

WORK PLAN OF THE YEAR 2025

N O.	1. INVESTMENT DEVELOPMENT DEPARTMENT	Q1			Q2			Q3			Q4		
	OBJECTIVE	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1.	Re-Organizing Departmental Mandate												
2.	Finalizing Amendment of Investment Act												
3.	Finalizing Investment promotion Opportunities Books, Researches, Guides.												
4.	Conducting Investment Sectoral Meeting												
5.	Developing Investment Road Map												
6.	Organizing the regional conference meeting in (Horn of Africa) for Investment Somaliland												
7.	Regional Investment Networking Initiatives												
8.	Conducting National Investment Forum 2025												
	2. INDUSTRIAL DEVELOPMENT DEPARTMENT	Q1			Q2			Q3			Q4		
	OBJECTIVES	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
1.	Conduct industrial supervision to monitor activities and assess the functionality of existing industries.												
2.	Develop and Implement an Integrated Industrial Classification System												
3.	Finalize and enforce the Industrial policy & Industrial development Act												
4.	Conduct a National Feasibility Study for the Creation of Industrial parts												
5.	Assess state-owned industries to evaluate their condition, identify revitalization opportunities, and recommend strategies for future development.												
6.	Catalog Manufactured Products and Produce a Quarterly Production Bulletin Report												
	3. PLANNING AND POLICY DEPARTMENT	Q1			Q2			Q3			Q4		
	OBJECTIVES	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
1.	Developing connections related to investment and industrial development with line ministry												
2.	Conducting launching of ministry 's projects												
3.	Review policy of the ministry												
4.	Review of work plan prioritization and update in six months quarter												
5.	Review of five years strategic plan												
6.	Preparing ministry book of 2025												
7.	Conducting review meeting for ministry's work plan 2025												
8.	Preparation of ministry work plan 2026												
	4. HRM DEPARTMENT	Q1			Q2			Q3			Q4		
	OBJECTIVES	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
1.	Preparation of Employee management												
2.	Employee Capacity building												
3.	Employees Performance and Appraisal												
	5. ICT DEPARTMENT	Q1			Q2			Q3			Q4		

OBJECTIVES		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
1.	To boost Ministry's network and security capabilities in easing departments' operations.												
2.	To upgrade the system of the ministry to increase the efficiency of the departments.												
3.	To streamline ministry operations and achieve objectives through integration and system automation												
6. LEGAL DEPARTMENT		Q1			Q2			Q3			Q4		
OBJECTIVES		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
1.	Drafting and Completion of the industrial pill												
2.	Participating and Reviewing pills												
3.	Preparing of the ppp regulations and procedures												
7. FREE ZONE DEPARTMENT		Q1			Q2			Q3			Q4		
OBJECTIVES		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
1.	Development of Hargeisa Industrial Zone												
2.	Monitoring and supervising special economic zone												
3.	Preparation National Guideline of Economic Zones												
4.	Developing of 2 other Economic Zone												
5.	Developing National Economic Zone policy												
8. ADMIN AND FINANCE DEPARTMENT		Q1			Q2			Q3			Q4		
OBJECTIVES		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
1.	Improving service across all ministry												
2.	Preparation to opening of new offices, the ministry will have in the regions of the country												
3.	Funding for a building for the ministry's budget Of 2025												
4.	Preparation of the 2026 budget for the ministry												
9. INTERNAL AUDIT DEPARTMENT		Q1			Q2			Q3			Q4		
OBJECTIVES		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
1.	Review of payroll expenditure												
2.	Safeguarding assets and ensuring efficiency												
3.	Formulation detection and prevention of errors budgets												
4.	Review of performance management												
10.PUBLIC RELATION AND COMMUNICATION DEPARTMENT		Q1			Q2			Q3			Q4		
OBJECTIVES		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
1.	Develop communications plan												
2.	Build good relationships with the public												
3.	Regular update website and the media pages (face book and twitter)												
11. PPP DEPARTMENT		Q1			Q2			Q3			Q4		
OBJECTIVES		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
1	Public Private Partnership Sector Profiling												
1.	Finalizing BDS Assessment												
2	PPP awareness and promotion												
3.	Coordinating the business development program												
4.	Standard Operating Procedures (SOPs)												
12. REGIONAL COORDINATION DEPARTMENT		Q1			Q2			Q3			Q4		
OBJECTIVES		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Regional Offices opening and furnishing													
1	To make decentralization of essential services required in the regions												
2	Raising the knowledge of regional staffs												
3	Receive monthly performance and program reports for regional offices.												
4	Promoting and creating market opportunities for Somaliland investment within the region												
13.RESEARCH AND Market Analysis DEVELOPMENT		Q1			Q2			Q3			Q4		
OBJECTIVES		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec

