



# Urban Livelihoods Assessment Report in Kampala

An assessment funded by the  
Catholic Relief Services

**June 2024**

*Cover picture taken by Hillary Trevor Chandiga (female refugees during FGD,  
Kizungu Village, Makindye Division, Kampala District, 23 April 2024)*





# Urban Livelihoods Assessment Report in Kampala

An assessment funded by the  
Catholic Relief Services

June 2024



## Report prepared and completed by:

Nicholas Ogola Abukui, Ph.D. & Okech Benson, Ph.D.  
Primehouse Consulting Group Ltd,  
P. O. Box 70053,  
Kampala, Uganda

[nicholas.ogola@primehouseconsulting.com](mailto:nicholas.ogola@primehouseconsulting.com); [ogolaabukui@gmail.com](mailto:ogolaabukui@gmail.com)



Commissioned by Catholic Relief Services

© Catholic Relief Services 2024

Plot 577. Block 15, Nsambya Road | P.O. Box 30086, Kampala, Uganda

Findings and conclusions presented in this report reflect a summary of consultations with the communities in the target areas, Catholic Relief Services and its partners, and other key stakeholders, complemented by the review of project-related documents.

## Disclaimer

The views contained in this report do not necessarily represent those of Catholic Relief Services and its entities. All reasonable precaution has been taken by the report editor to verify the information contained in this publication. Any opinions, findings, and conclusions or extracted lessons expressed in this report are those of the author.

The document must be attributed as:

Primehouse Consulting Group Ltd (2024). An Urban Livelihoods Assessment in Makindye and Central Divisions, Kampala: An assessment report. Kampala, Uganda.

# Acknowledgements

Special thanks to the Catholic Relief Services – Livelihoods Improvement and Transformation for Refugees and host Communities in Kampala (LIFT) Project Team who supported the assessment through coordination and mobilization of the various respondents, particularly Sylvia Alaso (Livelihood Programme Manager), Mable Maureen (Project Officer), and Patrick Awoi (Project MEAL Officer).

Most of all, this assessment would not have been possible without the cooperation, knowledge and assistance of the communities, Refugee Led Organisations (RLOs), Office of the Prime Minister (OPM), Local Leaders in Makindye and Kampala central divisions, TVET officials (Nakawa Vocational Training Institute), Financial Institutions (Centenary Bank and Housing Finance), and Partners (IRC). We also thank enumerators who participated, and facilitated the process.

# Table of Contents

Acknowledgements.....	III
List of Tables.....	VI
List of Figures.....	VII
Definitions of Acronyms.....	VIII
Executive Summary.....	IX
Assessment purpose and methodology.....	IX
Key findings.....	IX
Challenges experienced by study participants.....	X
Recommendations.....	XI
Lessons Learned.....	XII
<b>1 Introduction.....</b>	<b>1</b>
1.1 Overview of LIFT Project.....	1
1.2 Objective of the Study.....	1
1.3 Specific objectives.....	1
1.4 Uganda’s employment policy context.....	2
1.5 Gaps in Uganda’s employment policies.....	3
Urban Livelihoods Assessment Report in Kampala.....	4
<b>2 Methodology.....</b>	<b>4</b>
2.1 Study design.....	4
2.2 Study Area.....	4
2.3 Data collection processes and procedures.....	4
2.4 Sampling and Sample sizes.....	5
2.5 Household Selection Criteria.....	5
2.6 Focus Group Discussions (FGDs).....	6
2.7 Observations and site visits.....	7
2.8 Key Informant Interviews (KIIs).....	7

2.9	Quality Assurance.....	8
2.10	Data Processing and Analysis.....	8
2.11	Ethical Considerations.....	9
2.12	Limitations of the study .....	9
<b>3</b>	<b>Results and Discussion .....</b>	<b>10</b>
3.1	Demographic characteristics .....	10
3.2	Participants selection and project location targeting .....	32
3.3	Entrepreneurial attitudes and perceptions .....	36
3.4	Refugees and host community members operating businesses.....	47
3.5	Wage-Employed household participants.....	55
3.6	Multipurpose Cash Assistance (MPCA).....	59
3.7	Support participants with Business Grants.....	61
3.8	Private Sector Development.....	66
3.9	Potential project stakeholders and intervention partners.....	67
<b>4</b>	<b>Model Proposition .....</b>	<b>69</b>
4.1	Business Facilitation Model.....	69
4.2	The Low-Cost Linkage Model (LCLM) .....	69
4.3	Self and Wage Employment Models.....	70
5	Conclusions, recommendations,.....	72
	and implications.....	72
5.1	Conclusion.....	72
5.2	Challenges faced by respondents.....	73
5.3	Recommendations and implications.....	75
5.4	Lessons Learned .....	76

# List of Tables

Table 1: Parishes where study took place in Makindye and Kampala Central Divisions .....	4
Table 2: FGDs by division, status and gender .....	7
Table 3: Key Informants reached and interviewed.....	7
Table 4: Demographic characteristics of respondents.....	10
Table 5: Skills/trainings respondents had since leaving formal education .....	12
Table 6: Demographic Characteristics of the household head .....	13
Table 7: Employment Status of the household head.....	16
Table 8: Types of disability respondents.....	17
Table 9: Extent to which disability had been a barrier.....	18
Table 10: Most useful sources of information.....	19
Table 11: Household Size .....	21
Table 12: Level of Education attained by household heads.....	21
Table 13: Highest Education Level of fathers .....	22
Table 14: Highest Education Level of mothers .....	23
Table 15: Average Household Income .....	24
Table 16: Household Savings per month.....	24
Table 17: Ownership of assets at household level .....	25
Table 18: Average monthly expenditure in households.....	26
Table 19: Different expenditure categories per month by gender and residence/status .....	27
Table 20: Tenure status of respondents' current dwelling places .....	29
Table 21: Member of a social network/group among refugees and host .....	31
Table 22: Are your close friends mainly people from this area? .....	31
Table 23: Insurance coverage at household level .....	32
Table 24: Whether opportunities for starting a business changed since start of work .....	38
Table 25: Reason for optimism in starting a business.....	38
Table 26: Belief whether participants have required skills for starting a business .....	39
Table 27: Skills or knowledge needed to start a business.....	40
Table 28: Biggest constraint to participants' business enterprise .....	40
Table 29: Proportion of participants who closed/shut down their businesses .....	42
Table 30: Reason for quitting/shutting down businesses by participants .....	42
Table 31: Type of business that individuals operate .....	43



Table 32: Form of ownership/legal status of current businesses .....	47
Table 33: How did you acquire this business?.....	47
Table 34: Business size .....	49
Table 35: Current employment/work status of household Head .....	50
Table 36: How unemployed respondents presently survive .....	51
Table 37: Key interventions that could enable respondents become self-employed .....	51
Table 38: Establishment of business for women.....	53
Table 39: Government support for business establishment.....	55
Table 40: Multipurpose Cash Assistance Calculation based on primary data .....	60

---

## List of Figures

Figure 1: Individuals living with a disability.....	17
Figure 2: Likelihood of one to find disability situations in this community .....	18
Figure 3: On what station/channel/program did you hear the information?.....	20
Figure 4: Household Average Monthly Expenditure .....	28
Figure 5: Percentage of individuals that believe social services have improved over time .....	30
Figure 6: Categories and gender of respondents in the study area .....	36
Figure 7: Do you see good opportunities to start a business in this area? .....	37
Figure 8: Fear for starting a business and the desire to start a business .....	41
Figure 9: Business opportunities that individuals intend to start.....	45
Figure 10: Enablers of successful business enterprises .....	48
Figure 11: Factors that made it difficult for women to establish a business.....	54
Figure 12: Major gender-specific constraints towards businesses .....	54

# Definitions of Acronyms

<b>CRS</b>	Catholic Relief Services
<b>CSO</b>	Civil Society Organisations
<b>FGD</b>	Focus Group Discussions
<b>HH</b>	Household
<b>KCCA</b>	Kampala City Council Authority
<b>KII</b>	Key informant interview
<b>LC</b>	Local Council
<b>LIFT</b>	Livelihoods Improvement & Transformation for Refugees & Host Communities in Kampala
<b>M&amp;E</b>	Monitoring and Evaluation
<b>MPCA</b>	Multi-Purpose Cash Assistance'
<b>NGO</b>	Non-Governmental Organizations
<b>OPM</b>	Office of the Prime Minister
<b>PwD</b>	People with Disability
<b>RA</b>	Research Assistant
<b>RLO</b>	Refugees Led Organizations
<b>SDGs</b>	Sustainable Development Goals
<b>UBOS</b>	Uganda Bureau of Statistics
<b>UDHS</b>	Uganda Demographic Health Survey
<b>UNHCR</b>	United Nations High Commission for Refugees
<b>UNHS</b>	Uganda National Household Survey
<b>WASH</b>	Water Sanitation and Hygiene

# Executive Summary

Livelihoods Improvement and Transformation for Refugees and Host Communities in Kampala (LIFT) Project aims to contribute to improvement of the livelihoods of urban refugees and host community members in Kampala urban area by using a market-based skilling approach. The project is aimed to design and deliver tailor and market-based trainings on soft skills and business development for a selected small pool of participants. LIFT will directly impact 480 individuals in 96 refugees and host community households by layering the skilling package with multipurpose cash assistance (MPCA) to cover basic food and shelter needs and link participants to employment opportunities or support them with business grants depending on their aspirations.

The project aims to test and generate evidence and learnings on how to overcome the barriers to urban refugees' and vulnerable host communities' employment and entrepreneurship, and how to adapt livelihoods programming to urban contexts vs rural contexts. LIFT aims to use a market-based approach to target the barriers urban refugees face in accessing employment opportunities in urban areas and in scaling up and formalizing their businesses. It is hoped to operate through a Refugee Led Organization (RLO), while collaborating with local authorities, RLOs, Office of the Prime Minister (OPM), United Nations High Commissioner for Refugees (UNHCR) and other actors in the urban space.

## Assessment purpose and methodology

LIFT will begin by conducting an Urban Assessment (UA) in the selected urban areas of Kampala and Makindye division to understand the unique challenges and opportunities affecting refugees and vulnerable host community members. The assessment focused on: (1) understanding livelihoods needs, barriers and opportunities for urban refugees and vulnerable host community members focusing on self-employment (business) and formal employment; (2) mapping out key stakeholders in improving livelihoods in both the private and public sector; (3) understanding opportunities to improve social cohesion between refugees and host populations. The assessment adopted a cross-sectional survey design where both quantitative and qualitative data was collected. A sample of 96 households was reached targeting both refugees and host communities where a structured questionnaire was used for interviews designed using Commcare software. Qualitative methods such as FGDs, KIIs, observations and secondary review of records were used to obtain relevant information to complement the quantitative findings.

## Key findings

A number of findings were registered from this assessment in line with the objectives of the assessment. Below is a summary of some of the key findings documented for consideration;

- (i) About 36.8% (refugees 23.53%, hosts 48.65%) of respondents have not attained any skills or attended training since leaving formal education implying a significant proportion lack employable skill as a push factor.
- (ii) Unemployment rates is 8.3% (refugees 3.4%, host 15.8%) in Kampala and Makindye divisions.
- (iii) Of employed respondents, on a monthly basis, 13.5% earn less than UGX.100,000 (USD\$26), 28.1% between UGX.100,001 (USD\$26) to UGX.300,000 (USD\$79), 20.8% earn between UGX.300,001 (USD\$79) to UGX.500,000 (USD\$132) and 5.2% earn more than UGX.500,000 (USD\$132).

- (iv) In addition to their employment income, nearly half (54.8%) of respondents have additional livelihood sources (kiosks, retail shops, boutiques, restaurants) worth UGX.100,001 (USD\$26)-UGX.500,000 (USD\$132), 25.8% of less than UGX.100,000 (USD\$26) and 19.4% more than UGX.500,000 (USD\$132). Of those who have held more than one job, 55.2% reported that their average wage earnings have remained the same, 29.2% reported improved earnings and 15.6% registered a decline due to impact of COVID-19 and restructuring by organizations.
- (v) A high proportion of respondents are engaged in savings groups with 60.5% (refugees 45%, hosts 53%) being members of a savings group at community level.
- (vi) About 81.3% of respondents see good opportunities to start a business with a higher proportion (88.1%) among female versus 75% for male, and 82.8% among refugees against 78.9% for hosts.
- (vii) Majority (94.8%) of respondents believe that they have the required skills and knowledge to start a business, refugees (93.7%) and hosts (97.4%), male (96.3%) and female (92.9%).
- (viii) When asked about the most needed skills and knowledge to start a business, 80.0% indicated business management skills, 60.0% suggested the need to have financial management skills and 40.0% the need to have technical skills.
- (ix) Three-quarters (75.0%) of participants reported that women find it easier to establish businesses, male (81.5%) compared to female (66.7%), and hosts (84.2%) compared to refugees (69.0%).
- (x) Women find difficulties in establishing businesses due to: Lack of collateral to secure loans (76.0%), limited credit facility for women (42.7%), presence of male-dominated businesses in the area as competition (31.3%), and limited Savings and Credit Cooperative Organisation (SACCOS) for women (16.7%). These need to be considered before women establish a business so that they are more prepared to manage such challenges.
- (xi) Only 14.6% of businesses accessed credit facilities during the past 12 months, male (14.8%) and female (14.3%), as well as hosts (23.7%) compared to refugees (8.6%). Those who accessed credit facilities, 28.6% were from SACCOS, 28.6% from money lenders, 21.4% from Microfinance Institutions (MFIs), 14.3% from friends and relatives, and 14.3% from banks. Of those that did not access credit, 57.1% didn't due to high interest rates, 46.8% due to long processing procedures and 44.2% lacked collateral.

## Challenges experienced by study participants

During the assessment, a number of challenges were raised as follows:

- (i) Participants face language barrier (languages here refer to English, Luganda and other local dialects) where 34.4% (refugees 41.4%, host 23.7%) indicated as one of the factors that make it difficult for them to establish a business or settle in the job.
- (ii) Technical “know-who” and discrimination is common occurrence. An FGD participant in Bondeko (RLO) observed that “in Uganda, there is something called connections that involves two things. One is the technical requirement, and the other is the technical know-who. If you do not have someone who can recommend or put you in that job, you will not get employed. This is because those top managers already have their people they want to take up the job. The adverts are just for cover up. Whether one is a refugee or host, the challenge is the same. You will come when they have already handpicked someone and the other things like shortlisting, interviews that follow are just mere formalities.”

- (iii) There is lack of adequate access to financial services such as loans for businesses due to lack of collateral and high interest rates. Majority 85.4% (refugees 91.4%, host 76.3%; male 85.2%, female 85.7%) have not received any credit to operate or expand business during the past 12 months.
- (iv) Businesses are failing because they don't have adequate skills/planning (record keeping, financial management, business management, professionalism) which has led to business collapse where 33.3% (refugees 33.9%, host 32.4%) cited lack of diversification, 26.9% (refugees 17.9%, host 40.5%) did not understand their sector, 28% (refugees 30.4%, host 24.3%), have complete business record 26.9% (refugees 25%, host 29.7%) and 21.5% (refugees 21.4%, host 21.6%) to expand market through advertising and promotions.
- (v) Limited start-up capital for entrepreneurial participants and also to sustain the existing business establishments. Another key informant in Bukesa Zone, Kampala Central revealed that "we need more capital to finance business start-ups because capital is the biggest challenge."
- (vi) Most businesses are not legally registered making KCCA to confiscate goods and capital. Such businesses are small, lack capital and sole proprietorships with negative mindset towards legalising for fear of taxes and other regulations. There is need to support host/refugees to formally register their businesses.
- (vii) Refugees have particularly been discriminated from starting their businesses and for those with already existing businesses, they have been harassed by the host communities thus discouraging them from doing business. Reasons for discrimination include perceptions that refugees have come to take away host community jobs; refugees are favoured by international agencies and Non-Governmental Organizations (NGOs), stereotype about refugees and personal biases.

## Recommendations

Basing on the findings of the assessment, the following are the recommendations to be considered:

- 1) Design appropriate language skilling for participants. the assessment identified language barrier as a serious challenge. No to design language skilling to improve employability and skillset.
- 2) Devise alternative mechanism for financial inclusion for vulnerable populations. Refugees and vulnerable host communities face barriers to access to credit and banking services which highlights the need for alternative financial mechanisms, such as mobile cash transfers, to ensure their inclusion in economic initiatives. LIFT to identify these alternative mechanisms to emphasize the necessity of tailoring financial services to the specific needs and circumstances of marginalized communities.
- 3) Establish a monitoring system to support businesses: Establish a monitoring system for already established businesses for purposes of providing relevant business guidance and advice to enable them thrive and survive the harsh business environment.
- 4) Support trained participants with start-up kits: Training participants is the first step in improving their wellbeing. However, they should be supported with start-up kits and link them to financial institutions to access credit to build their enterprises for sustainability.
- 5) Create collaboration and partnership with KCCA for business development: Participants indicated harassment and enforcement from KCCA. LIFT with support from OPM/UNHCR

to establish partnership with KCCA on issues of business establishments (licensing) for compliance with legal requirements in a fair and just manner. This partnership could address myriad business challenges.

- 6) Design an inclusive project that caters for categories of vulnerable groups: Develop a clear inclusion strategy for promoting and training of refugees and RLOs on basic social cohesion to address discrimination and harassment.

## Lessons Learned

The key lessons learned during this assessment include the following:

- (i) Respondents have embraced the savings culture as 76.0% are engaged in savings. LIFT to leverage and strengthen existing savings and loan associations, link them to financial institutions and encourage digitalisation of their records for increased security and alignment to current technology.
- (ii) Participants with unregistered businesses have faced disruptions caused by enforcement efforts and harassment from KCCA due to non-compliance to legal requirements. Support businesses to register for legal recognition.
- (iii) Majority (53.1%) of refugees were from DRC, 2.1% from Eritrea, 3.1% from South Sudan and 1.0% from Burundi. Programming should consider culture, traditions and languages of these differences. For example, among Sudanese, women are culturally not allowed to mix with men.
- (iv) More (73.96%) host population has attained primary or secondary education with female 78.13% and male 100% compared to refugees (female 71.43%, male 62.5% implying the need to pay particular attention especially among male refugees.
- (v) In Uganda, average household size among the refugee households is 6.0, while the host communities are an average household size of 5.5. The average household size for Kampala was 3.9. This characteristic is significant as it affects household food security and amount multipurpose cash assistance provided to participants.
- (vi) Households differ in average monthly income with the majority i.e. 76% (refugees 75.9%, hosts 76.3%), female 78.6% and male 74.1% earning up to UGX.500,000 with marginal difference between refugees and host populations. However, there is significant difference between female and male – a critical programming indicator that should be considered.
- (vii) Except for healthcare facilities and financial services, more host community members believe that all social services (security, water quality, housing, social interaction and education facilities) have improved (better or normal within participants' expectation) in the assessment compared to refugees.
- (viii) There is significant difference between hosts and refugees with more host population optimistic about available business opportunities and are more likely to start a business than refugees.

