAO and World Food Program experts taught the farmers how to grade their grain, handle it after harvest, and manage their warehouses and storage spaces, among other things. The goal was to improve the farmers' knowledge and production so that they could meet the needs of markets around the world. Officials with the program say that farmers in south-central Somalia were able to sell 200 metric tons of high-quality maize grain by the end of March this year. Minister of Agriculture Abdi Ahmed Mohamed says that the government is trying to rebuild the farming sector through both agricultural production and stabilization efforts, all of which are still going on. Farmers hope that one day they will be able to grow their businesses beyond local sales and become important grain suppliers for the whole region (Abdi ahmed.2014).

In March 2014, the Somali Producers' Conference and Exhibition (SOPEC) was held at the World Trade Center in Dubai. This was part of an effort by the federal government to promote Somali products from the farming, livestock, and fishing industries in the United Arab Emirates and other Gulf state markets. In May of the same year, banana shipments to the Arabian Peninsula were also brought back by businesses. Aside from that, they started looking for new places like Kuwait and

Dubai to sell their agricultural goods. The Ministry of Agriculture said earlier this year that they would start a new water management project on the Shabelle River in 2015. The goal of this project is to help small-scale farmers. As part of the effort, more water channels will be dug so that farmers can better control the flow of rivers on their land (Barlin.2014).

4.3.2 Livestock keeping

Somalia's livestock business is the most reliable way for the country to make money. According to the National Development Plan, livestock is the most important source of income for both households and the country as a whole. The export-oriented production system of pastoralists also offers a lot of investment opportunities for foreign investors. Up until the beginning of the 2010s, about 78% of all exports came from the cattle industry. However, this number has changed over the last 30 years due to droughts and international export restrictions. Camel, cattle, sheep, goats, and fish are some of the animals that Somalia raises for its own use and to sell abroad. Farming makes money, and many countries get a lot of their food from their own people eating meat and other animal products. The Food and Agriculture Organization of the United Nations (FAO) says that the livestock sector still has a lot of room for growth. This is because there is still a lot of domestic demand and a focus on exports, which is supported by good prices and growing markets in the Middle East (Zorloni.2003).

The Directorate of National Statistics (DNS) of the Ministry of Planning, Investment, and Economic Development says that exports were worth about \$806 million in 2016. (MOPIED). The USDA says that livestock is still responsible for 60.7% of GDP and more than 70% of all exports. Even though Somalia has a lot of livestock, there is still a lot of room for investment in the production and distribution of fresh milk in many major cities. But the country doesn't have a lot of ways to process food on its own, like canning, packaging, branding, and marketing. In the future, it will be important to expand Somalia's ability to process meat and to export different kinds of animals. Somalia has many ways to take advantage of the growth of the livestock industry in the Middle East and other parts of the world. These include more investment, smarter regulation, infrastructure development, sector coordination, and better branding (Jeffrey.2007).

Since the beginning of the country, pastoralism has been one of Somalia's most important industries. The Somali government said that more than 80% of the Somali people were involved in pastoralist activities like raising sheep, camels, cattle, and goats. Most pastoralists in Somalia walk or ride camels all over the country to find grass and water for their animals. Some pastoralists raise animals, but they also collect gums and resins to make extra money. This helps them stay alive. The Somali sheep and Somali goat are two of the country's most unique animals. They were both raised there. Most people keep Somali goats because they can live well in dry places. During dry times, this type is kept for both meat and milk, and it can produce more than 6.6 pounds of milk per day. On the other hand, the Somali sheep are mostly raised for their meat. Other countries, especially those on the Arabian Peninsula, also buy and sell sheep. Somali herders send more than just sheep to countries on the Arabian Peninsula. They also send cattle and camels. Some countries on the Arabian Peninsula have chosen to invest in Somalia's pastoralism industry to help it grow Lewis, I. M. (1999).

Somalia has been in conflict for more than 30 years, but now there is some stability in many parts of the country. This gives the country a chance for long-term growth. Not only do the country's natural resources (fertile soil, livestock, fisheries, minerals, oil, and gas) help the nearly 16 million people who live there improve their living standards and food security, but they also help people learn new trades, skills, and technologies. But decades of war, frequent droughts and floods that forced millions of Somalis to leave their homes, and bad management have hurt Somalia's human capital and made it harder for the country to run itself. This has, among other things, put at risk basic social services like healthcare and education, made it harder to collect taxes legally, and made it easier for corruption and illegal taxation to spread across the country. Because of this, the private sector and the economy have not grown as much as they could have. If there isn't strong coordination and good investment in building up people's skills, any current successes or hopes for future reform efforts could be lost. Human capacity gaps are common, and they threaten ownership, scaling up. (Barlin Ali.2007)

4.3.3 Fishing

Somalia has the longest coastline of any country on the continent of Africa. Before the civil war broke out in 1991, there were a number of fishing ports in the country. Tuna, lobster, and other high-value marine species were caught in the area and sold on the domestic and international seafood markets. After that, the government and local people worked together to try to rebuild the fishing industry and get trade back to normal. To do this, fishing boats from Europe and Asia have made a deal to fish commercially in the northeastern Puntland region. In 2012, the Puntland government asked a group of engineers to check on the ongoing repairs at the Las Kherey port. This was done in 2013, and the engineers gave their report. In the words of the Minister of Ports, Said Mohamed Rage, the Puntland government wants to start more projects to improve the town. In April 2013, the Puntland Ministry of Fisheries and Marine Resources, which is in the city of Garowe, gave it its official name. It was made with the help of the United Kingdom's Department for International Development and the United Nations Development Program. It is part of a larger plan for regional development, and two more similar markets will open later this year in Galkayo and Qardho (FishBase.2004).

Minister of Fisheries for Puntland Mohamed Farah Adan says that the Puntland government plans to open two new maritime training colleges in the northeastern coastal town of Eyl and another northeastern coastal town called Bandar Siyada (Qaw). Each institution's goal is to improve the skills of Ministry workers and local fishermen while also making the fisheries industry in the area stronger. Adan also said that the Ministry and the FAO would work together to build a new fish market in Bosaso. The market would have modern refrigerators and other amenities. In March 2014, Puntland President Abdiweli Mohamed Ali, along with representatives from the European Union and the Food and Agriculture Organization of the United Nations (FAO), unveiled a new database for registering local fishermen. The Fishermen Identification Database System (FIDS) is a project that costs \$400,000. It is paid for by a Trust Fund made up of seven European Union member states. Thanks to the database, fishermen in the area will be able to show who they are with a unique ID card. It uses biometric information to tell the difference between the identities of different people. By registering fishermen, the Puntland government will be able to keep track of who is fishing in its waters and make sure that fisheries are

managed well and that the country's resources are used in a sustainable way. In the past 12 months, more than 3,100 fishermen have already signed up for the new biometric database (FishBase.2004).

In April 2014, EU Development Commissioner Andris Piebalgs and Fisheries Commissioner Maria Damanaki met with President Hassan Sheikh Mohamud, Minister of Fisheries and Marine Resources Mohamed Olow Barrow, Finance Minister Hussein Abdi Halane, Minister of Planning Said Abdullahi Mohamed, and other members of the Somali federal government in Brussels to talk about bilateral relations. It is hoped that Scottish Conservative Euro MP Struan Stevenson, who served as a mediator, will be able to get international money to help rebuild Somalia's fishing industry infrastructure. Stevenson says that the EU's long-term goal is to make a fisheries partnership agreement with the Somali government so that it can take advantage of the country's wealth of sea resources. Hasan Mahmoud, Somalia's Fisheries Minister, said in June 2014 that the governments of the two countries would sign a Memorandum of Understanding to control Yemeni fishermen who fish in Somalia's territorial waters. The governments of both Somalia and Yemen have agreed to sign the Memorandum of Understanding. It is also planned that the Fisheries Ministries of Puntland and Yemen will talk about how to develop bilateral cooperation in order to protect maritime resources and use them well (Samanth.2015).