## 1

# Introduction

Uganda hosts about 1.6 million refugees, and is one of the largest refugee hosting countries in the world. Most refugees live in rural settlements, but 9% (147,526 individuals) reside in Kampala City, mainly Makindye, Central, and Rubaga divisions (UNCHR, Apr 2024). The Ugandan Refugee Act, 2006 is progressive and gives refugees the right to live, work, operate businesses and move freely. However, Uganda's socio-economic situation poses a challenge to the self-reliance of refugees and host communities. Kampala suffers from high unemployment and poverty rates, especially among youth, and inadequate social services, such as housing, education, and health care. These factors make it hard for refugees to access gainful employment and afford the high cost of living in Kampala. While these challenges are faced by both refugees and host communities, refugees face additional barriers when it comes to accessing markets and finding meaningful employment (REACH, 2024). These include a mix of economic, financial, social, and legal barriers among others.

## 1.1 Overview of LIFT Project

LIFT aims to contribute to improvement of the livelihoods of urban refugees and host community members in Kampala urban area by using a market-based skilling approach. The project aims to design and deliver tailored and market-based trainings on soft skills and business development for a selected small pool of participants (96 refugees and host community members). LIFT will directly impact 480 refugees (96 families) and host community members by layering the skilling package with multipurpose cash assistance (MPCA) to cover basic food and shelter needs and link participants to employment opportunities or support them with business grants depending on their aspirations.

The project aims to test and generate evidence and learnings on how to overcome the barriers to urban refugees' and vulnerable host communities' employment and entrepreneurship, and how to adapt livelihoods programming to urban contexts vs rural context. It aims to use a market-based approach to target the barriers urban refugees face in accessing employment opportunities in urban areas and in scaling up and formalizing their own businesses. It hopes to operate through a Refugee Led Organization, while collaborating with local authorities, OPM/UNHCR and other actors in the urban space.

## 1.2 Objective of the Study

The overall objective for this assessment was to understand the challenges and opportunities to improve livelihoods of urban refugee and host populations in Kampala on one hand, and on the other hand, draw recommendations for an intervention strategy contributing to sustainably overcome barriers to attain decent work (entrepreneurship and employment), adapted to an urban context.

## 1.3 Specific objectives

The assessment specific objectives were as followed:

- (a) Describe the project geographic zone by highlighting the socio-economic, political, and environmental aspects; then provide criteria for project location targeting.
- (b) Describe the livelihoods capacities of urban refugees and vulnerable host populations by referring at the sustainable livelihood framework.

- (c) Describe challenges (economic, financial, social, legal) and opportunities facing urban refugees and vulnerable host populations as they rebuild their lives in urban contexts.
- (d) What does the skill matching between Refugees and the labour Market look like?
- (e) Identify formal and informal businesses that are willing to host/employ refugees.
- (f) Identify intervention sectors where the project will have the highest economic impact for refugees and vulnerable host populations in urban areas. This will be done using selection criteria pertaining to economic, social, environmental, institutional.
- (g) Conduct a labour-market analysis for the identified sectors to identify the main challenges and bottlenecks/barriers that are affecting the engagement of target groups in the labor market and self-employment, referring to the market systems framework (e.g. rules and regulations, demand and supply of labor, supporting functions).
- (h) Validate the project intervention strategy focusing both on the pull (expanding and diversifying available market opportunities for target populations) and push (capacity building needs for project participants) labor market factors and referring to what other actors have already done or are currently doing.
- (i) Recommend potential project stakeholders and intervention partners: the private sector, civil society (Refugee-Led Organizations, other local NGOs) and the public sector.

## 1.4 Uganda's employment policy context

Uganda commits to fulfil the fundamental rights of all Ugandans to social justice and economic development by ensuring they enjoy rights and opportunities and access to work and pension and retirement benefits. No one should be held in slavery or servitude and forced labour and every person has the right to practice his or her profession and to carry on any lawful occupation, trade or business<sup>1</sup>. The government (GoU) recognizes the need to assist people who are vulnerable either by age, social class, location, disability, gender, disaster or who do not earn any income<sup>2</sup> and regulates the payment of wages to all categories of workers and requires an employer to make the timely amount of remuneration to the employees<sup>3</sup>. The policies provide for safety and health measures of employers<sup>4</sup> and compensation for workers for injuries suffered and scheduled diseases incurred in the course of their employment<sup>5</sup>.

Uganda's policies aimed at addressing specific risks and vulnerabilities that affect boys and girls, men and women. They target workers in both the formal and informal sector. They give a framework for addressing child labour<sup>6</sup>, promote equal opportunities, care, and support for the protection of refugees and promote gender equality and women's empowerment<sup>7</sup>. They emphasise both wage and self-employment and prioritise skills training and entrepreneurship development to address the mismatch between the knowledge acquired in formal education and the skills required in the labour market<sup>8</sup>. They further focus on training for the self-employed on those people who already have a good record of accomplishment of small enterprise management<sup>9</sup>.

1 *The 1995 Constitution of Uganda*

2 *National Planning Authority: Uganda Vision 2040*

3 *The Employment Act, 2006*

4 *The Occupational Safety and Health Act, 2006*

5 *Workers Compensation Act, 2000*

6 *Workers Compensation Act, 2000*

7 *The National Policy on Disability 2006*

8 *The Uganda Gender Policy 2007*

9 *The National Youth Policy 2016*



## 1.5 Gaps in Uganda's employment policies

Most of Uganda's employment-related policies have not been implemented as expected. The Constitution of the Republic of Uganda, 1995 (as amended in 2005) guarantees decent work<sup>10</sup>. It also stipulates protection of children from economic exploitation and hazardous work and provides for the right to work under satisfactory, safe and healthy conditions; equal pay for equal work without discrimination, rest and reasonable working hours and periods of holidays with pay and remuneration for public holidays. However, most Ugandans still do indecent work. Those employed in the private sector are overworked and many times denied holidays or paid leave.

The skills development programme prioritised by the National Youth Policy 2016 still faces challenges of limited resources and support from stakeholders. The mismatch between the knowledge acquired in formal education and the skills required in the labour market has continued to increase. People still look at technical and vocational institutions as second-class institutions of learning. In the recent past, this is changing through emphasis under the Uganda Skills Development Project (USDP) whose purpose is to support the design of the initial set of reforms that will set the foundation for transforming skills development in the country. It aims at creating a scalable model for high quality vocational and technical training which is linked to labour market needs for specific sectors. The backbone is on the Business, Technical and Vocational Education and Training (BTVEET) sector with the potential of providing the largest number of skilled employees to increase Uganda's productivity. GoU realised that labour market suffered from weaknesses in five major areas: relevance to economic growth, quality of skills provision, access and equity, organizational effectiveness and financial and internal efficiency. The net effect was that the system was not producing the appropriately skilled workforce that Uganda requires to increase income and employment and to compete internationally. In addition, the training institutions were not delivering training commensurate to the required standards and few students access the training.

Although Uganda Vision 2040 underscores the importance of social protection to address risks and vulnerabilities, nothing much has been done to ensure social security. There are still many workers who have no job contracts. Uganda has failed to put in place a minimum wage, and this leads to exploitation of workers. Employment creation still has many challenges, and social assistance to vulnerable children, PwDs and the destitute is still a dream.

---

<sup>10</sup> 'Decent work' is defined by the International Labour Organization as 'productive work for women and men in conditions of freedom, equity, security and human dignity.'

## 2.1 Study design

This assessment adopted a cross-sectional approach that utilized quantitative and qualitative research approaches to generate evidence on the challenges and opportunities to improve livelihoods of urban refugee and host communities in Kampala. Complemented with quantitative data, the study used qualitative data that was concerned with determining the “how”, “why”, “what” of the livelihoods prospects which investigated participants’ experiences and insights. Data collection tools were prepared by the consultants, reviewed and approved by CRS prior to data collection.

## 2.2 Study Area

The two divisions of Makindye and Kampala Central have 41 parishes distributed with 20 in Central and 21 in Makindye. The ToR guided the Urban assessment be conducted in Makindye and Kampala Central divisions. A representative sample was selected from amongst the two sets of potential project beneficiaries to understand the challenges the urban refugees and host communities face to better tailor intentions that respond to the needs of these populations to build sustainable livelihoods and ultimately, to support the health and wellbeing of their families. For refugees, snowball sampling was used in collaboration with CRS LIFT team to provide honest, accurate contacts who were requested to participate in the study but also provided more contacts for other participants especially refugees and vulnerable host community members leaders in the targeted divisions.

Parishes visited were those with high concentration of refugees and host communities as illustrated in the table below:

**Table 1: Parishes where study took place in Makindye and Kampala Central Divisions**

Kampala Central		Makindye	
1	Mengo	1	Kabalagala
2	Kagugube	2	Kansanga-Muyenga
3	Bukesa	3	Katwe I
4	Kivulu Industrial Area	4	Katwe II
		5	Kisugu
		6	Luwafu
		7	Makindye I
		8	Makindye II
		9	Nsambya Central
		10	Salaama

Source: LIFT Refugees and Host Communities survey, 2024

## 2.3 Data collection processes and procedures

Under the supervision of Senior Consultants, data collection took place between 16<sup>th</sup> April to 3<sup>rd</sup> May 2024. Prior to data collection, enumerators were recruited by CRS through its internal system. The consultants’ roles were to train enumerators and supervise them during data collection exercise. A two-

day training was conducted by the consultants for enumerators on the tools, roles and responsibilities, relationship between enumerators and supervisors. A pre-test of tools was conducted in Stella stage village, Najjanankumbi, Rubaga Division. After pre-test, adjustments were made to the data collection tools reflecting findings from the pre-test session.

A detailed data collection plan, consistent with survey protocol, was prepared by the consultants and approved by LIFT team to guide field activities including mobilization of respondents. In all the parishes, the time made available to LIFT staff to mobilize Key Informant Interviews (KIIs) and Focus Group Discussions (FGDs) in selected wards was usually limited to a single day before the assessment team was scheduled to arrive, which provided adequate time for mobilization which minimized non-response rate.

All qualitative interviews (observations, FGDs and KIIs) were audio recorded after obtaining informed consent from participants. Consent forms were integrated into the questionnaire and read to respondents at point of interviews; and only those who consented were interviewed.

## 2.4 Sampling and Sample sizes

The two-stage sampling design was used which involved random selection of assessment areas among the divisions of Makindye and Kampala Central. The second stage included sampling respondents from parishes and wards (with focus on refugees and host community members), institutions and enterprises. Project geographic zone was a key consideration as it highlighted the socio-economic, politic, and environmental aspects; to provide criteria for project location targeting. All eligible parishes participated in the assessment these geographic zones.

Participants for qualitative data collection through FGDs, observation and key informant interviews were purposively selected using respondent-driven/snowball sampling from the two divisions. Snowball sampling was done in collaboration with CRS technical personnel to provide honest, accurate contacts who participated in the study but also provided more contacts for other participants especially refugees and vulnerable host community members leaders in the targeted divisions.

## 2.5 Household Selection Criteria

CRS targets 480 individuals (96 households/families) among the refugees (60%) and host community members (40%) of Kampala Central and Makindye areas – the two areas hosting the highest number of refugees in Kampala. In consultation with local leaders, RLOs, potential participants (women, youth, the elderly), from both refugee and host communities, LIFT established the following participant selection criteria:

- ☐ Shelter needs: LIFT selected individuals should have been living in partially or totally damaged shelters and/or living in crowded conditions.
- ☐ Interest in and potential for employment and small business development: LIFT selected households with individuals who had existing small businesses, recent experience running a small business, or had marketable skills and expressed an interest in participating in the training and want to expand/start a small business.
- ☐ Socio-economic status: selection criteria considered average household income, assets, livelihoods, employment status, and access to critical services (with a focus on WASH services).

There were 41 parishes in Kampala Central and Makindye. Considering time and cost, in consultation with RLOs, local leaders and CRS LIFT team, eligible parishes were reduced to 24 (9 in Central and 15 in Makindye

divisions). The rationale considered high concentration areas for refugees and by extension host population, cooperation and support from local authorities and the elimination of high-end places like Kololo and Nakasero as well as military establishment (Nsambya Police and Makindye Military barracks). The final 24 parishes constituted the sampling frame from which the sample size was drawn.

The parishes were sampled using the lottery random sampling method. Parishes were grouped by division with names written in separate pieces of paper, with the number of papers equal to the number of parishes. These pieces of paper were folded and shuffled into a box. Samples were then randomly drawn from the box (without replacement) by choosing folded paper bearing the names of parishes. The paper drawn was opened to reveal name of sampled parish. A paper was picked in sequential order to reveal sampled parishes. The same process was repeated until all the parishes in division were completed and a similar process was reported for another division. Consequently, fourteen (14) parishes were randomly sampled.

After all the parishes were selected, households were then selected. Using the 2014 National Population and Housing Census data and Statistical Abstract Report for Kampala City (2019), the number of households in each division and parish with specific reference to Makindye and Kampala Central were extracted. The Probability Proportional to size (PPS) approach was used to determine the sample sizes for households in each parish in the two divisions. The other criterion considered was the presence of refugees in such an area, cooperation and support for the assessment from both political and technical staff. High end places including Kololo, Nakasero and Muyenga although fell within the study area were excluded as they hosted few or no refugees and thus viewed as inappropriate to conduct the assessment there.

To ensure randomization throughout the household selection process, not just any household was selected. A central point in the cell/village was identified to randomly select a direction from the central point and count the number of households between the central point and the edge of the village in direction to get the starting point (household) of the survey.

- ☐ From the total number of houses counted, one number was randomly selected. A number as high as the total number of houses in the direction was chosen. This random number determined how many houses must be passed before the starting house.
- ☐ The enumerators had to go back to the initial starting point again and start walking in the same direction as he/she did before, counting off the houses, until s/he reached the house s/he randomly selected. This selected house was the starting house and the enumerator was required to interview the caregiver then go to the next nearest house in the selected direction.
- ☐ If at the end of the cluster area, or at a natural boundary (river, large fields, etc.), interviewers would turn; if possible, turn to the right and proceed. This also involved tossing a pen or pencil to determine a new direction, if necessary. The major concern was to avoid any bias by not making house selection randomly.
- ☐ All households within the cluster were considered and selected. No household was skipped unless the occupants did not consent to participate in the assessment.

## 2.6 Focus Group Discussions (FGDs)

The study covered 25 FGDs (7 male, 9 female and 9 mixed gender), while there were 13 for refugees and 12 for host populations. Of the FGD participants, 154 were host (female 101, male 53) and 182 refugees (female 86, male 96) members. In total, there were 91 participants in Central division and 245 in Makindye. This breakdown is illustrated below:

**Table 2: FGDs by division, status and gender**

Division	Gender			Status		Participants (Total)
	Male	Female	Mixed	Refugees	Host	
Central	-	2	4	2	4	91
Makindye	7	7	5	11	8	245
<b>Total</b>	<b>7</b>	<b>9</b>	<b>9</b>	<b>13</b>	<b>12</b>	<b>336</b>

Source: LIFT Refugees and Host Communities survey, 2024

## 2.7 Observations and site visits

Direct observations of the respondents (especially on shelters and their socio-economic conditions) were made to obtain additional information that could not be captured by other methods. Observations allowed investigation and documentation of what people do—their everyday behaviour—and to try to understand why they do it, rather than focus on their own perceptions or recollections. Observations were used to document, explore, and understand, as things occurred including activities, actions, relationships, culture, or taken-for-granted ways of doing things. The observation approach was supported with photography to capture significant features, systems and events considered crucial in this assessment.

## 2.8 Key Informant Interviews (KIIs)

Overall, there were twenty-three (23) KIIs conducted during the assessment with 14 in Makindye, 4 in Central, 1 in Rubaga, 2 in Nakawa and 2 through Microsoft Team (virtual) as illustrated below:

**Table 3: Key Informants reached and interviewed**

No	Category	Gender	Designation	Division
1	Young African Refugees for Integral Development- YARID	Male	The Executive Director	Makindye
2		Female	Women's Empowerment & Livelihoods Manager	Makindye
3		Male	Programme Coordinator	Makindye
4	Bondeko Refugee Livelihoods Centre- Bondeko	Male	Programme Officer/CEO	Makindye
5		Female	MEAL Officer	Makindye
6		Male	Project Coordinator	Makindye
7	People for Peace and Defence of Rights- PPDR	Female	MEAL Officer	Makindye
8		Male	Project Officer	Makindye
9		Male	Programme Manager/CEO	Makindye
10	Makindye division	Male	Town Clerk	Makindye
11		Female	CDO	Makindye
12		Female	Labour Officer	Makindye
13	Central division	Female	Gender & Youth Empowerment Officer	Central
14		Male	CDO	Central
15		Male	Deputy Town Clerk	Central
16	TVET institutions	Male	Principal	Nakawa
17		Male	Trainer	Nakawa
18	OPM	Male	Livelihoods Officer	Central

No	Category	Gender	Designation	Division
19	Financial institutions	Male	Direct Sales Officer	Rubaga
20		Male	Credit/Loan Officer	Makindye
21	Partners	Male	Livelihoods Officer, IRC	Virtual
22	CRS	Male	Livelihoods Officer	Virtual
23	Local Council	Male	LC 1, Mubaraka Zone, Makindye	Makindye

Source: LIFT Refugees and Host Communities survey, 2024

## 2.9 Quality Assurance

Data collection was conducted concurrently in the divisions based on appointments. For each day, data collection was supervised by two senior consultants who ensured that at the end of each day, the enumerators met to review the day's work and make necessary consultations or corrections. Data collected was properly stored, edited, coded and properly processed and professionally analysed to the acceptable standards including quality report production.

In consultation with the Assessment Team Leader, the supervisors ensured daily briefing sessions were conducted with the team to ensure lessons were clearly documented during actual data collection and lessons learnt compiled, discussed and documented for positive (successes) or negative (failures). Code of conduct and other ethical behaviour were monitored throughout the process with respect for one another given the sensitivity of the assignment (i.e., involved women, children and PwDs).

In summary, to obtain consistent information, the enumerators were trained on correct processes and protocol for data collection, skills, and techniques for conducting qualitative interviews, which included:

- a) To obtain consistent information, the enumerators were trained on approved processes and protocol for data collection, skills, and techniques for conducting qualitative interviews. To ensure quality and accountability, all interview guides were pre-tested, refined, and translated from English to applicable language for either refugee and host communities and interviewers worked in pairs.
- b) Participatory approaches were used during the FGDs, and applicable languages were used. Participants were given ample time to think through a given topic prior to responding to the questions- no coercing or undue influence exerted on respondents to answer a question.
- c) All sessions were audio recorded and later transcribed into English.

## 2.10 Data Processing and Analysis

The qualitative data (KIIs, FGDs and Documents Reviews) were transcribed and analysed adopting thematic analysis using Excel matrices to organize, transcribe, clean and label data. Range of responses were categorized to identify recurrent themes which enabled the team to draw out patterns from concepts and insights. This process allowed the consultants to identify patterns, emerging themes to fit better affording the researcher time to let collected data speak for themselves (data), rather than predetermining a framework and forcing data into it. Summaries were generated that contained key points that emerged from various sessions and integrated into the report. Specific themes that emerged from data analysis included:

- a) Geographic zones where refugees and host communities were concentrated in and why;
- b) Livelihoods capacities of urban refugees and host communities;
- c) Challenges and opportunities faced by urban refugees and vulnerable host communities;
- d) Skills matching between refugees and the labour market;
- e) Intervention sectors with highest economic impact for refugees and host communities;
- f) Other emerging issues and findings.

## 2.11 Ethical Considerations

Ethical conduct is the cornerstone of any study and requires practitioners to abide by certain standard practices. We integrated clear ethical standards throughout the assignment process, beginning from the choice of tools, enumerator training, and informed consent to respect for rights of respondents. Child and adult safeguard and protection were observed and adhered to. The following Ethical standards and considerations guided this assignment:

- ☒ Training for enumerators was conducted to explain the main objectives of the assessment, demonstrate use of approved tools and instruments, transfer knowledge and learning on use of appropriate methodology.
- ☒ Pre-testing of the tools was done to ensure enumerators understood the tools and clarify aspects of the assessment that were unclear.
- ☒ Consent forms were read word for word to the sampled group or individual participants to ensure a common understanding of the study objectives, requirements, risks and benefits. Only individuals who consented were included in the study. Those who did not consent were thanked by the interviewer and let go.
- ☒ All the consent forms used in this assessment were translated into various languages of preference by the interviewee at point of interview, for those who didn't understand English.
- ☒ Despite the demand for monetary appreciation from community leaders and some government officials, proactive efforts by the project team to provide and explain the purpose of the study helped but such challenges persisted.
- ☒ The principle of respect for one another was observed for enumerators and encouraged to maintain discipline.

## 2.12 Limitations of the study

The assessment experienced two key limitations: 1) extended data collection from nine (9) to fifteen (15) days due to unforeseen respondents' challenges especially from an urban perspective; 2) participant mobilisation issues especially occasioned by demands for monetary appreciation from community leaders and some GoU officials. Through explanation of significance of the study and the fact that participation was voluntary, some participants willingly consented to participate while others declined. Those who declined were thanked and let go. For those who declined, new households from within the area would be sampled using the procedure and process outlined in section 1.6.5 above.

This section presents key study findings. It explores the participants’ demographic characteristics, common key themes that emerged from the study which include project geographic zone highlighting project location targeting, livelihoods capacities for participants, challenges and opportunities faced by urban refugees and vulnerable host populations, skill matching between refugees and the labour market, sectors that exhibit the highest potential for sustainable growth and project partners that LIFT project can work with in implementing the project.

## 3.1 Demographic characteristics

### 3.1.1 Refugees and host communities in the divisions of Kampala

A total of 96 households (HHs) were randomly selected across the two divisions of Kampala Central and Makindye, of which 24.0% were male and 76.0% female. The majority (60.4%) were refugees with 39.6% from host communities. The age categorisation indicates that nearly a third (27.1%) were between 20-29 years, 39.6% were 30-39 years, 24.0% between 40-49 years and 9.4% above 50 years of age. Therefore, two-thirds (66.7%) of households were between 20-39 years implying households constitute the most active age categories who are critical in programming.

Distribution by religion indicates that 32.3% of the respondents were Catholic, 29.2% Pentecostals, 19.8% Anglican, 13.5% Muslim and 5.2% belonged to other religions. The majority (81.3%) of participants are Christians of different denominations. Disaggregation by marital status indicates that majority (54.2%) were married followed by singles (30.2%) while 7.3% were either divorced or separated, 6.3% were widows or widowers and 1.0% cohabiting. About 1.0% preferred not to mention their marital status. Of those who were married or cohabiting, majority (83.0%) have been living together for more than 5 years while 7.5% for between 3-5 years, 5.7% for between 1-3 years and 3.8% have lived together for less than one year.

**Table 4: Demographic characteristics of respondents**

Demographic characteristics of respondents	Frequency	Percentage (%)
<b>Status (n = 96)</b>		
Refugee	58	60.4
Host	38	39.6
<b>Sex (n = 96)</b>		
Male	23	24.0
Female	73	76.0
<b>Age (n = 96)</b>		
20-29 years	26	27.1
30-39 years	38	39.6
40-49 years	23	24.0
50+ years	9	9.4
<b>Religion (n = 96)</b>		
Anglican	19	19.8
Catholic	31	32.3
Muslim	13	13.5
Pentecostals	28	29.2



Demographic characteristics of respondents	Frequency	Percentage (%)
Others	5	5.2
<b>Marital Status (n = 96)</b>		
Married	52	54.2
Co-habiting	1	1.0
Divorced/Separated	7	7.3
Widow/Widower	6	6.3
Single	29	30.2
Prefer not to say	1	1.0
<b>Highest level of formal education attained (n = 96)</b>		
No formal schooling	7	7.3
Primary education incomplete	18	18.8
Primary education complete	7	7.3
Secondary school incomplete	31	32.3
Secondary education complete	15	15.6
Tertiary/Vocational education	8	8.3
University	10	10.4
<b>If married/or co-habiting, for how many years, have you been living together? (n = 53)</b>		
Less than a year	2	3.8%
Between a year and 3 years	3	5.7%
Between 3 and 5 years	4	7.5%
More than 5 years	44	83.0%
<b>Place of origin before migrating (n = 96)</b>		
South Sudan	3	3.1
Eretria	2	2.1
Burundi	1	1.0
Democratic Republic of Congo	51	53.1
Uganda	38	39.6
Others	1	1.0

Source: LIFT Refugees and Host Communities survey, 2024

As regards country/place of origin, 53.1% of the respondents were from the Democratic Republic of Congo (DRC), 39.6% from Uganda, 3.1% from South Sudan, 2.1% from Eritrea, 1.0% from Burundi and 1.0% from other countries/places. More refugees from DRC and South Sudan and such differences should be considered in programming. For example, among Sudanese and Somalis, women and men are not allowed to mix together as part of cultural practices. More than three-quarters (76%) of respondents were female while 24% were male. Within the residences, 70.7% were female refugees and 29.3% male; and 84.2% were female host communities against 15.8% for male. Similarly, disaggregation by division indicate that 87.7% of female were from Makindye against 12.3% in central; compared to 69.6% of male in Makindye versus 30.4% in Central.

Table 5 shows that 36.8% (refugees 23.5%, hosts 48.7%) of the respondents do not have any skill set or training since leaving formal education. The highest ratio is recorded among host population. More host community members than refugees have not attended any training since leaving. About 20.0% (refugees 22.1%, hosts 10.3%) have a skill set in tailoring, 17.9% (refugees 19.1%, hosts 10.3%) cookery, 9.5% (refugees 11.8%, hosts 2.6%) in hairdressing, 6.3% (refugees 4.4%, hosts 7.7%) in teaching, 5.3%

(refugees 2.9%, hosts 7.7%) in business and marketing skills or accounting skills, 3.2% (refugees 2.9%, hosts 2.6%) in motor mechanic or modelling while 1.1% have a skill set in carpentry, book keeping or painting.

**Table 5: Skills/trainings respondents had since leaving formal education**

Skills/training, had since leaving formal education	Responses	Overall	Refugee	Host
Not any	35	36.8%	23.5%	48.7%
Carpentry	1	1.1%	0.0%	2.6%
Tailoring	19	20.0%	22.1%	10.3%
Bookkeeping	1	1.1%	1.5%	0.0%
Accounts	5	5.3%	5.9%	2.6%
Painting	1	1.1%	1.5%	0.0%
Modelling	3	3.2%	2.9%	2.6%
Cookery	17	17.9%	19.1%	10.3%
Motor mechanic	3	3.2%	2.9%	2.6%
Teaching	6	6.3%	4.4%	7.7%
Hair Dressing	9	9.5%	11.8%	2.6%
Business & Marketing	5	5.3%	2.9%	7.7%
Other (specify)	2	2.1%	1.5%	2.6%

Source: LIFT Refugees and Host Communities survey, 2024

For youth between 20-29 years, 33% of refugees and 36% host communities have not trained in anything since leaving formal education. About 20% of refugees and 18% of hosts trained in tailoring, while 13% of refugees and 18% for hosts trained in cookery. In addition, 20% and 18% of refugees and host members respectively trained in hair dressing. Both refugees and host members were 7% respectively who trained in accounts and teaching.

The assessment noted that 2.1% (refugees 1.5%, hosts 2.6%) had trainings in other areas including Information Communications and Technology (ICT), videography, Entertainment (drama), Music, and photography. A detailed understanding of these emerging areas should be conducted focusing on market size, opportunities therein and requirements to succeed in such an industry.

To address this challenge, may require a deliberate skilling programme that targets participants with no formal education, primary or lower secondary education. Both participants who are refugees and host communities be trained in various TVET disciplines of carpentry and joinery, bakery, salon business, agriculture among others to earn a living independently. This approach will increase access to quality skills development through vocational training and provision of entrepreneurial skills hence contributes to the development of sustainable livelihoods through creation of income generating activities for both refugee and host communities.

### 3.1.2 Demographic Characteristics of household Head

Parenthood is a significant determinant a livelihood programs intersect through, for example, where livelihood programs can empower parents by helping them acquire skills or start income-generating activities. This, in turn, benefits their families. The headship of a household is an important demographic variable. The household head is the person considered by members of the household as responsible for the day-to-day running of the household and for making the main decisions within that household and is not necessarily the main income earner of the household. The head of a household is the person in the household recognized as such by other household members whose responsibility is the smooth running and maintenance of the household as one unit. The household head is responsible for the management and upkeep of the 'house' and the household members. All relationships are defined with reference to the usual or 'de jure' head or the temporary or 'de facto' head.

As illustrated in table 6, of those interviewed, 54.2% were household heads while 39.6% were spouse to household head, 1.0% biological children (daughter or son) while 5.2% were other relatives living in the same household. Similarly, 56.3% of household heads were male and female 43.8%. The proportion of female headed households is high illustrating the level of vulnerability of these households. The survey also shows more male household heads among refugees (56.9%) and host (55.3%) than female (43.1%) and 44.7%, respectively. Generally, there were male household heads compared to female implying the dominant role of male in household decision making which calls for considering in programme design and implementation. Research on household food security reveals varied perspectives, with some studies emphasizing the significant influence of male heads of household (HH), while others suggest that female heads of household play a crucial role by allocating a substantial portion of their income towards ensuring food security. A study<sup>11</sup> found that among the refugee population, nearly two-thirds (67.2%) of households are led by females. Conversely, among host communities, an average of one in every two households (58.7%) is headed by males.

As regards the age distribution of household heads, 14.6% were aged 20-29 years, 41.7% aged 30-39 years, 28.1% aged 40-49 years and 15.6% aged 50 years and above which is a significantly high proportion of the elderly categorised under the vulnerable groups that the project may have to consider including in the targeting or inclusion criteria if the project is to consider targeting the most vulnerable households. More than half of the respondents (57.3%) reported to have been living in their current place of residence for more than 5 years, while 31.3% for between 2-5 years and 11.5% for less than one year. This finding is consistent with UNHS 2020 which shows that in Uganda the highest percentage of household heads were in the age groups 25 – 34 years and 35 – 44 years (24% each). Thirteen percent of household heads were in the age group 65 years and above with a higher percentage of female headed households (19%) compared to male headed households (10%).

**Table 6: Demographic Characteristics of the household head**

Demographic characteristics	Frequency	Percentage (%)	Refugees (%)	Host (%)
<b>Sex of the respondents (n = 96)</b>				
Male	23	24.0	29.3	15.8
Female	73	76.0	70.7	84.2
<b>Gender of household Heads</b>				

<sup>11</sup> United Nations Children's Fund (UNICEF), Ministry of Health (MoH), Uganda Bureau of Statistics (UBOS), Office of the Prime Minister (OPM), Ministry of Agriculture, Animal Industries and Fisheries (MAAIF), United Nations High Commission for Refugees (UNHCR) and World Food Programme (WFP) © 2023. Food Security and Nutrition Assessment in Refugee Settlements, Hosting districts, and Kampala, 2023.

Demographic characteristics	Frequency	Percentage (%)	Refugees (%)	Host (%)
Male	54	56.3	56.9	55.3
Female	42	43.8	43.1	44.7
<b>Age of the household head (n = 96)</b>				
20-29 years	14	14.6	19.0	15.8
30-39 years	40	41.7	29.3	57.9
40-49 years	27	28.1	36.2	15.8
50+ years	15	15.6	15.5	10.5
<b>How long have you been living at this current place of residence? (n = 96)</b>				
One year	11	11.5	8.6	15.8
2-5 years	30	31.3	27.6	36.8
More than 5 years	55	57.3	63.8	47.4
<b>How many biological children do you have? (n = 96)</b>				
None	15	15.6	22.4	5.3
1 to 3 children	45	46.9	41.4	55.3
4 to 6 children	29	30.2	27.6	34.2
6+ children	7	7.3	8.6	5.3
<b>What is the highest level of formal education you attained? (n = 96)</b>				
No formal schooling	7	7.3	8.6	5.3
Primary education incomplete	18	18.8	19.0	18.4
Primary education complete	7	7.3	1.7	15.8
Secondary school incomplete	31	32.3	27.6	39.5
Secondary education complete	15	15.6	20.7	7.9
Tertiary/Vocational education	8	8.3	8.6	7.9
University	10	10.4	13.8	5.3
<b>Respondents' relation to the head of the household in which s/he presently live in (n = 96)</b>				
Head of household	52	54.2	55.2	39.5
Spouse	38	39.6	36.2	47.4
Daughter/Son	1	1.0	0.0	2.6
Other relative	5	5.2	5.2	7.9

Source: LIFT Refugees and Host Communities survey, 2024

The findings on household heads are consistent with the study by Awoke et al. (2022) on determinants of food security status of household in Ethiopia which showed Age and sex of household head had a positive relationship with the food security status of household. The older the household head, the higher the probability that the household would be food secure. Similarly, the male headed household had a positive impact on household food security because the male-headed household had better food security than a female-headed household. For optimal impact of project benefits, the project should engage older household heads in household food security interventions as well as male household heads.

Of the households interviewed, 15.6% had no biological children living with them. Nearly half (46.9%) had 1-3 biological children, 30.2% had 4-6 and 7.3% has six or more biological children. These findings reveal that majority (84.4%) of households have biological children, and this therefore means the need to have a source of income for purposes of fending for their families; especially the children. This is consistent with the fact that slightly over half (52.1%) have at least 1-3 dependants, 17.7% have 4-5 dependants and 11.5% more than 5 dependants. In addition, the assessment showed that 26.0% of household heads reported that their children are not attending school. This therefore adds to the need for the household heads to have a stable source of income for them to be able to take their children to school and ably pay school fees appropriately.

Regarding education level of the household head, 7.3% have no formal education. However, 18.8% attended primary education but never completed, 7.3% completed primary education only, 32.3% attended secondary education but never completed while 15.6% completed secondary level education, 8.3% completed tertiary education while 10.4% of them completed university. The findings reveal a significant proportion (33.3%) of those with primary or no education at all who may need special attention if to be trained on any livelihood skills. A key informant remarked “the profile of refugees varies considerably. For example, there are refugees who are faring well with the skills but also there are some refugees who are educated with degree level and beyond, then there are others who are also as uneducated or lowly educated as any other person in Uganda. There are those who have not gone to school, then others have basic education, that is an equivalent to primary or secondary school in Uganda.”

A study by (Mpendulo & Mang’unyi, 2018) established that educational level was found to positively relate to unemployment and had the highest effect on unemployment. The UBOS (2021) revealed that education is key determinant factor in exposing one to employment opportunities. The study showed that majority of those without education or had attained only some primary were engaged in subsistence agriculture while those who completed primary and other higher education levels were mostly in employment. Thus, the higher the education level, the higher the proportion in employment.

### 3.1.3 Employment Status of respondents/household Heads

The assessment sought to determine employment level for participants. Decent work and income are central to individual and societal well-being, contributing to improved living conditions and poverty reduction. ‘Decent work’ is defined by the International Labour Organization as ‘productive work for women and men in conditions of freedom, equity, security and human dignity’. Employment is a key driver of development, with a significant impact on individual and societal well-being. At the individual level, among other things, having a decent job (formal, informal and income generation activities) provides the means to make a living (as a source of income and consumption) and shapes identity. Collectively, at the community level, employment constitutes the main bridge between economic growth and poverty reduction, while contributing to social cohesion.