Because Somalia has a very long coastline, fishing is one of the most important industries in the country. Before 1991, Somalia had a number of important fishing ports, and most of them were along the coast. During this time, tuna and lobster were two of the fish that were caught most often. Foreign investors, mostly from Europe and Asia, were interested in Somalia because it had a lot of fish. Violence in Somalia hurt the country's fishing industry in a big way because it kept foreign investors from investing in the field. In the twenty-first century, the Somali government has worked with local people to bring back the country's fishing industry. In 2012, engineers were hired to look at the repairs at one of the country's most important fishing ports, Las Kherey. This was part of an effort to bring the country's fishing industry back to life. The government of the United Kingdom helped make it possible for a fish market to be built in Garowe. The Somali government also set up places for fishermen to learn how to fish as another way to help the fishing industry. In October 2014, the Federal Parliament passed a new Fishing Act at a special

meeting in Mogadishu. The meeting was chaired by the Second Deputy Speaker, Mahad Abdalle Awad. The federal Ministry of Fisheries sent the bill to the legislature so that it could be looked at. Out of the 140 people who were at the session, 135 voted for the bill, 2 voted against it, and 3 didn't vote at all (Samanth.2015).

A big part of Somalia's economy comes from fishing, which is made possible by the country's very long coastline. Before Somalia got its independence in 1991, there were many important fishing ports along its coast. During this time, many different kinds of fish were caught, but tuna and lobster were caught the most. Foreign investors, mostly from Europe and Asia, were interested in Somalia because it had a lot of fish. Since the fighting started in Somalia, there hasn't been much foreign investment in the fishing industry, which has hurt it a lot. The Somali government has worked with local people to try to bring the fishing industry back to life in the twenty-first century. As part of the effort to bring the country's fishing industry back to life, several engineers were hired in 2012 to look at the improvements at Las Kherey, which is one of the most important fishing ports. A grant from the government of the United Kingdom made it possible for Garowe to build a fish market. The Somali government also set up places where fishermen could get training as a way to improve the fishing industry. During the last 30 years, foreign boats have caught up to 2.4 million tons of fish off the coast of Somalia, according to a number of sources. The US Agency for International Development (USAID) says that illegal, unreported, and unregulated (IUU) fishing is worth more than US\$300 million to other economies, with most of the benefits going to developing countries (Jamil.2002).

The formalization of Somalia's blue economy, as a result, is essential to the country's long-term investment prospects. Traditional conservative estimates of domestic commercial fishing in the blue economy range between US\$ 135 million and US\$ 200 million per year, depending on natural resource extraction along the 3,333 kilometers of coastline and economic exclusion of 200 nautical miles. In an effort to strengthen industry control and produce profits, the Chinese government, through the Ministry of Fisheries and Marine Resources, gave 31 fishing licenses to the China Overseas Fishing Association in 2019. Local fisherman will have access to 24 nautical miles (44 kilometers) of coastline, which has been set aside by the Ministry. Formal fish shipments to Kenya have also begun in a formal capacity (Jamil.2002).

In response to the 2018 licensing, the Ministry of Fisheries has risen to the position of being a key contributor to the government's annual revenue stream. Furthermore, the potential for private sector value chain development in Fisheries continues to be significant, with potential spinoff and catalytic effects on growth, employment, and revenues. As maritime transit grows in both volume and frequency, Somalia will take advantage of its strategic location and extensive coastlines to assist international trade, according to the United Nations Development Program. Prof. Said Adejumobi, director of the UN Economic Commission for Africa's (UNECA) Southern African office, describes the blue economy as "...Africa's 'secret wealth,' and the African Union refers to it as the "new frontier of African rejuvenation." This wealth includes coastal seas and maritime resources, which have the potential to serve as sources of food, energy, mineral extraction, recreation, good health, science, and technology in addition to being a source of tourism (Mubarek.2018).