As illustrated in the table 7, finding shows that 20.8% of the household heads are self-employed entrepreneurs (with businesses that include kiosks, retail shops, boutiques, restaurants, barbershops and salons with a similar pattern among male (22.2%) and female (19.0%) as well as refugee (22.4%) and host community (18.4%). Household Heads were also engaged as sales/traders highlighted by 16.7% (male 14.8%, female 19%) and refugees 13.8% and host members at 21.1% of those involved in, 9.3% were private sector professionals, 6.3% who are involved in commercial agriculture/farmer (cash crop) and about 6.3% are retired workers. More household heads are self-employed in various sectors which could be an indicator of the type of fastest growing with potential to employ more participants.

Reflecting on the employment status of participants, a key informant highlighted that “generally employment opportunities in Uganda are low as it doesn’t only affect refugees but nationals too. Unfortunately, refugees face more challenges relating to work permit, language barrier, and limited access to decent employment in Uganda.”

**Table 7: Employment Status of the household head**

Main occupation of HH head	Gender (n=96)		Status (n=96)		Total
	Male	Female	Refugee	Host	
Private sector professional	9.3%	7.1%	6.9%	10.5%	8.3%
Private sector administrator/manager	5.6%	4.8%	5.2%	5.3%	5.2%
Private sector clerk	1.9%	2.4%	1.7%	2.6%	2.1%
Senior level public sector technocrat	1.9%	4.8%	3.4%	2.6%	3.1%
Middle level public sector technocrat	1.9%	0.0%	1.7%	0.0%	1.0%
Junior public sector officer	0.0%	2.4%	1.7%	0.0%	1.0%
Sales/trader	14.8%	19.0%	13.8%	21.1%	16.7%
Self-employed entrepreneur	22.2%	19.0%	22.4%	18.4%	20.8%
Commercial agriculture/farmer (cash crop)	7.4%	4.8%	1.7%	13.2%	6.3%
Subsistence agriculture/artisanal fishing	0.0%	2.4%	1.7%	0.0%	1.0%
Factory/production worker	3.7%	0.0%	3.4%	0.0%	2.1%
Bus/Taxi crew	7.4%	4.8%	6.9%	5.3%	6.3%
Paid casual worker	1.9%	7.1%	3.4%	5.3%	4.2%
Hawker/street vendor	0.0%	2.4%	1.7%	0.0%	1.0%
Unpaid employee	5.6%	7.1%	6.9%	5.3%	6.3%
Retired	5.6%	7.1%	10.3%	0.0%	6.3%
Other	11.1%	4.8%	6.9%	10.5%	8.3%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

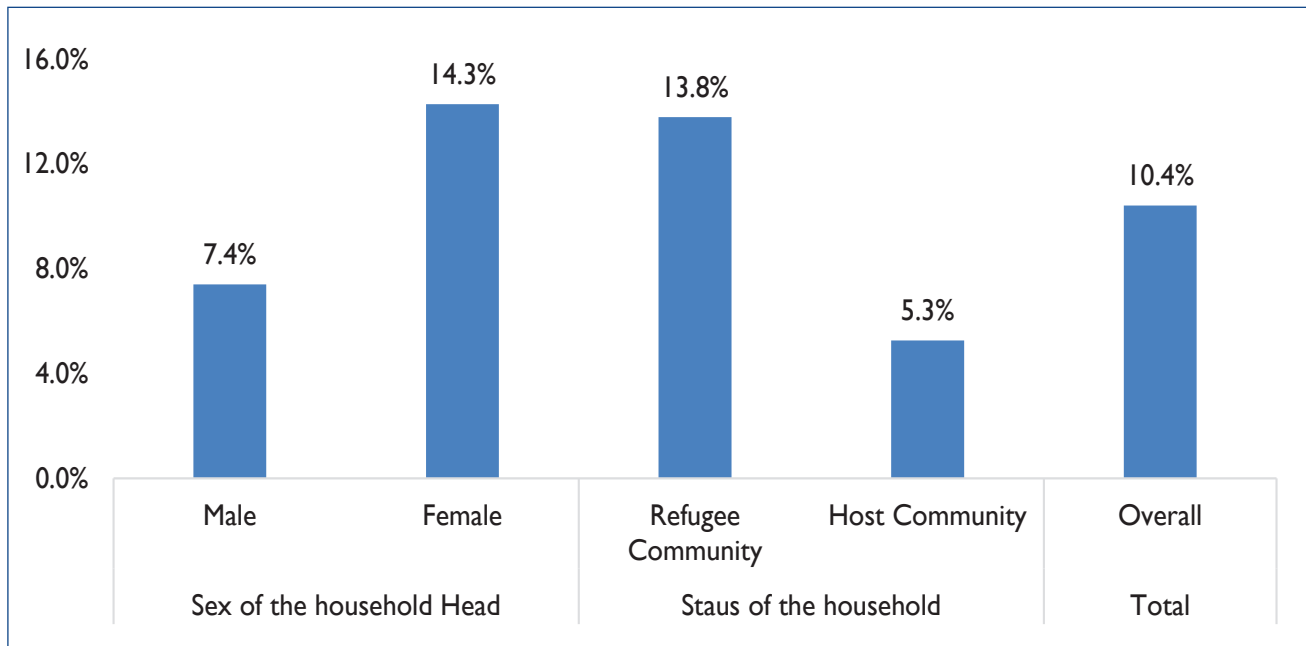
Source: LIFT Refugees and Host Communities survey, 2024

### 3.1.4 Disability status and ability to conduct daily activities

In any programme, “most vulnerable” households are critical which includes households headed by or supporting older persons, people with disabilities or people living with HIV/AIDS. Figure 1 shows that 10.4% of the respondents have a form of disability they live with. There are more female (14.3%) living with a form of disability as compared to males (7.4%). The proportion of people having a form of disability is higher among the refugee community (13.8%) compared to host (5.3%). This therefore points to the need for targeting more people with disabilities (PwDs) in the refugee communities compared to host given the vulnerability caused by a disability. Of those with a form of disability, 60.0% have a physical disability, 10.0% have visual impairment, and 10.0% have mental disability and 20.0% other forms of disability.

Thereafter, training institutes (like Mengo School of the Disabled) be identified, selected and curricula’s set before courses are delivered by public or private BTVET centres through courses certified by the Uganda Business and Technical Examinations Board (UBTEB). It is critical that such courses should be short-term in nature, but UBTEB certification will ensure that participants receive recognised qualifications that can be built on through further training in the future (anywhere in Uganda). All skills’ courses will be based on market needs, but skills that are suitable for most vulnerable people (including PwDs and young women with child-care responsibilities) should be prioritised. To the greatest extent possible, training should be adapted to ensure that it is accessible for most vulnerable households and PwDs or with child-care responsibilities (e.g. provided at the community level, rather than at remote BTVET centres, and training will ensure suitable flexibility in timing, child-care facilities).

**Figure 1: Individuals living with a disability**



Source: LIFT Refugees and Host Communities survey, 2024

The assessment determined the type of disability respondents reported during the interview. The majority of respondents had physical (limbs) disability 60% (refugees 67%, host 50%), 10% (refugees 17%, host 0%) had sight (eyes) disability, 10% (refugees 0%, host 25%) had mental disability and other forms of disability, 20% (refugees 17%, host 25%) as illustrated in table below:

**Table 8: Types of disability respondents**

Type of disability	Frequency	Percent	Refugee	Host
Physical (Limbs) disability	6	60.0	67%	50%
Sight (Eyes) disability	1	10.0	17%	0%
Mental disability	1	10.0	0%	25%
Others (Specify)	2	20.0	17%	25%
<b>Total</b>	<b>10</b>	<b>100.0</b>		

Source: LIFT Refugees and Host Communities survey, 2024

Table 9 shows that 80.0% of PwDs believe that their disability has been a barrier to their ability to access credit with 40% indicating to a great extent and 40% to a small extent. Some PwDs indicated that they were discriminated when they apply for credit and able-bodied applicants are served first. In addition, amounts they have applied for are usually reduced by credit institutions. Similarly, the same proportions are seen with PwDs having access to business skills. The assessment indicated that PwDs were not considered for business skills training and when they were, buildings where training occur are usually without ramps, and for hearing impaired participants, there are no provisions for sign language interpreters.

**Table 9: Extent to which disability had been a barrier**

Extent to which disability is a barrier	Access to Credit (%)	Business skills (%)	Starting a Business (%)	Making Friends (%)
A great Extent	40.0	40.0	30.0	20.0
A small extent	40.0	40.0	60.0	40.0
Never	20.0	20.0	10.0	40.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

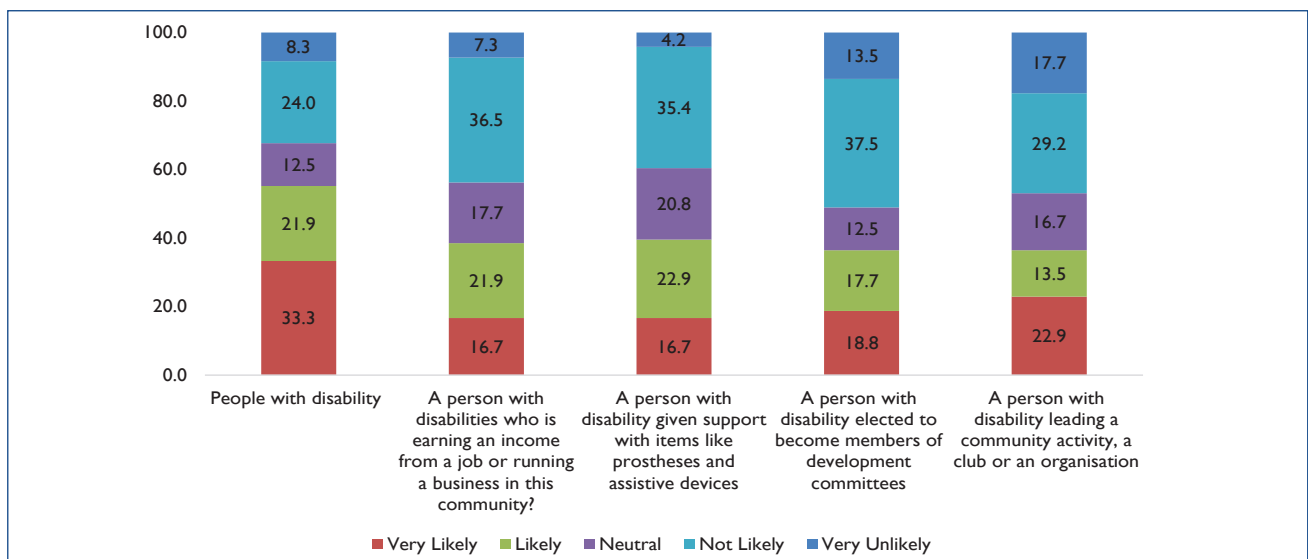
Source: LIFT Refugees and Host Communities survey, 2024

Regarding starting a business, 90.0% of the PwDs believe that their disability status is a barrier to their ability to start a business with 30.0% indicating to a great extent while 60.0% indicating to a small extent. Lastly, 60.0% of the PwDs believe their status as PwDs is a barrier to them being able to make friends with 20.0% stating to a great extent and 40.0% to a small extent. These findings ultimately suggest that majority of PwDs believe that their ability to access credit, attain business skills, be able to start a business and make friends is affected by their situation of being a PwD. This may require specific mindset change interventions but also interventions related to inclusion of PwDs in project activities as a core. Mindset change should involve working on self-esteem/confidence, identity, Hope/faith, and aspiration/vision.

The study findings in figure 2 show that 55.2% of the community members believe that there is a possibility of finding a PwD in the community. Similarly, slightly more than a third (38.5%) believe that there is a PwD who is earning an income from a job or running a business in their community. Similarly, 39.6% of community members believe that it is possible to find a PwD given support with items like prostheses and assistive devices.

Slightly more than a third (36.5%) of the community members believe that it is possible to find a PwD elected to become members of development committees while 36.5% believe that it is possible to find a PwD a community activity, a club or an organization. These findings demonstrate low levels of inclusion within the two divisions (Makindye and Kampala Central) implying the need to target the PwDs for interventions and amplify the voice for inclusion for PwDs in activities.

**Figure 2: Likelihood of one to find disability situations in this community**



Source: LIFT Refugees and Host Communities survey, 2024



### 3.1.5 Sources of information to refugees and host communities

The assessment sought to understand where or who is the most useful sources of information for participants on various critical topics which include: credit and loan services; employment opportunities, vocational skills training, issues of disability and gender. Usage of such medium is based on individual and household information needs and the assessment has not attempted to qualify or classify any medium as the most valuable or not but viewed them from the perspective of participants.

From table 10, the most common sources of information for Credit and Loan services are neighbours (51.0%), friend or family members (47.9%), community meetings (46.9%), Community or religious leaders (46.9%), radio (33.3%) and TV (25.0%). Regarding employment opportunities, the most used sources of information include; through a friend or family member (51.0%), community or religious leader (47.9%), neighbours (44.8%), community meetings (39.6%), radio (35.4%), and TV (25.0%). For vocational skills trainings, the most common sources include community meetings (57.3%), community or religious leaders (45.8%), neighbours (45.8%), friends and family (38.5%), TV (25.0%) and radio (22.9%). Meanwhile for PwDs, the most common sources of information include community or religious leader (58.3%), community meetings (54.2%), neighbours (43.8%), friend or family (32.3%), radio (30.2%) and TV (21.9%). Lastly, the most useful source of information for gender issues include; community or religious leaders (53.1%), neighbours (47.9%), community meeting (46.9%), friends or family (38.5%), radio (30.2%) and TV (22.9%). To design appropriate Information, Education and Communication materials as well as ensure comprehensive reach, an effective and useful source of information on particular topics be chosen and used.

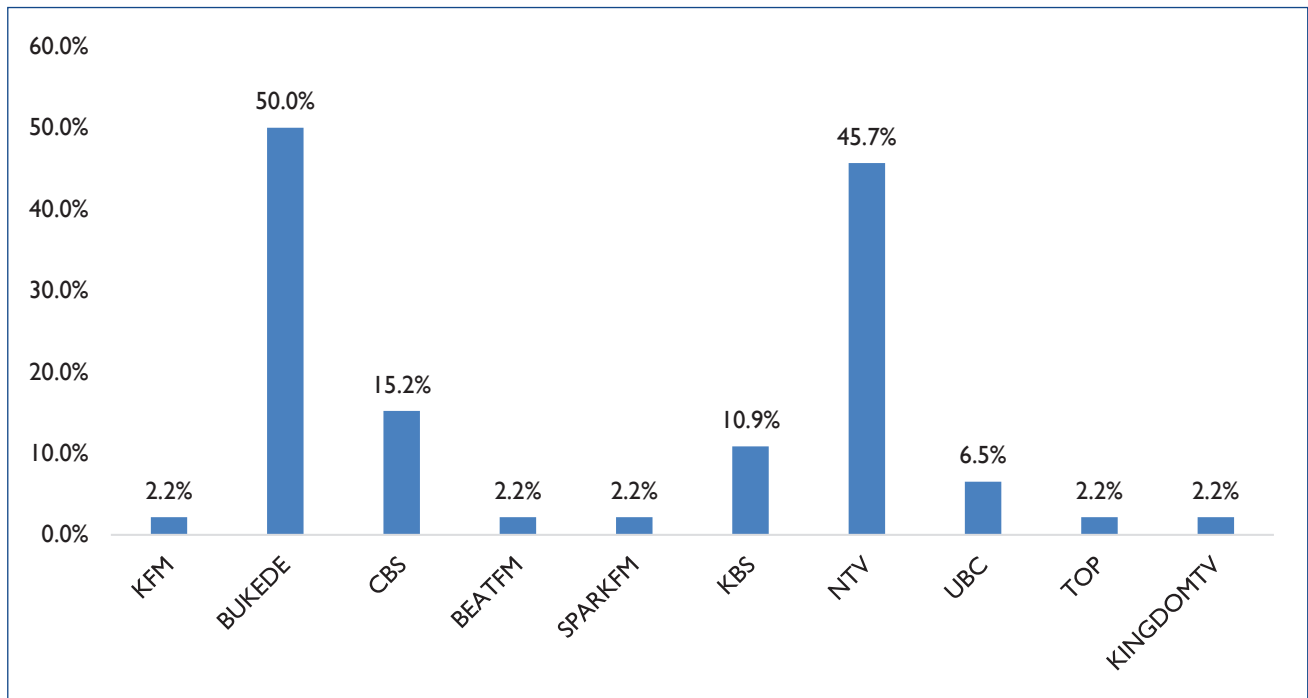
**Table 10: Most useful sources of information**

Where/who is the most useful sources of information various topics	Credit/Loans and Loan Services	Employment Opportunities	Vocational Skills Training	PwDs	Gender Issues
Radio	33.3%	35.4%	22.9%	30.2%	30.2%
Television	25.0%	25.0%	25.0%	21.9%	22.9%
Newspaper	2.1%	4.2%	4.2%	3.1%	1.0%
Accessed the internet	17.7%	22.9%	15.6%	12.5%	13.5%
SMS message from someone I know	8.3%	6.3%	6.3%	1.0%	3.1%
SMS from an organization	4.2%	3.1%	5.2%	4.2%	5.2%
Saw a notice board	1.0%	3.1%	5.2%	2.1%	2.1%
Friend or family member	47.9%	51.0%	38.5%	32.3%	38.5%
Community meeting	46.9%	39.6%	57.3%	54.2%	46.9%
Community or religious leader	46.9%	47.9%	45.8%	58.3%	53.1%
Humanitarian organization rep	3.1%	5.2%	12.5%	10.4%	15.6%
Government representative	5.2%	4.2%	3.1%	15.6%	12.5%
Neighbours	51.0%	44.8%	45.8%	43.8%	47.9%
Loud speaker announcements	6.3%	6.3%	10.4%	8.3%	6.3%
Others (Specify)	1.0%	1.0%	2.1%	2.1%	1.0%

Source: LIFT Refugees and Host Communities survey, 2024

Of those who access useful information through radio or TV, 50.0% reported to be listening in and receiving through Bukede FM while 45.7% through NTV. Other radio stations through which useful information is received included; CBS FM, KBS, KFM, BEAT FM and Spark FM. Apart from NTV, other televisions through which useful information is received included; UBC (6.5%), Top TV (2.2%) and Kingdom TV (2.2%). Of those who listen in to radio or watch TV, majority (65.2%) listen in the evening with no significant difference between male (67.9%) and female (61.1%).

**Figure 3: On what station/channel/program did you hear the information?**



Source: LIFT Refugees and Host Communities survey, 2024

However, more refugees (73.1%) as compared to host members (55.0%) listen in the evening. Overall, 28.3% of the respondents listen to radio or watch TV in the morning while 6.5% do so in the afternoon with no statistical difference between the male and female neither refugees or hosts. Majority (87.2%) of those that listen or watch TV do so from their homes with a small proportion (6.4%) that do so from a friend or neighbour while 6.4% listen in or watch from their working space or shop.

### 3.1.6 Household Size

Household size determines the ability of a household head to take care of their family. The bigger the household size, the more difficult it is to provide for all household members by the household head. Household size creates high dependency challenge within households in terms of feeding, clothing, education uptake, medical care and spaces for accommodation. Table 11 shows that about 10.4% of households have sizes of 1-2 people while about (49.0%) have 3-5 individuals and 40.6% have six or more household members. This implies that majority (59.4%) of households or families have up to 5 people living together; which is slightly lower than the household size in Uganda of 6 people as per UDHS 2022 report.

**Table 11: Household Size**

Total number of persons in your household	Gender (n=96)		Status/Residence (n=96)		Total
	Male	Female	Refugee	Host	
1 to 2 people	13.0%	7.1%	8.6%	13.2%	10.4%
3 to 5 people	44.4%	54.8%	41.4%	60.5%	49.0%
6+ people	42.6%	38.1%	50.0%	26.3%	40.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: LIFT Refugees and Host Communities survey, 2024

An FSNA (2023)<sup>12</sup> study in Kampala and other refugee hosting districts found that the average household size among the refugee households was 6.0, while the host communities had an average household size of 5.5. The average household size for Kampala was 3.9. Average household size provides the link between the total population and the total number of households (Mulder, 2006). Variations in household size have direct implications for the housing market and the economy in general (Malmberg, 2012). When people live in small households, family members tend to be spread over different units. This has consequences for the share of private transfers that take place within or between households (Hammer & Prskawetz, 2022). Household size also shapes interfamily relationships and, thus, the process of socialization. The size of a household can shape power dynamics within households and their distribution along gender and intergenerational axes.

### 3.1.7 Household Literacy Levels

The study assessed household head literacy level in both refugees and host communities. The majority (32.29% had not completed secondary education with 43.75% and 16.67% for female and male respectively among the host community; while 33.33% and 12.50% for female and male respectively among the refugees. Household heads who had not completed primary level education were 18.75% with 12.5% and 50% for female and male respectively among hosts; while 16.67% and 25% for female and male respectively among refugees. Those who completed secondary education 15.63% distributed as 9.38% and 0% respectively among female and male in host population; with 19.05% and 25% respectively for female and male in refugee sector. About 10.42% had university education with 7.14% and 31.25% for female and male respectively among refugees. Host community had female (6.25%) and male 0%. Overall, about 73.96% of household heads had attained primary or secondary education with 8.33% with no formal education. Particular attention be paid to male refugees. These characteristics are significant in programme design.

**Table 12: Level of Education attained by household heads**

Level of Education attained	Total	Host (%)		Refugees (%)	
		Female	Male	Female	Male
No formal schooling	8.33	6.25	0.00	11.90	6.25
Primary education incomplete	18.75	12.50	50.00	16.67	25.00
Primary education complete	7.29	12.50	33.33	2.38	0.00
Secondary school incomplete	32.29	43.75	16.67	33.33	12.50
Secondary education complete	15.63	9.38	0.00	19.05	25.00

<sup>12</sup> United Nations Children's Fund (UNICEF), Ministry of Health (MoH), Uganda Bureau of Statistics (UBOS), Office of the Prime Minister (OPM), Ministry of Agriculture, Animal Industries and Fisheries (MAAIF), United Nations High Commission for Refugees (UNHCR) and World Food Programme (WFP) © 2023. Food Security and Nutrition Assessment in Refugee Settlements, Hosting districts, and Kampala, 2023.

Level of Education attained	Total	Host (%)		Refugees (%)	
		Female	Male	Female	Male
Tertiary/Vocational education	7.29	9.38	0.00	9.52	0.00
University	10.42	6.25	0.00	7.14	31.25

Source: LIFT Refugees and Host Communities survey, 2024

The assessment shows in table 13 that about 26.0% of the fathers to the respondents did not have any form of formal education with higher proportions among males (35.2%) compared to females (14.3%); and the same trend was observed among refugees (31.0%) as compared to host communities (18.4%). About 16.7% of the respondents reported that they had attended primary education but not completed while 6.3% had completed primary education only, 8.3% had attended secondary education but not completed while 9.4% of the respondents had completed secondary level of education.

Similarly, 6.3% had completed vocational education, 10.4% completed university and 16.7% did not know. These findings indicate low literacy levels among the fathers of the respondents. Lack of formal education reduces the affected persons' participation in the formal labour market and thus forces them into the informal or low-productive sectors. Education, or the lack of it, influences poverty dynamics through labour market outcomes and productivity gaps. A study by Erola, Jalonen, & Lehti (2016) on parental education, class and income over early life course and children's achievement found that mothers' education explains independently most in infancy, whereas that of fathers in early adulthood. This implies the household wellbeing and children success in future life is much determined by roles played by both father and mother at different life stages.

**Table 13: Highest Education Level of fathers**

Fathers Level of education attained by a respondent's father	Status/Residence (n=96)		Total
	Refugee	Host	
No schooling	31.0%	18.4%	26.0%
Primary education incomplete	12.1%	23.7%	16.7%
Primary education complete	1.7%	13.2%	6.3%
Secondary school incomplete	8.6%	7.9%	8.3%
Secondary education complete	13.8%	2.6%	9.4%
Vocational education	5.2%	7.9%	6.3%
University	10.3%	10.5%	10.4%
I do not know	17.2%	15.8%	16.7%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Source: LIFT Refugees and Host Communities survey, 2024

As regards the highest education level of the mothers to the respondents, Table 13 shows that about 40.6% have no formal education with higher proportions among male respondents (46.3%) against female (33.3%) with the same trends observed among refugees (51.7%) compared to host communities (23.7%). Overall, 14.6% of the respondent's mothers attended primary education and never completed, 8.3% had completed primary education, 7.3% had attended secondary education and not completed,

5.2% had attended vocation education and 2.1% university.

**Table 14: Highest Education Level of mothers**

Level of education attained by respondents' mother	Status/Residence (n=96)		Total
	Refugee	Host	
No schooling	51.7%	23.7%	40.6%
Primary education incomplete	8.6%	23.7%	14.6%
Primary education complete	3.4%	15.8%	8.3%
Secondary school incomplete	5.2%	10.5%	7.3%
Secondary education complete	10.3%	5.3%	8.3%
Vocational education	5.2%	5.3%	5.2%
University	1.7%	2.6%	2.1%
I do not know	13.8%	13.2%	13.5%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Source: LIFT Refugees and Host Communities survey, 2024

### 3.1.8 Household Incomes

The survey established average monthly earnings for the adult household members. Results show that 33.3% of the respondents earned below UGX. 200,000 (USD\$53), 42.7% earned UGX. 200,000 (USD\$53)-UGX.500,000 (USD\$132), 12.5% earned UGX. 501,000 (USD\$132)-700,000 (USD\$185), only 7.3% earned UGX. 701,000 (USD\$185)-1,000,000 (USD\$264), and 2.1% earned above UGX.1,000,000 (USD\$264). About 2.1% did not know how much they earn in a month. Majority of household heads earn between UGX.200,000(USD\$53)-500,000 (USD\$132) per month.

In terms of gender, about 38.9% are male respondents who earn less than UGX.200,000 (USD\$53) compared to female counterpart of 26.19% in a month, 35.2% male compared to female 52.4% earn between UGX.200,000(USD\$53)-500,000(USD\$132). Similarly, about 18.5% of male respondents earn UGX.501,000(USD\$132)-700,000 (USD\$185) compared to female counterparts with 4.8%; and 5.6% of male earn UGX. 701,000(USD\$185)-1,000,000(USD\$264) against female respondents of 9.5%. No male respondents earn above UGX.1,000,000 (USD\$264) compared to 4.8% of female. About 1.9% of male respondents do not know what they earn on a monthly basis compared to 2.4% female participants. Therefore, majority of female earn UGX.200,000(USD\$53)-500,000(USD\$132).

Similarly, in terms of status, more refugees (43.1%) compared to host (42.1%) earn UGX.200,000-500,000 followed by more refugees (32.8%) who earn less than UGX.200,000 compared to host (34.2%). About 3.5% of refugees compared to host (0%) do not know what they earn in a monthly basis. Across all income levels, the male headed households earn slightly more than the female headed household while the host community households earn slightly more than the refugee community households. In summary, the majority of households i.e. 76% (refugees 75.9%, hosts 76.3%), female 78.6% and male 74.1% earn an average income of up to UGX.500,000 with marginal difference between refugees and host populations. However, there is significant difference between female and male – a critical programming indicator that should be considered.

**Table 15: Average Household Income**

Average earnings per month of the household you live in	Gender (n=96)		Status/Residence (n=96)		Total
	Male	Female	Refugee	Host	
Below UGX 200,000	38.9%	26.2%	32.8%	34.2%	33.3%
200,000- 500,000	35.2%	52.4%	43.1%	42.1%	42.7%
501,000-700,000	18.5%	4.8%	12.1%	13.2%	12.5%
701,000-1,000,000	5.6%	9.5%	6.9%	7.9%	7.3%
Above 1,000,000	0.0%	4.8%	1.7%	2.6%	2.1%
I Don't Know	1.9%	2.4%	3.4%	0.0%	2.1%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: LIFT Refugees and Host Communities survey, 2024

### 3.1.9 Household Savings

Households should be able to save and access credit to build on their wellbeing and provide a platform to build their lives and build trust and responsibility, which is expected to impact their social and economic wellbeing in a positive way and increase their chances of being resilient in times of shock or stress. Households' ability to save acts as precautionary strategies to build up their resilience capacity to help prevent them from reducing consumption caused by shocks and from falling into poverty, minimise effects of shocks and disaster. Assessment findings in table 14 indicate that about 26.0% of households are not engaged in any form of savings. This means that majority (74.0%) of the households are engaged in some form of savings. Findings also show that 52.1% of households save less than UGX.100,000(USD\$26) with higher proportions among female (59.5%) compared to male (46.3%) respondents. Similarly, higher proportions among the refugee community (55.2%) as compared to the host community (47.4%) save less than UGX.100,000. A household host participant in Mubaraka in Makindye reported that “exactly, we do save. In fact, in my last business, I used my own savings to start that business.”

**Table 16: Household Savings per month**

Average HH savings per month on average (UGX)	Gender (n=96)		Status/Residence (n=96)		Total
	Male	Female	Refugee	Host	
None	25.9%	26.2%	22.4%	31.6%	26.0%
Less than UGX. 100,000	46.3%	59.5%	55.2%	47.4%	52.1%
UGX.100,001 – 200,000	14.8%	2.4%	12.1%	5.3%	9.4%
UGX. 200,001- 300,000	7.4%	9.5%	5.2%	13.2%	8.3%
UGX. 300,001- 400,000	3.7%	0.0%	1.7%	2.6%	2.1%
More than UGX. 400,000	1.9%	2.4%	3.4%	0.0%	2.1%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: LIFT Refugees and Host Communities survey, 2024

In addition, 9.4% of the households save between UGX.100,001(USD\$26) to 200,000(USD\$52), 8.3% save between UGX. 200,001(USD\$26) to 300,000(USD\$79), 2.1% save between UGX. 300,001 (USD\$79) to

400,000 and 2.1% save more than UGX. 400,000 (USD\$106) per month. The findings reveal an already existing saving culture which can be leveraged upon by LIFT to improve financial inclusion, build their capacity to afford essential basic needs.

On savings, a key informant remarked that “Job opportunities in Uganda is very limited for refugees and accessing it is very hard. Therefore, our approach is to help people to have access to self-reliance by creating activities that can generate income for their households through encouraging group savings, linking them with different financial and microfinance institutions that enables them to borrow and pay back for the financial needs.”

Notwithstanding the levels of income, the assessment established that households are able to save some funds as part of building their resilience capacity and provision of cushion in times of shocks, stress or unforeseen circumstances. LIFT can leverage of the ability of households to save to enhance their incomes through layered and market-based trainings.

### 3.1.10 Asset Acquisition

Acquisition and ownership of productive assets implies that project participants are able to own physical assets that enable them to establish sustainable enterprises and accumulate wealth for better household wellbeing. Household assets may be owned exclusively by one household member or jointly by two or more members. The ability of households to acquire assets provides a proxy measure to the wellness of the household. People with access to a sufficient range of assets have the “freedom” to act in the face of adverse situation (Sen 1981; Moser, 2006). Access to assets may help poor people escape the poverty trap and increase their asset stock to a viable minimum.

Assets acquired or accumulated were assessed from the perspective of both productive and non-productive assets. Productive assets are considered key elements of livelihood, which enable households to produce consumable or tradable goods and included land, livestock and durables. Other non-productive assets assessed included house, vehicle, and household amenities that reflect living standards and wealth of a household. The survey findings show that 84.4% of households own a mobile phone with slightly higher proportions among the refugee community (86.2%) compared to host (81.6%). About 81.3% have a bed with higher proportions among host community (84.2%) compared to refugee community (79.3%); while 69.8% have chairs, 67.7% have a television, 62.5% have a table.

**Table 17: Ownership of assets at household level**

Do you have any of the following items?	Status/Residence (n=96)		Total
	Refugee	Host	
<b>Productive Assets</b>			
Motorcycle	1.7%	5.3%	3.1%
Agricultural land	1.7%	7.9%	4.2%
Television	62.1%	76.3%	67.7%
Refrigerator	25.9%	21.1%	24.0%
Mobile phone	86.2%	81.6%	84.4%
Gas Stove/Electric cooker	6.9%	13.2%	9.4%
Radio cassette player	13.8%	36.8%	22.9%

Do you have any of the following items?	Status/Residence (n=96)		Total
	Refugee	Host	
<b>Non-productive Assets</b>			
Table	65.5%	57.9%	62.5%
Chairs	81.0%	52.6%	69.8%
Sofa sets	29.3%	31.6%	30.2%
Bed	79.3%	84.2%	81.3%
Cupboard	13.8%	28.9%	19.8%
Watch	19.0%	26.3%	21.9%
Other	1.7%	2.6%	1.0%

Source: LIFT Refugees and Host Communities survey, 2024

However, there are low levels of ownership of refrigerators, gas stove/electric cooker, motorcycle, agricultural land, radio cassette player, sofa sets, cupboard, watch and other assets across the refugee and host communities. For households to be able to acquire more assets, it is important that they are supported to secure employable skills or employment opportunities so that they are able to earn a regular income that can sustain their wellbeing but as well help them save and be able to acquire more assets.

### 3.1.11 Household Expenditure

As illustrated in table 18, 35.6% of households spend less than UGX.100,000 (USD\$26) on a monthly basis, 20.0% spend UGX.100,001 (USD\$26) to 200,000 (USD\$52), 10.4% spend UGX.200,001 (USD\$52) to 300,000 (USD\$79). About 4.5% households spend UGX.300,001 (USD\$79) to 400,000 (USD105), 2.6% spend between UGX.400,001 (USD\$105) to 500,000 (USD132) and 8.3% households spend more than UGX.500,000 (USD\$132) on a monthly basis. About 18.6% do not spend but are dependent on other household members for survival. This dependency is reflected in the study where households showed dependants aged 1-3 were 52.1%, those aged 4-5 were 17.7% and households with more than 5 dependants were 11.5%. The 2023 Food Security and Nutrition Assessment in Refugee Settlements, Refugee Host districts and Kampala showed that household size categories in Kampala for 1-4 persons was 67%, 5-6 persons was 19%, 7-9 persons was 9.9% and above 10 persons was 4.2%.

**Table 18: Average monthly expenditure in households**

Average Monthly Expenditure	Food	Rent	Transport	Communication	Education	Health	Average
None	15.6%	10.4%	21.9%	6.3%	27.1%	30.2%	18.6%
< UGX. 100,000	19.8%	5.2%	54.2%	91.7%	1.0%	41.7%	35.6%
UGX. 100,001 – 200,000	31.3%	35.4%	22.9%	2.1%	9.4%	18.8%	20.0%
UGX.200,001- 300,000	15.6%	27.1%	1.0%	0.0%	12.5%	6.3%	10.4%
UGX. 300,001- 400,000	9.4%	12.5%	0.0%	0.0%	4.2%	1.0%	4.5%
UGX. 400,001- 500,000	0.0%	7.3%	0.0%	0.0%	8.3%	0.0%	2.6%
Above UGX. 500,000	8.3%	2.1%	0.0%	0.0%	37.5%	2.1%	8.3%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Source: LIFT Refugees and Host Communities survey, 2024



In terms of disaggregation by refugee and host populations, the study showed that under food, 31.3% (refugees 31%, hosts 31.6%) and male 27.8% while female 35.7% spend between UGX.200,001 to 300,000 per month. There is negligible difference between refugees and host population, while females spend more on food than males. Fewer households, 8.3% (refugees 6.9%, hosts 10.5%), male 13% and female 2.4% spend more than UGX.500,000 on food.

About 35.4% (refugees 24.1%, hosts 52.6%), male 31.5% and female 40.5% spend between UGX.100,001 to 200,000 on rent per month with more hosts and female. Similarly, 27.1% (refugees 37.9%, hosts 10.5%), male 27.8% and female 26.2% spend between UGX.200,001 to 300,000 on rent with marginal differences between male and female. There is a significant difference between refugees and hosts with refugees spending more at this bracket than hosts.

The study showed that 27.1% (refugees 25.9%, hosts 28.9%), male 31.5% and female 21.4% spend nothing on education perhaps pointing to households with no biological school-going children or dependents. A significant proportion of participants, 37.5% (refugees 34.5%, hosts 42.1%), male 40.7% and female 33.3% spend more than UGX.500,000 on education. This high expenditure on education points towards the high cost of education as well as the value households place on educating their children. Similarly, 12.5% (refugees 8.6%, hosts 18.4%), male 13% and female 11.9% spend between UGX.200,000 to 300,000 per month on education.