4.3.4 Mining

One more important part of the Somali economy is the mining industry, which produces some of the country's most valuable resources, such as diamonds and salt. Somalia also has a small amount of other important minerals, such as uranium, tin, and gold, but these are only found in small amounts. Before the Somali government fell apart in 1991, mining rights were given to companies by the government. However, after the government fell apart, it became harder and harder for companies to get legal mining rights in the country. Since the fall of the Somali government, it has been hard to get accurate information about the country's mining industry. East African Mining Corporation and Range Resources Limited, both based in Australia, are two of the companies that have been given permission to mine in Somalia by the Somali government. Industry experts say that Somalia's mining sector has the potential to become one of the country's most important businesses in the future (Ali ahmed.1991).

After the Somali government fell in 1991, there was a lot of political and economic instability. As a result, the country's mining sector did not grow and did not make a big difference to the economy. In 2001, the country made small amounts of gypsum, marine salt, and sepiolite (meerschaum). The country probably also made clays, sand and gravel, crushed and dimension stone, and limestone (for use in making lime and/or farming) around the same time. Due to the lack of a central government

from 1991 to 2000 and the split of Somaliland and Puntland, official trade and mineral data have been hard to find. The civil war in Somalia shut down the cement mill and oil refinery, which were both important industries. It also stopped exploration for natural gas and other resources in the country. There were untapped mineral reserves of anhydrite, bauxite, columbine, feldspar, natural gas, iron ore, kaolin, quartz, silica sand, tantalum, thorium, tin, and uranium, as well as recent finds of amethyst, aquamarine, emerald, garnet, opal, ruby, and sapphire, among others (Ali ahmed.1991)

4.4 Trade (Export and Import)

The majority of the country's exports are livestock (camel, sheep, and goats), bananas, skins, and fish. The most important imports include manufactured goods, petroleum products, food, and petroleum products, among other things. Guns, medication, and khat are among the other items that are imported (a stimulant leaf chewed by Somalis). Local traders conduct foreign trade, despite factional strife and the absence of a central government. They arrange transactions despite these obstacles. Many traders in the north have shifted from Berbera to Bosaso in order to circumvent the foreign exchange restrictions enforced by the self-proclaimed Somaliland government in the northwest, which has a presence in the region. Normally, livestock is driven from northeast Ethiopia to ports, where it is subsequently shipped to the Kingdom of Saudi Arabia. As a result of poor health standards in the cattle industry, Saudi Arabia issued a 16-month ban on animal imports in 1998. The restriction resulted in a decrease in government revenues from \$45 million to \$25 million in that year, although it was lifted in 1999 (Manson2000).

The absence of an active government entity that might support the business community throughout the previous three decades has resulted in Somalia losing its economic connections with other countries. Private sector organizations could not wait for this to happen, and they fought valiantly to overcome all of the obstacles they faced. In addition to political instability and a lack of security, the absence of financial and credit support for the business community, as well as the fragility of government institutions, were the most pressing challenges (Hassan, Mohamed, Isak, & Mohamed, 2018). Mohamed Isak and Dr. Ali (2015) conducted a study that found that agricultural items, including livestock and agro-processing, have outperformed the rest of Somalia's export sector. Local productions were used by business communities

to meet the domestic demand of the society, either through trade means (importing) or by domestic supplying (local productions). More importantly, Somalia's exports are primarily comprised of living livestock, such as camels, sheep, and goats, and the by-products of these animals such as hides and skins. Other exports include butter, bananas, sesame, sesame oil, natural gum, various types of fish and aquatic specifics, among other things. In Somalia, these are the most important export goods. As an example, construction materials, food, textiles and footwear, vehicles, Khat (coconut oil), pharmaceuticals and hospital materials, electrics and electronic items, cosmetics and other items are among the most common imported items into Somalia. Somalia's main exports are: Khat (coconut oil), fuel and petroleum products. Mogadishu, Bosasso, Kismayo, and Berbera are the main ports for commercial entry and exit from the country (Somaliland). Imports totaled nearly three billion US dollars in 2017, with the majority of those dollars going to China, India, the United Arab Emirates, Ethiopia, Kenya, Turkey and Oman. Exports totaled nearly half a billion US dollars, with the majority of those dollars heading to Oman, the United Arab Emirates, Saudi Arabia, Yemen and other gulf countries. As a result, the private sector in Somalia has grown significantly, particularly in the spheres of trade and commerce, as well as infrastructure. A number of Somali regions have established favorable business environments, which have facilitated investment in sectors such as livestock farming, telecommunications, and remittances. However, this is insufficient in terms of alleviating the acute poverty that the country and its people are suffering from at present (Hodd.2015).