**Table 19: Different expenditure categories per month by gender and residence/status**

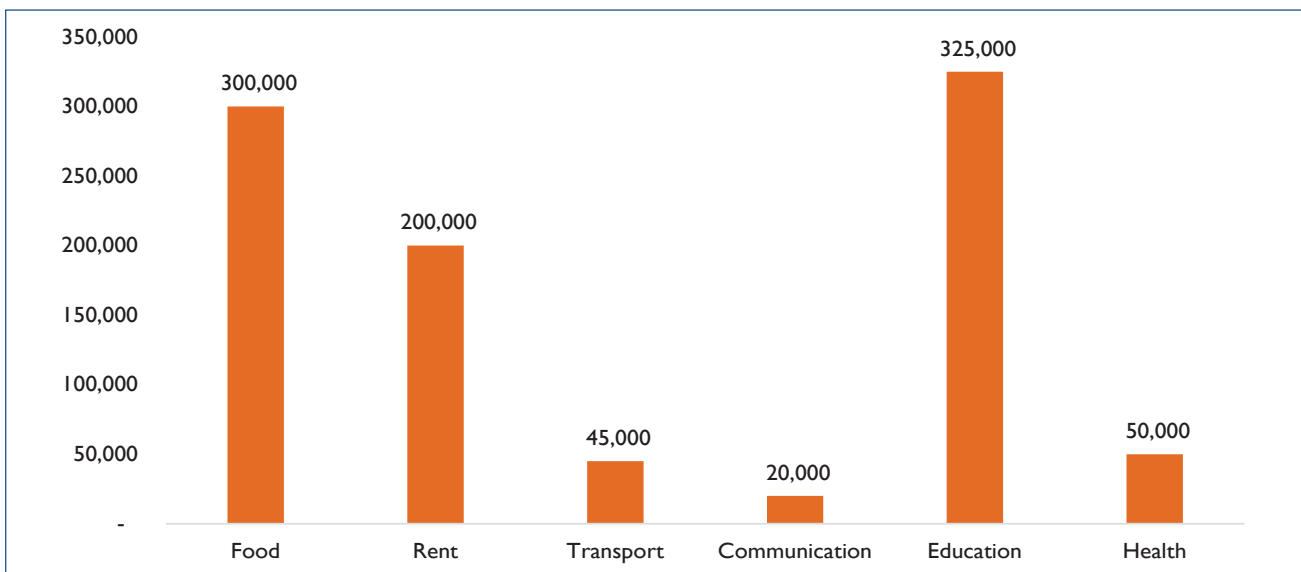
Expenditure/item category	Gender (%)		Status/Residence (%)		Total (%)
	Male	Female	Refugee	Host	
<b>Food</b>					
Less than UGX.100,000	20.4	9.5	13.8	18.4	15.6
UGX.100,001 – 200,000	16.7	23.8	24.1	13.2	19.8
UGX.200,001- 300,000	27.8	35.7	31.0	31.6	31.3
UGX.300,001- 400,000	13.0	19.0	17.2	13.2	15.6
UGX.400,001- 500,000	9.3	9.5	6.9	13.2	9.4
Above UGX.500,000	13.0	2.4	6.9	10.5	8.3
<b>Rent</b>					
None	7.4	14.3	5.2	18.4	10.4
Less than UGX.100,000	5.6	4.8	3.4	7.9	5.2
UGX.100,001 – 200,000	31.5	40.5	24.1	52.6	35.4
UGX.200,001- 300,000	27.8	26.2	37.9	10.5	27.1
UGX.300,001- 400,000	18.5	4.8	17.2	5.3	12.5
UGX.400,001- 500,000	7.4	7.1	10.3	2.6	7.3
Above UGX.500,000	1.9	2.4	1.7	2.6	2.1
<b>Transport</b>					
None	18.5	26.2	24.1	18.4	21.9
Less than UGX.100,000	59.3	47.6	50.0	60.5	54.2
UGX.100,001 – 200,000	22.2	23.8	25.9	18.4	22.9
UGX.200,001- 300,000	-	2.4	-	2.6	1.0
<b>Communication</b>					
None	5.6	7.1	6.9	5.3	6.3

Expenditure/item category	Gender (%)		Status/Residence (%)		Total (%)
	Male	Female	Refugee	Host	
UGX. less than 100,000	92.6	90.5	91.4	92.1	91.7
UGX.100,001 – 200,000	1.9	2.4	1.7	2.6	2.1
Education					
None	31.5	21.4	25.9	28.9	27.1
Less than UGX.100,000	-	2.4	1.7	-	1.0
UGX.100,001 – 200,000	7.4	11.9	13.8	2.6	9.4
UGX.200,001- 300,000	13.0	11.9	8.6	18.4	12.5
UGX.300,001- 400,000	-	9.5	5.2	2.6	4.2
UGX.400,001- 500,000	7.4	9.5	10.3	5.3	8.3
Above UGX.500,000	40.7	33.3	34.5	42.1	37.5
Health					
None	29.6	31.0	36.2	21.1	30.2
Less than UGX.100,000	46.3	35.7	39.7	44.7	41.7
UGX.100,001 – 200,000	16.7	21.4	15.5	23.7	18.8
UGX.200,001- 300,000	5.6	7.1	3.4	10.5	6.3
UGX.300,001- 400,000	-	2.4	1.7	-	1.0
Above UGX.500,000	1.9	2.4	3.4	-	2.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: LIFT Refugees and Host Communities survey, 2024

Figure 4 below shows that the highest average monthly expenditure is education with an average of UGX. 325,000 (USD\$93) per month followed by food at UGX.300,00 (USD\$79). Households spend an average of UGX. 200,000 (USD\$52) towards house rent. The least average expenditure was recorded in communication [(UGX.20,000 (USD\$5) per month, followed by transport [(UGX.45,000 (USD\$10)] per month and health [(UGX.50,000 (USD\$13) per month. Other areas of expenditure for households are utilities (water, electricity).

**Figure 4: Household Average Monthly Expenditure**



Source: LIFT Refugees and Host Communities survey, 2024

Of the households reached, 90.6% are renting their current dwelling with similar pattern among the male (92.6%) and female (88.1%) headed households. However, higher proportions of households renting were recorded among the refugee community (94.8%) as compared to the host community (84.2%). This means that majority of the households (90.6%) do not own their own houses as assets. This means that a lot more needs to be done for households to have a reliable source of income and as well be able to save so as to acquire such assets. An interesting observation is that no refugees own their dwelling places.

**Table 20: Tenure status of respondents' current dwelling places**

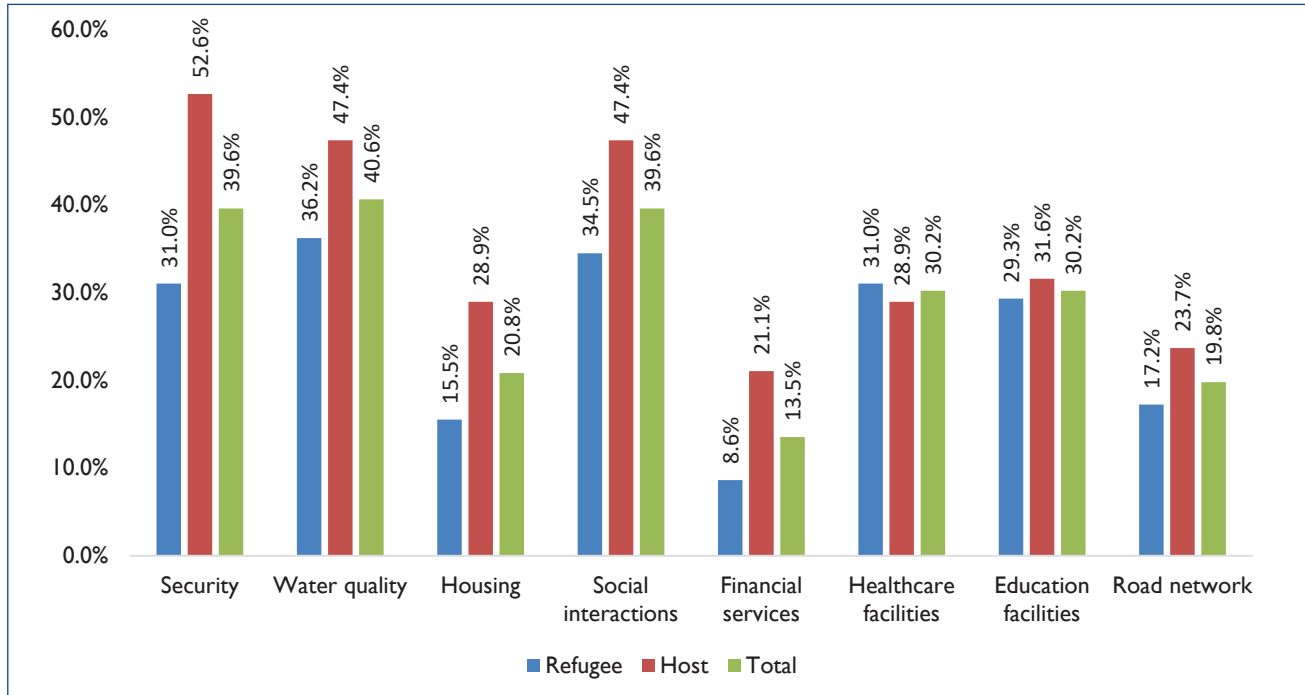
Tenure status of current dwelling	Gender		Status/Residence		Total
	Male	Female	Refugee	Host	
Owned	5.6%	7.1%	-	15.8%	6.3%
Rented (Normal)	81.5%	81.0%	87.9%	71.1%	81.3%
Rented (subsidized)	11.1%	7.1%	6.9%	13.2%	9.4%
Others	1.9%	4.8%	5.2%	0.0%	3.1%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Source: LIFT Refugees and Host Communities survey, 2024

### 3.1.12 Social Services

Access to sufficient relevant social services by households is an essential aspect of enhancing wellbeing and resilience against disasters, stresses and shocks. About 39.6% of community members believe that security has improved over time with higher proportions among host (52.6%) compared to refugee community members (31%). Similarly, 40.6% believe water quality has improved with a higher proportion among the host (47.4%) compared to the refugee community (36.5%). In terms of housing, only 20.8% of individuals believe housing has improved with higher proportions among host (28.9%) compared to the refugee community (15.5%). About 39.6% of individuals believe that social interactions have improved with higher proportions among host (47.4%) compared to refugee community (34.5%). A female refugee FGD participant in AYAN in Makindye remarked that "According to me, refugees face many challenges like in education because some Ugandans like or pretend to like us when in fact they do not. Some say you are just a refugee, you are not from Uganda, you are from Congo, there are some weird things that they say (declined to mention) about refugees, and that hurts someone emotionally. Because of this, I really do not trust whatever some Ugandans do or say." Less than a quarter (13.5%) believe that financial services have improved with higher proportions among host (21.1%) compared to the refugee community (8.6%).

**Figure 5: Percentage of individuals that believe social services have improved over time**



Source: LIFT Refugees and Host Communities survey, 2024

In relation to health service delivery, slightly less than a third (30.2%) of individuals believe that health care facilities have improved over time with slightly higher proportions among the refugee community (31.0%) as compared to the host community (28.9%). Similarly, 30.2% individuals believe that education services in Makindye and Kampala Central have improved over time with slightly higher proportions among the host community (31.6%) as compared to the refugee community (29.3%). As regards the road network, about 19.8% of the individuals believe that the road network in Makindye and Kampala Central has improved over time with higher proportions among the host community (23.7%) as compared to the refugee community (17.2%). Except for healthcare facilities and financial services, more host community members believe that all social services (security, water quality, housing, social interaction and education facilities) have improved (better or normal within participants’ expectation) in the assessment compared to refugees.

### 3.1.13 Social networking and integration

The survey sought to establish whether participants were members of any social group. Social cohesion is essential to ensure inclusion of most vulnerable households, to create mutually beneficial connections between host and refugee populations, and to facilitate group-based economic activities. Opportunities for social networking are essential for social cohesion among both refugee and host communities. This enhances positive relationships among individuals and builds social capacity for a transformed community in the long run.

Table 21 illustrates that majority (60.5%) of the community members are engaged in the Savings and Credit Associations while 29.6% are members of religious based social groups, 7.4% are members of the workers union or social clubs while 2.5% are part of the games, sports or music clubs. Membership of social groups enhances social relationships among community members.

However, about 23.5% of the individuals are not members of the social networking groups in the two divisions. A female refugee FGD participant in Bondeko (RLO) observed that “for us, we used to get kits depending on what you studied. For example, if you studied tailoring, you are given a sewing machine and if you did hair dressing, you are given maybe a dryer. This is only given to groups and not individual student as it is expensive. Those of us who do not belong to any group find it difficult. So, it is very hard for a refugee to get employment in any organization that he or she would like to be employed in. These findings are consistent with a report from U-Learn Uganda, 2023 that pointed to limited integration, social networks and discrimination. Participants mentioned that discrimination was due to perceptions among host communities that refugees have come to take away their jobs; refugees are favoured by international agencies and Non-Governmental Organizations (NGOs), stereotype about refugees and personal biases.

**Table 21: Member of a social network/group among refugees and host**

Variable	Frequency	Percent (%)	Refugees (%)	Host (%)
Religious-based social group;	24	29.6%	29.6	8.8
Savings and credit cooperative Society;	49	60.5%	46.5	47.1
Games/Music club;	2	2.5%	2.8	0.0
Workers’ union/Social club;	6	7.4%	1.4	14.7
Other (Specify)	4	4.9%	4.2	2.9
None	19	23.5%	15.5	26.5

Source: LIFT Refugees and Host Communities survey, 2024

Table 22 shows that majority (89.6%) of participants in Makindye and Kampala Central reported having close friends from within their area of operation or residence with slightly higher proportions among the male (90.7%) headed households compared to the female headed households (88.1%). Similarly, higher proportions are registered among the refugee communities (91.4%) compared to the host communities. This implies both categories coalesce around their kin, nationality or known associates without little integration and social networking.

**Table 22: Are your close friends mainly people from this area?**

Are your close friends mainly people from this area?	Gender (n=96)		Status/Residence (n=96)		Total
	Male	Female	Refugee	Host	
Yes	90.7%	88.1%	91.4%	86.8%	89.6%
No	9.3%	11.9%	8.6%	13.2%	10.4%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Source: LIFT Refugees and Host Communities survey, 2024

The project should prioritise formation of business groups mixed groups consisting of refugee and host community households. The criteria would be (a) proximity to one another; (b) like-minded people who can trust one another and are able to cooperate; (c) size of should be a

maximum of 25 and a minimum of 15 members; (d) include some literate members; e) a minimum of 50% of the group members need to be female; willingness to form mixed groups (refugees and host community). A key informant recommended forming mixed groups to create social cohesion saying, “collaboration with the local leaders, community engagements, mixed group savings and also mixed employment at Bondeko.”

Fostering integration and social cohesion is crucial for promoting financial inclusion, access to resources and community engagement among both refugee and host populations. It is advised that the project should invest in initiatives promoting social cohesion, improved interaction and trust between refugees and host community members, to facilitate greater participation in business groups and economic activities. Strategies such as mixed-group formations and joint activities are effective in promoting collaboration and unity, leading to improved harmony and cooperation within refugee and host community.

### 3.1.14 Household Insurance

Insurance uptake provides assurance on how household can cope against disaster, shocks and stressors. It provides recovery mechanism in times of hardship or shocks when productive and other tangible non-productive assets are insufficient for household wellbeing. Holzmann (2010) argued that the willingness to save for, borrow, or use an insurance product affects financial inclusion among poor households in low-income countries. Accordingly, Willis (2010) connotes that attitude can be seen as the desire to plan for one’s finances through saving, borrowing and insurance. Accordingly, the survey showed that 99.0% of the individuals or households in Makindye and Kampala Central are not covered by an insurance scheme or social security system. The same trend is seen across the male headed (100.0%) and female headed households (97.6%) and as well as among the refugee communities (98.3%) as compared to the host communities (100.0%). The 1.0% households with insurance cover are covered by workmen’s compensation scheme.

Insurance plays a significant role in household protection and recovery from unexpected events. A study by Wang and Tang (2024) found that long-term care insurance is beneficial for boosting household consumption, thereby holding significant value in promoting economic recovery and sustainability.

**Table 23: Insurance coverage at household level**

Are you covered by any Insurance/social security scheme?	Gender (n=96)		Status/Residence (n=96)		Total
	Male	Female	Refugee	Host	
None	100.0%	97.6%	98.3%	100.0%	99.0%
Workmen’s compensation scheme	0.0%	2.4%	1.7%	0.0%	1.0%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Source: LIFT Refugees and Host Communities survey, 2024

## 3.2 Participants selection and project location targeting

### 3.2.1 Criteria for selection of project beneficiaries

Participants were also asked what criteria should be used for selecting project beneficiaries.

Before the suggested criteria are outlined, qualitative data from some participants are captured. A key informant at an RLO remarked that “for me in terms of the selection criteria, I think it would be better if we focus on different nationalities by having representation from all nationalities in different project to ensure all benefit. This is important because I know refugees are scattered almost everywhere in Kampala, but with different concentration level because different areas have different refugees, like in terms of nationalities. For example, if you look at Makindye division, especially Nsambya, Kirombe, Katwe, you will find many Congolese, but if you go to Kisenyi, you will find many Somalis. Therefore, the selection should make sure that the project profiles different nationalities and where they are located. This will ensure fair representation, and also the project should aim at integrating all genders (male and female) so that they can all benefit from the different projects.”

Another key informant who is an official from Makindye division provided suggestions on criteria to identify target beneficiaries highlighting that “for effective project delivery, the managers need to involve a number of stakeholders. First, work with technical people in the respective divisions who will guide on the selection criteria in identifying the beneficiaries, but also to learn about refugees’ leadership. Involving refugees’ leadership, local authorities will guide proper selection and identification of beneficiaries. Local leadership is critical because they know where refugees and host communities are concentrated. A combination of pillars will guide in terms of targeting refugees as well as act as referrals from other organisations that have may be been working with them, but also, they have their own specific organizations that are giving support. In my opinion, these could be sound criteria through which to identify the right targets.”