4.5 Transport and Infrastructure

Somalia is located in the horn of Africa and has a climate that is conducive to easy construction and operation of transportation infrastructure, as well as abundant natural availability of construction materials inputs, despite the fact that all local industries were closed after the civil war erupted in Somalia. Small industries have been reopened in recent years, producing construction materials that are less expensive than those imported from other countries. This has contributed to the construction of new buildings throughout the country, particularly in the major cities such as Mogadishu, Kismayo, Baidabo, Garowe, Hargesia, and Dhusamareb. All of these cities have benefited from the security and stability provided by the Federal members of state and Federal Government, and they are constantly receiving new

investments. Somalia is in the process of establishing its overall governance and, thus, its political system. In its mandate, the Ministry of Public Works, Housing, and Reconstruction (MPWHR) is tasked with the planning, design, and construction of government buildings, infrastructure such as national highways and bridges, flood control, water projects, and other public works; as well as the promotion of industry standards in the construction and housing sectors. Currently, the ministry lacks the organizational depth and competence necessary to carry out, let alone successfully supervise, the large-scale investments proposed in the road sector. A road authority is being established at the federal level, but it is not yet operational. In addition, the ministry appears to have a dual role in terms of policy and regulation. Somalia's airports, airstrips, and airspace are under the supervision of the federal Ministry of Transport and Civil Aviation. ICAO is in charge of the whole aviation sector's regulatory activities as well as policy development, planning, and operations. Despite this, the ministry and the Somali Civil Aviation Authority (SCAA) are hampered by a scarcity of qualified personnel with relevant experience (Michael.1994).

Due to the fact that the SCAA has a regulatory and enforcement authority, it should be kept separate from all other operations to avoid a conflict of interest. The MPMT is comprised of the offices of the Somali Shipping Agency and the manager of the Somali Ports Authority. Once again, the organization's authority and mandate are severely curtailed. Several of Somalia's autonomous republics have established highway and port administrations to serve their citizens. In general, Somalia has a large number of airports, but the most important ones are eight and 18 additional notable airstrips located around the country, as well as crucial ports such as Mogadishu, Berbera, Kismayo, and Bosaaso, which are all major ports. Three of these are deep-water ports, and all four are open throughout the year to accommodate shippers. It appears that, despite the vicissitudes of war and passage of time, the infrastructure at the major ports is in pretty decent condition. Low handling speeds, on the other hand, result in poor operating performance. They vary depending on the port and the cargo, but they are generally expensive. Although the listed handling prices are low, there are excessive additional terminal handling charges placed on importers by the shipping lines, resulting in a large number of hidden costs for the industry. It is estimated that Mogadishu has 5,000 employees, while Berbera has roughly 2,000. The ports are massively overstaffed. In addition, the ports serve as the primary revenue

collection locations for the government (customs duties and other fees and taxes). As a result, there are more delays and the perception of high port expenses. An inability to distinguish effectively between border and Inland Revenue costs and real/pure port services associated costs has resulted in the trader. At some of the big ports, there has been some progress toward the adoption of a landlord port model, which is a good thing. Private cargo handling firms, in particular, are being brought in by the ports to handle their cargo. In addition to a Turkish operator (Al Bayrak), the container terminal in Mogadishu has been contracted to Simatech, which will invest heavily in expanding and running the facility. Berbera is also studying the possibility of establishing a container terminal (Michael.2010).