The project should work in partnership with local governments. Local government involvement in project interventions should be proactively sought and the capacity of local officials developed. Specifically, the project should deliver training to local government officers to increase their capacity to deliver quality public services and monitor established interventions. Local government officers will be involved in the mapping, targeting, beneficiary selection, training and monitoring processes to ensure equitable access to project interventions for target communities. Project interventions will contribute to the priorities of target divisions and so contribute to realising government plans in target locations.

The project should be aligned to the Uganda Government’s Refugee and Host Population Empowerment (ReHoPE) framework for self-reliance and resilience programming for refugee and host communities which focuses on sustainable livelihoods and integration of social services. It should seek to enhance the capacities and skills of the local government officers in target divisions so that the authorities can respond and integrate the refugees for the benefit of both refugee and host communities.

Some of suggested criteria are outlined below:

- a) If one is a refugee, the first consideration should be recognition by the authorities in the area one is residing in. If someone is not registered, it means s/he is illegally staying in the country or specific area. A key informant at an RLO said that “when we talk about the refugees, it must be someone recognized by the authorities through registration because if someone is not registered what’s the reason for not being registered? Maybe they’re here for some kind of dubious activities or illegal activities because if you know you’re living in a country that is not

- yours you must be recognized by the authorities to live in peace.”
- b) Socio-economic status: selection criteria should consider average household income, assets, livelihoods, employment status, and access to critical services (with a focus on WASH services).
  - c) Another criterion would be those people who have not benefitted from any intervention/opportunities because this is not the first intervention in the area. It is recommended to look at those people who have not been supported before.
  - d) The project should also consider potential participants with no or low level of education due to their vulnerability and personal circumstances.
  - e) The project should look at most vulnerable households including single parent families, teenage mothers, child headed families, families with heads of the family with disabilities, people who can only afford a meal, among others.
  - f) For host population, it is recommended to include those who have not benefitted from any government programs like UWEF, Emyooga, YLF or PDM.

A key informant in Kizungu area in Luwafu (Makindye) alluded that “when selecting the target participant for this project there is need to prioritize, PwDs, street kids, single mothers, young mothers and school dropouts and these should cross on both refugees and host communities meaning the team needs to go down to the community and do proper profiling to really understand their needs and draw intervention measures.”

In the selection process, it is important that CRS involves the UNHCR protection associate because this is one of their mandate in terms of supporting with participant selection. Generally, the recommendation from validation meeting is that LIFT should adopt group approach as opposed to individual approach for the following reasons:

- 1) Groups may outperform the average of their members’ individual judgments and may even perform at the level of the most accurate individual judgment;
- 2) Group Saving requires discipline since it means withholding something for future use instead of consuming it right away. All group members must have discipline and agree on a common set of rules to follow. If the rules are not enforced, then all members suffer. Groups solve this problem by using peer pressure or punishing those members who do not follow the agreed rules. This may include a fine for late payment or for missing a meeting, and even expulsion from the group.
- 3) Sometimes having a common interest and being disciplined are not enough. Team spirit is also needed. Good group leaders can develop this spirit, but it can also be strengthened by other means: by giving a special name to the group which all members can identify with or coming up with a group song. The group can also develop a simple list of principles all members agree are important and worth preserving.
- 4) Group saving not only requires that all members adhere to and respect a set of rules but that they trust each other. If they don’t, benefits will quickly disappear. Trust is built by showing commitment and discipline. If a member fails to honour his/her commitment, then it should not be left unpunished. Rules that aren’t enforced are seldom obeyed.

In appraising and considering adopting group approach, it is critical to understand some dynamics around groups especially the following factors:



- a) Language barriers where refugees from different countries (Eritrea, Ethiopia, South Sudan, DRC, Burundi, etc.) may not easily communicate amongst themselves which negatively impact group functioning;
- b) Cultural barriers where some cultures prevent men and women from freely mixing. This is common among Sudanese and Somalis who discourage intergender integration which may negatively impact social cohesion amongst refugees and host communities;
- c) To ensure free choice and option, entry or qualification for group member should be self-selection where potential participants should be allowed to freely choose which group they would want to join. Although this may encourage active participation from people who know and understand one another, it may not foster social cohesion because group members are based on personal choices and circumstances.

During the validation meeting, participants raised the issue of recognition of stateless people and asylum seekers especially how they could be included in the selection for potential beneficitation from the intervention.

### **3.2.2 Proposed project location targeting**

The survey sought to establish the geographic zone which highlighted the socio-economic, politic, and environmental aspects, key components that were examined in the preceding section. In this section, the report highlights where more potential project beneficiaries are located justifying project location targeting.

Qualitative data indicates that more refugees prefer to live in Makindye division compared to others because of affordability of rent, social networks (availability of prayer centres and presence of their own nationalities, low standard of living and easy access to town for business purposes. A key informant from one of RLOs remarked that “most refugees and vulnerable host communities are found in the parishes of Makindye and Rubaga and this is because most refugees always want to be around places where they can easily access each other (own nationality) and so many of them concentrate in Makindye and Rubaga because these are the places with a high concentration and refugees feel safe around each other since they even depend on each other. Another reason is language because most refugees do not know English, widely used in Uganda.”

Another key informant highlighted that “the way refugees are spread here in Kampala depends on the nationality in that in Kampala Central in Kisenyi (Somalis) there are more refugees concentrated there because they want to live together. When it comes to other nationalities like Congolese, they are more in Makindye division because it used to a refugee camp but it’s the Congolese who have dominated the place.”

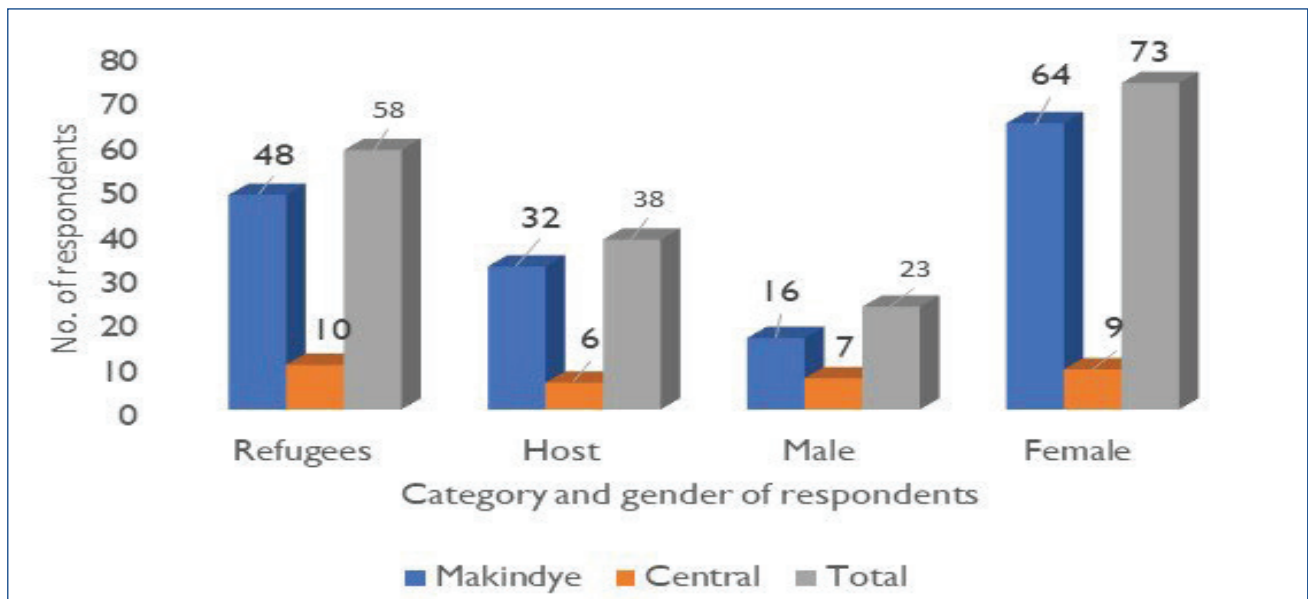
Another key informant observed that “when we talk about refugees and people who would benefit from the program, we talk about areas of Kisenyi, Nsambya, Katwe, Kansanga, Kamwokya, Kamwokya 2, Bukesa and part of old Kampala. The reason for that kind of concentration of migration of refugees is because of affordable facilities and places. Given their income status, most of the refugees can/ may benefit from such programs because some of them have no income, majority of them have low incomes and some of them survive from support from their countries. So, I think these are affordable places for them, and when it comes to benefiting from the kind of program we are trying to put, definitely people living in the slums would have the best profile for such a program because we can’t target Kololo, it’s already for some distinct class. We also have some parts called industrial area but it’s

some kind of informal settlement and I don't know how we can deal with such areas. The people living there and, in some cases, when we plan they are ignored because their settlements are informal but we have people living in such places."

Another key informant from an RLO indicated that most refugees are located in Makindye division saying "majority of the vulnerable refugees and host communities live in scattered areas across Kampala, especially in Nsambya, Katwe, Kirombe, Kabalagala, Kansanga due to rent. Most of the refugees prefer to stay in slum areas especially Katwe, Makindye due to affordability of rent."

In summary, the project should be located in Makindye division because it is where most refugees are located which makes it easy to engage them in project activities. In addition, the recommended RLO operates in both Makindye and Rubaga which helps to support project activities. Local authorities support is crucial in project design, implementation and monitoring. During the survey, more local authorities in central division demanded for monetary facilitation which was not the case in Makindye. In fact, the only Local Council One (LCI) chairperson who freely accepted to be interviewed was from Military Barracks Zone in Makindye. Therefore, locating the project in Makindye would provide it with more positive outlook and chances of success than in Central division.

**Figure 6 below shows that Makindye division has more respondents (83%) compared to 17% for Central. Categories and gender of respondents in the study area**



Source: LIFT Refugees and Host Communities survey, 2024

### 3.3 Entrepreneurial attitudes and perceptions

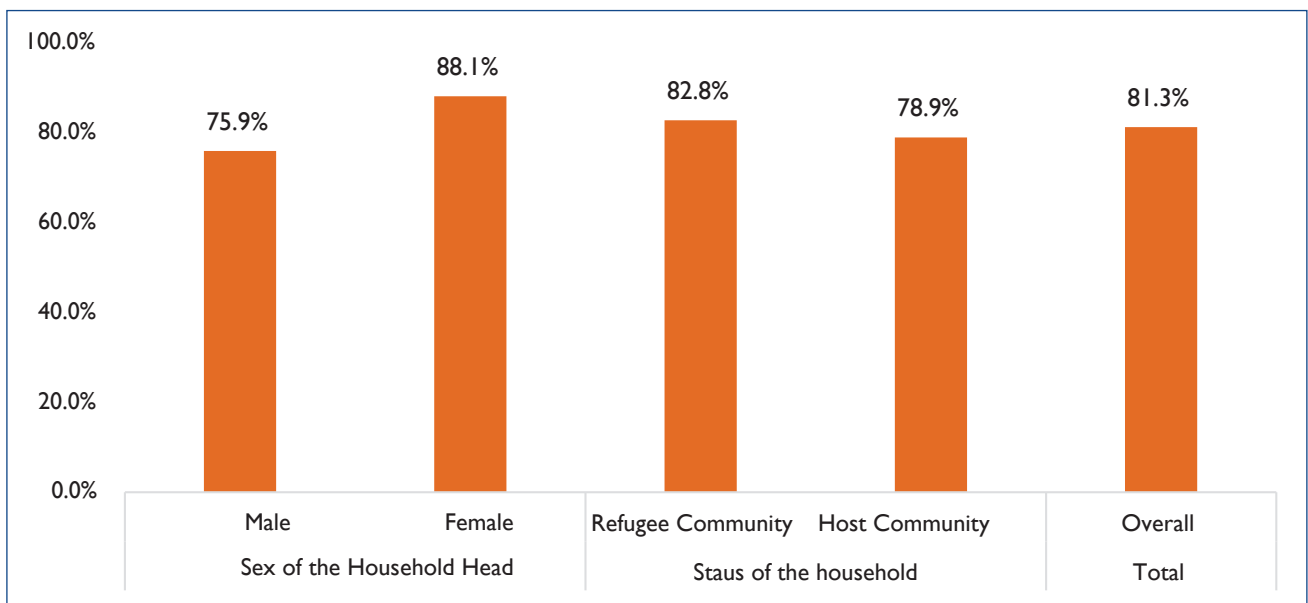
The assessment aimed at determining entrepreneurial attitudes and perceptions among the refugee and host communities. This is because of the influence of entrepreneurial attitudes, subjective norms, and perceived behavioural controls on entrepreneurial intention and development. According to Ajzen (1991), entrepreneurial attitudes refer to the evaluation of an individual over a certain behaviour; subjective norms reflect an individual's perception of social pressures to perform or not to perform the behaviour; perceived behavioural controls refer to people's perception of the ease or difficulty

of performing the behaviour of interest (Ajzen, 1991). Entrepreneurial intention is the formation of a desire or motivation to develop a venture (Krueger & Carsrud, 1993). Achchuthan and Balasundaram (2014) have identified two key areas on entrepreneurial intention: (1) the process of company creation, and (2) the role of the entrepreneur in evaluating and identifying business opportunities.

### 3.3.1 Available opportunities to start a business by participants

Figure 7 shows that 81.3% of households see good opportunities to start a business in their area of operation with a higher proportion among females (88.1%) compared to males (75.9%). Similarly, there is slightly higher proportion among refugees (82.8%) as compared to the host communities (78.9%). Other quantitative data attributed this to a high proportion of households (78.2%) who estimate a high demand for products/services while 57.7% indicate that it is easy access to raw materials, 44.9% indicate that the lower cost of production (e.g. cost of electricity and other utilities) makes it easy to start a business, 20.5% suggest that there is access to cheaper labour while 17.9% suggest that they have acquired better technical and management skills and 7.7% boost of the good social cohesion that is favourable for any good business.

**Figure 7: Do you see good opportunities to start a business in this area?**



Source: LIFT Refugees and Host Communities survey, 2024

This positive attitude among individuals to start a business could be confirmed by the fact that 56.8% of the individuals who have been working in the two divisions suggest that opportunities for starting a business (self-employment) have improved over time. More male (100%) compared to 50% in host communities indicated improved opportunities; while 37.5% female in refugees compared to 50% perceive improved opportunities. In both refugees and host communities, more male indicated improved business opportunities. Meanwhile 27.4% believe that the opportunities have remained the same with 12.5% female in host communities with no male who think business remained the same. Similarly, more male (33.3%) among refugees compared to female (25%) perceive business opportunities to have remained the same.

Noticeably, more men among refugees believe business opportunities have remained the same as

well as female among host with no male. The study also showed that 12.6% suggest that the business opportunities have declined, with 18.8% among female host members (no male thought so) while among refugees, 25% female and 16.7% male believe business opportunities have declined. Among both refugees and host communities, females believe business opportunities declined. About 3.2% (18.8% refugees, 0% male) among hosts while among refugees, 12.5% of female and 0% male did not know whether opportunities are there or not because they never bothered to invest or investigate.

The main reasons why participants did not see any opportunities is problems of finance (32%), the business was not profitable (18%), personal reasons (16%), another job or business opportunity (8%) and accident (e.g. disability, fire, robbery), 8%.

**Table 24: Whether opportunities for starting a business changed since start of work**

Since you started working from this area, would you say opportunities for starting a business (self-employment) have:	Total	Host		Refugees	
		Female	Male	Female	Male
Improved	56.8%	50.0%	100.0%	37.5%	50.0%
Remained the same	27.4%	12.5%	0.0%	25.0%	33.3%
Declined	12.6%	18.8%	0.0%	25.0%	16.7%
Don't Know	3.2%	18.8%	0.0%	12.5%	0.0%

Source: LIFT Refugees and Host Communities survey, 2024

### 3.3.2 Reasons why participants are optimistic about available business opportunities

The survey investigated the reasons respondents were optimistic of their chances of starting a business. Overall, 78.2% (refugees 72.9%, host 86.7%) revealed high demand for products and services. More host populations are optimistic than refugees. Similarly, 57.7% (refugees 47.9%, host 73.3%) indicated easy access to raw materials, with more hosts more likely to start a business due to easy access to raw material. In addition, 44.9% (refugees 33.3%, hosts 63.3%) indicated that they are likely to start a business due to lower cost of production (e.g. cost of electricity and other utilities). About 20.5% (refugees 18.8%, host 23.3%) showed they can start a business due to access to cheaper labour.

**Table 25: Reason for optimism in starting a business**

Variable	Refugee	Host	Total
High demand for products/services	72.9%	86.7%	78.2%
Easy access to raw materials	47.9%	73.3%	57.7%
Lower cost of production (e.g. cost of electricity, utilities)	33.3%	63.3%	44.9%
Better technical and management skills acquired	18.8%	16.7%	17.9%
Access to cheaper labour	18.8%	23.3%	20.5%
Good social cohesion	6.3%	10.0%	7.7%

Source: LIFT Refugees and Host Communities survey, 2024

The survey also revealed that 17.9% (refugees 18.8%, host 16.7%) can start a business due to better technical and management skills acquired. A small proportion, 7.7% (refugees 6.3%, host 10%) aim to start a business due to good social cohesion. In summary, there is significant difference between hosts and refugees with more host population optimistic about available business opportunities and are more likely to start a business than refugees.

### 3.3.3 Skills/knowledge participants believe are required to start a business

The study also showed that nearly all respondents (94.8%) believe that they have the required skills and knowledge to start a business with a similar distribution among refugees (93.1%) and host communities (97.4%); with males (96.3%) and female (92.9%). When engaged on the most needed skills and knowledge to start a business, 80.0% indicated the need to have business management skills while 60.0% suggested the need for financial management skills, and 40.0% the need to have technical skills. Of those willing to start a business, 83.3% indicated that they intend to start a business in the next 1 to 2 years with higher proportion among females (90.5%) compared to males (77.8%); with slightly higher proportion among host community (84.2%) as compared to refugees (82.8%).

The study showed that 54.2% (refugees 43.1%, hosts 71.1%), male 57.4% and female 50% indicated greater independence as the most important reason to become entrepreneurs. About 33.3% (refugees 41.4%, hosts 21.1%), male 29.6% and female 38.1% desire to increase personal income. Other reason highlighted by participants were to maintain income (5.2%); create employment for other youths (5.2%) and provide a service that was lacking in the community (2.1%) These findings indicate that the need to start a business among individuals in Makindye and Kampala Central is high.