Historically, trade corridors have made major contributions to regional integration and economic development. The Berbera-Addis Ababa Corridor, which connects Somalia with the rest of Africa, is the sole established corridor between the two countries at the moment. It connects Addis Ababa with Sudan in the north and Mombasa, Kenya, in the south through Nairobi. Djibouti, on the other hand, is a viable alternate destination for Ethiopian goods. Nairobi and Kampala may be more competitively served by Kismayo, which is located in southern Somalia. The closer distances to ports in the Middle East, Pakistan, India, and beyond that these corridors through Somalia can reach, despite the fact that routes from Somalia to other African countries in the region may not appear to be financially lucrative. The importance of trade routes between Kenya, Ethiopia, and Somalia cannot be overstated, since upgrading the transportation corridors between these neighboring countries and Somali ports should result in an increase in regional trade growth overall. Somalia has four major international airports, including the Aden international Airport in Mogadishu, the Egal International Airport in Hargeisa, the Garowe International Airport, and the Kismayo International Airport. Others can be found in Bosaso, Galkio, Berbara, Baidoba, Dhusamareb, and other nearby communities. Combined, they are large airports as well as commonplace use Every year following 2012, domestic and international flights are operated. In recent years, Somalia has seen an increase in the number of international flights arriving, with the first flight from Turkish Airlines arriving in March 2012. Since then, many international airlines have announced that they will begin flights to Somalia, with some already doing so, including Ethiopian Airlines, Djibouti Airline, Kenya Airline, and Qatar Airline,

which has begun a direct flight from Doha to Mogadishu and back, as well as flights to other global cities. Uganda flights are planned to begin in late 2019 or early 2020. All of these international flights have demonstrated that the country's security is becoming more stable, and that the economy will gradually improve, resulting in the creation of job opportunities as transportation businesses tend to open offices within Somalia to provide service delivery through the use of labor forces, while other sectors are gradually expanding their operations. Increasing the number of international flights into the country will also boost the number of foreigners who visit the country, which may result in increased investment (Hodd.2000).

4.6 Telecommunications

After the civil war, many Somali entrepreneurs started new businesses, especially telecommunication companies, to help rebuild the country and provide services that had been lacking (Abdinasir M. & Sarah C., 2010). So, Somalia now has some of the most advanced and affordable phone and internet services on the planet. These young telecommunications companies are run by Somali entrepreneurs and backed by experts from China, Korea, and Europe. They offer cheap mobile phone and internet services that aren't available in many other parts of Africa. The highly specialized industries of telecommunications, the internet, radio, and television are mostly run by the private sector. Aside from that, Somali communication services are available in every city, town, and village in the country. About 25 mainlines are available for every 1,000 people, and the number of phone lines in the area (tele-density) is higher than in neighboring countries; it is three times higher than in neighboring Ethiopia. Some of the most well-known Somali telecommunications companies are Golis Telecom Group, Hormuud Telecom, Somafone, Nationlink, Somtel, and Telesom. Hormuud Telecom makes about \$40 million in revenue on its own every year. Even though these companies are very competitive, some of them signed an interconnection agreement in 2005 that lets them set prices, keep and grow their networks, and make sure that competition doesn't get too intense (Abdinasir M. & Sarah C., 2010).

Even though this interconnection agreement was only in place for a short time, it was quickly followed by opposition from certain companies in certain places. As part of its plans to grow, Dahabshiil, an international money transfer and banking company, bought the majority share of Somtel, a Hargeisa-based telecommunications company that specializes in high-speed broadband, mobile internet access, and mobile phone services (Abdinasir M. & Sarah C,2010).

Upon completion of the acquisition, Dahabshiil would have the essential base for a further expansion into mobile banking, which is a rapidly expanding market in the regional banking sector. Despite civil turmoil in sections of the nation, investment in Somalia's telecom industry is considered to be one of the most visible evidence that the country's economy has maintained its upward momentum (Abdinasir M. & Sarah C., 2010). The industry provides critical communication services and, as a result, aids in the creation of new jobs and the generation of new income. During a meeting on March 22, 2012, the Somali Cabinet unanimously approved the National Communications Act, paving the way for the establishment of the National Communications Authority, which will serve as a national regulatory agency for the broadcasting and telecommunications sectors for the time being. Following negotiations between government representatives and representatives from the communications, academic, and civil society sectors, the measure was passed. As stated by the Ministry of Information, Posts, and Telecommunications, the Act is expected to establish a climate that is friendly to investment, and the confidence it gives will drive additional infrastructural development, ultimately leading to more efficient service delivery. In its current state, the National Communications Law has become effective, is in operation, and has been signed by the president at the end of 2017. As of 2006, the Somali Telecommunication Association (STA), a watchdog organization that oversees the policy development and regulatory framework of Somalia's information and communications technology sector, reported that there were more than half a million users of internet services in the country. The number of established internet service providers and cyber cafes increased by a combined 15.6 percent each year, for a total of 234 cyber cafes. As of December 2012, Hormuud Telecom's Tri-Band 3G service for internet and mobile clients was made available to customers. This third generation mobile telecommunications technology, which is the

first of its type in the country, provides consumers with a faster and more secure connection than previous generations. (Abdinasir M. & Sarah C,2010).

In November 2013, the first fiber optic link was set up in Somalia. In the past, because of the civil war, the country had to rely on expensive satellite connections, which made it hard for people to get on the internet. On the other hand, thanks to a recent deal between Hormuud Telecom and Liquid Telecom, people now have their first access to high-speed internet cable. As part of the agreement, Liquid Telecom will connect Hormuud to its network of terrestrial cables, which spans 17,000 km (10,500 miles). This will give Hormuud more internet capacity and faster download speeds. It is also thought that a fiber optic link will make it cheaper for the average person to connect to the internet. People think that this will make more people want to use the internet. Dalkom Somalia and the West Indian Ocean Cable Company (WIOCC) Ltd, which Dalkom Somalia owns most of, made a deal that was similar to this one. Under the terms of the agreement, the EASSy cable will provide fiber optic access to and from Somalia beginning in the first quarter of 2014. The company says that the new services will lower the cost of international bandwidth while improving performance. This will allow more people around the world to connect to the internet. Dalkom Somalia is building an ultramodern data center in Mogadishu that will cover 1,000 square miles. The site will make it easier for users to connect directly to the worldwide fiber optic network by hosting equipment for all of the capital's Internet service providers and telecommunications companies (Abdinasir M. & Sarah C,2010).

5. Conclusion

Productivity is a key factor in making sure that your company's operations run smoothly. Your employees are the heart of your business, so it makes sense to spend time and money on many things that will help boost their productivity and, in turn, the productivity of your company as a whole.

Your company wouldn't be able to move forward if you didn't have a strong, productive staff that feels engaged every day when they go to work. Also, it would be much harder to reach all of the goals you have set. So, if you own a business or work in human resources, it is your job to make sure that your employees are engaged and have everything they need to produce the best results possible.

We often think that being productive means getting more done every day, but this isn't true. James Clear says that being productive means consistently getting important things done, and no matter what you're working on, there are only a few things that really matter. To be productive, you need to keep a steady, average speed on a few things instead of going all out on everything else.

Once you realize how important employee productivity is to the success of your business, you'll need to put in place the right ways to measure, calculate, and, most importantly, improve it.

So, you'll need to pay equal attention to what's good for your business and what's good for your employees. For example, make sure you improve working conditions, optimize emailing and meetings, give employees flexible schedules, give them the best training, don't try to control everything, improve office communication, and encourage employees to take care of themselves.

They are the most important parts of paid work and relationships with employers. Working conditions cover a wide range of topics and problems, such as pay, working hours, breaks, and schedules, as well as the physical and mental demands of the job.

The interaction between employees and the culture of their organization creates both mental and physical work conditions. So, here's how we'd define "working conditions": "Working conditions include both the physical work environment and the parts of an employee's terms and conditions of employment."

The processing of agricultural products is extremely important to Somalia's manufacturing sector, which contributes for 10% of the country's GDP. Prior to the beginning of the civil war in 1991, around 53 state-owned small, medium, and large manufacturing firms were failing. The violence that followed resulted in the destruction of many of the industries that were still operating. However, numerous of these small-scale plants have reopened or expanded, primarily as a result of large local investments made by Somalis who have since emigrated from the country.

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