**Table 26: Belief whether participants have required skills for starting a business**

Do you believe that you have the required skills and knowledge to start a business?	Gender (n=96)		Status/Residence (n=96)		Total
	Male	Female	Refugee	Host	
Yes	96.3%	92.9%	93.1%	97.4%	94.8%
No	3.7%	7.1%	6.9%	2.6%	5.2%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Source: LIFT Refugees and Host Communities survey, 2024

Business skills are essential in smooth running of an organisation because it provides business owners with ability to understand the internal and external factors that impact an organization’s success and the processes involved in carrying out business goals.

Participants were asked if they believe they have required skills and knowledge to start a business. For those who do not have skills, they were asked what kind of skills or knowledge they would need to start a business (table 26). 80% (refugees 75%, hosts 100%) indicated they needed business management skills; 60% (50% refugees, 100% hosts) require financial management skills; and 40% (refugees 50%, hosts 0%) require technical skills. Business skills that an entrepreneur needs include soft skills (leadership and communication), and hard or technical skills like financial accounting. This finding underscores the need for market-based training in soft skills and business development for selected participants. The double combination where participants are desirous/ambitious of starting own business and the lack of skills or knowledge needed to start a business should be prioritized in the design of LIFT project and its ultimate success.

**Table 27: Skills or knowledge needed to start a business**

Variable	Refugee	Host	Total
Business management skills	75.0%	100.0%	80.0%
Financial management skills	50.0%	100.0%	60.0%
Technical skills	50.0%	0.0%	40.0%
Others	25.0%	0.0%	20.0%

Source: LIFT Refugees and Host Communities survey, 2024

### 3.3.4 Constraints to participants' business enterprise

The survey showed that the biggest constraint in participants' business enterprise is lack of capital at 75% (72.9%, host 72.7%) with a marginal difference between female (77.5%) and male (76.4%). About 10.2% (refugees 7.3%, host 15.2%) while male 12.5% and female 7.5% cited high rent charges levied by landlords. Meanwhile, 9.1% (refugees 12.7%, host 3%) with female 10% and male 8.3% pointed towards harassment from authorities like Kampala Capital City Authority (KCCA) during enforcement of required legal requirements. Other constraints mentioned by the participants were limited market/customer based at 5.7% (refugees 5.5%, host 6.1%); high business costs at 5.7% (refugees 5.5%, host 6.1%) with highest proportion of male (6.3%) and female (5%). Despite claims of harassment from KCCA, participants indicated high taxes at 3.4% (refugees 3.6%, host 3%) with highest proportion among male (4.2%) and female 2.5%).

**Table 28: Biggest constraint to participants' business enterprise**

Variable	Gender		Status		Total
	Male	Female	Refugee	Host	
Capital	72.9%	77.5%	76.4%	72.7%	75.0%
High Taxes	4.2%	2.5%	3.6%	3.0%	3.4%
Legal requirements	4.2%	0.0%	3.6%	0.0%	2.3%
High Rent	12.5%	7.5%	7.3%	15.2%	10.2%
Limited market/customer base	4.2%	7.5%	5.5%	6.1%	5.7%
High business costs	6.3%	5.0%	5.5%	6.1%	5.7%
Harassment e.g. KCCA	8.3%	10.0%	12.7%	3.0%	9.1%
High competition	2.1%	0.0%	1.8%	0.0%	1.1%
Others	2.1%	5.0%	3.6%	3.0%	3.4%

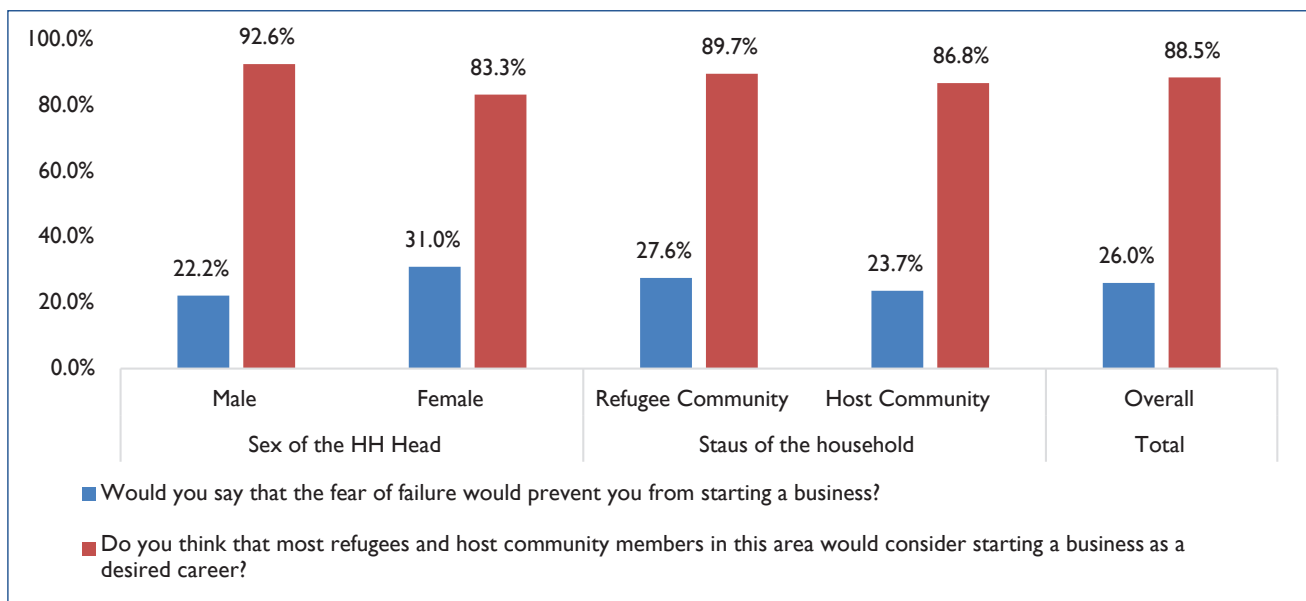
Source: LIFT Refugees and Host Communities survey, 2024

Major constraints to participants’ engagement in successful businesses are lack of capital, available of suitable rental premises and associated high rent charges and harassment from KCCA. This underscores the need to effectively identify and address business constraints.

### 3.3.5 Fear of failure versus desire to start a business

Personality and cultural variables are important predictors of entrepreneurial behaviour and outcomes. Individual risk aversion and entrepreneurial intentions have substantial effects on the likelihood of being self-employed. Those with high risk aversion usually fear failure and avoid starting business while those with low risk appetite easily start own businesses and likely to be self-employed. The survey therefore sought to find out what fears respondents had regarding starting or the desire to a business. Overall, 88.5% (refugee 89.7%, host 86.8%) and 92.6% males compared 83.3% females would consider starting a business as a desired career. There is marked difference between male and female respondents while there is a marginal difference between refugees and host communities. Respondents also showed that 26% (refugees 27.6%, host 23.7%) with male 22.2% and female 31% believe fear of failure would prevent them from starting a business. More refugees fear failure than host population with the same pattern indicating that more female than male fear failure.

**Figure 8: Fear for starting a business and the desire to start a business**



Source: LIFT Refugees and Host Communities survey, 2024

### 3.3.6 Closure/shut down of businesses by participants in the last 12 months

The survey also sought to find out whether any respondent, in the past 12 months, sold, shut down or discontinued or quit a business that they owned and managed. Findings show that slightly more than half (52.1%) of respondents sold, shut down, discontinued or quit a business, with a slightly higher proportion among female (54.8%) as compared to male (50.0%) and slightly higher proportion among the refugee community (53.4%) as compared to the host communities (50%). Of those that reported to have sold, shut down, discontinued or quit a business, 56.0% reported that the business continued with its business activities after they quiet. A significant proportion

of businesses (44.0%) collapsed completely. Of those that quit or shut down, 32.0% mentioned problems of getting finance, 18.0% indicated business not being profitable, 16.0% had personal reasons while 14.0% lacked adequate capital and 8.0% had another job or business opportunity. There is no significant difference in business collapse between refugees and host communities.

**Table 29: Proportion of participants who closed/shut down their businesses**

Question	Response	Gender (n=96)		Status/Residence (n=96)		Total
		Male	Female	Refugee	Host	
Have you, in the past 12 months, sold, shut down, discontinued or quit a business you owned and managed, any form of self-employment, or selling goods or services to anyone?	Yes	50.0%	54.8%	53.4%	50.0%	52.1%
	No	50.0%	45.2%	46.6%	50.0%	47.9%
If yes above, did the business continue its business activities after you quit?	Yes	59.3%	52.2%	54.8%	57.9%	56.0%
	No	40.7%	47.8%	45.2%	42.1%	44.0%

Source: LIFT Refugees and Host Communities survey, 2024

### 3.3.7 Reasons for shutting down businesses by participants

In terms of the most important reasons for quitting/shutting down their businesses, 32% (male 37%, female 26.1%) with refugees 25.8% and host communities 42.1% cited problems of getting finance. There were more host communities than refugees that quit businesses due to problems of getting finance. About 18% (male 22.2%, female 13%) as well as refugees 16.1% compared to host of 21.1% shut down because the business was not profitable. More male and host communities shut down due to profitability concerns. The study also revealed that 16% (male 11.1%, female 21.7%), while 16.1% refugees and 15.8% host communities shut their businesses due to personal reasons. There were more females than males who shut their businesses due to marriage, children bearing and those who moved to new areas.

**Table 30: Reason for quitting/shutting down businesses by participants**

What was the most important reason for quitting/shutting down this business?	Gender (%)		Status/Residence (%)		Total (%)
	Male	Female	Refugee	Host	
An opportunity to sell the business	0.0	4.3	3.2	0.0	2.0
The business was not profitable	22.2	13.0	16.1	21.1	18.0
Problems getting finance	37.0	26.1	25.8	42.1	32.0
Another job or business opportunity	7.4	8.7	9.7	5.3	8.0
Personal reasons	11.1	21.7	16.1	15.8	16.0
An accident (e.g. disability, fire, robbery etc.)	3.7	13.0	9.7	5.3	8.0
Lack of capital	18.5	8.7	16.1	10.5	14.0
Legal requirements	0.0	4.3	3.2	0.0	2.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: LIFT Refugees and Host Communities survey, 2024



The survey sought opinions of respondents on restarting a business. Respondents that quit or shut down businesses mentioned a number of reasons which include; diversify business better (33.3%), learn from the experience of others (28.0%), having complete business record (26.9%), understanding the sector better than they did in the past (26.9%), expand market through advertising and promotions (21.5%), work within the law of the land (15.0%), employ professionals to manage my business (14.0%) and have a joint business with someone knowledgeable (10.8%). There was no significant difference between refugees and host population on reasons for restarting except for working with the law (more refugees), learn from experience of others (more refugees) and understand the sector better than before (more host).

### 3.3.8 Type of business owned by individuals

The assessment sought to identify where majority of respondents were self-employed or owned a business. This also acted a proxy of the intervention sectors where the project will have the highest economic impact for refugees and vulnerable host populations in urban areas. A male FGD participant at YARID (an RLO) on the fastest growing sector highlighted that “well, I see mechanical shops, carpentry shops, but most especially mechanical shops. So, all I can say is if they can help us to get some technical jobs, opportunities, or train us, in mechanical technical skills at vocational institutes, it can help us because that’s what I see around.” Another FGD participant also reported that “food vending especially fast foods. In every corner, I see people frying quick take-away foods in these restaurants. I can therefore say; food vending and restaurant business is the type of sector we would productively engage in.”

Table 31 shows that the most owned businesses include petty trade businesses or vending (33.7%) followed by food processing (17.9%), general merchandise retail shop (13.7%), entertainment (music, events management) at 13.7%, Dealer in agricultural products (10.5%), tailoring (10.5%) and artisans (Carpentry, Pottery, blacksmith) at 7.4%. Of those who operate more than one business, the main business noted included; petty trade or vending (29.2%), Food processing (15.6%), general merchandise retail shop (10.4%) and tailoring (6.3%) and artisan work (carpentry, pottery, blacksmith) at 5.2%. Majority of the individuals interviewed (70.8%) have lasted in their business/enterprise for more than 3 years with 19.8% lasting for less than one year and 9.4% lasting for 2-3 years. About 43.8% of the businesses are sole proprietorships while close to a third of them (32.3%) are owned by private limited and 8.3% are on partnerships.

**Table 31: Type of business that individuals operate**

Type of Business respondent currently operates	Status/Residence (n=96)		Total
	Refugee	Host	
Dealer in Agricultural inputs	3.5%	5.3%	4.2%
Dealer in agricultural products	7.0%	15.8%	10.5%
Building construction	1.8%	0.0%	1.1%
Technical works	3.5%	5.3%	4.2%
Artisan (Carpentry, Pottery, blacksmith)	8.8%	5.3%	7.4%
Metalworking	3.5%	0.0%	2.1%
Tailoring	15.8%	2.6%	10.5%
Repair works	8.8%	0.0%	5.3%

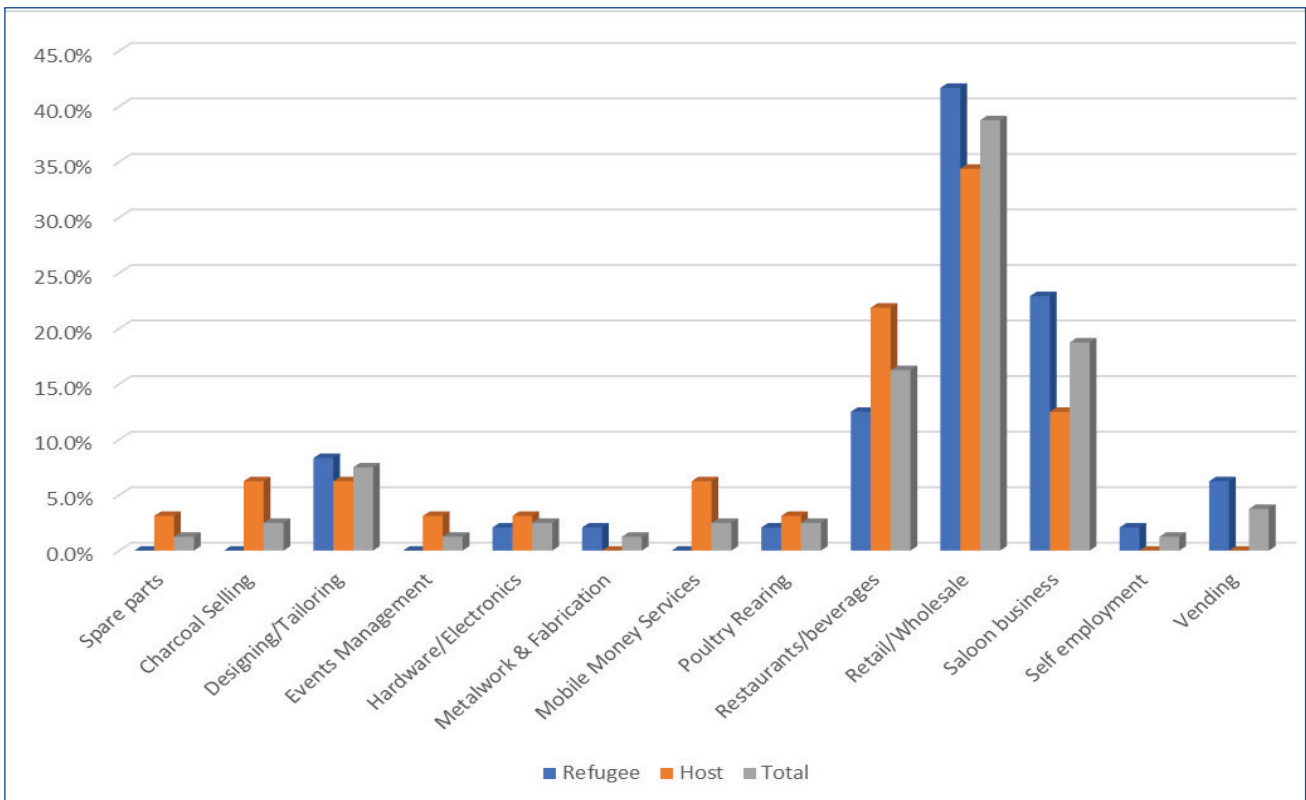
Type of Business respondent currently operates	Status/Residence (n=96)		Total
	Refugee	Host	
Food processing	7.0%	34.2%	17.9%
General merchandise retail shop	14.0%	13.2%	13.7%
General merchandise wholesale	1.8%	23.7%	1.1%
Vendor/ petty trade	40.4%	7.9%	33.7%
Entertainment (Music, Events Management)	0.0%	5.3%	13.7%
Beauty parlours and salon	17.5%	0.0%	2.1%
Not in business	7.0%	21.1%	12.6%

Source: LIFT Refugees and Host Communities survey, 2024

Of the businesses that started from scratch, majority (75.9%) raised their capital through personal savings while 39.8% received support from their friends and family. Very few (4.8%) raised their capital through seeking for credit from microfinance institutions, grants from NGO were 3.6%, credit from the bank (2.4%), sold off productive asset e.g. land (2.1%), inherited the business (2.4%) while 1.2% suggested that subscription by partners. In a period of one week preceding the survey, 40.6% reported to work for less than 24 hours a week while 31.3% work for more than 40 hours a week and 28.1% work between 25 to 39 hours a week.

Figure 9 shows that the most common business opportunities that individuals intend to start include; retail/whole sale shop,38.8% (refugees 41.7%, hosts 34.4%), saloon business,18.8% (refugees 22.5%, hosts 12.9%), restaurant for food and beverages,16.3% (refugees 12.5%, hosts 21.9%) and Designing and Tailoring,7.5%) (refugees 8.3%, hosts 6.3%). More refugees intend to start businesses in designing and tailoring, retail and wholesale, saloon and other vending (hawking) than host members. Meanwhile, the host members intend to start in dealing in auto spare parts, charcoal selling, events management, selling hardware and electronics, offering Mobile money services, and restaurant including beverage selling. However, when engaged on some of the factors needed to start a business, 98.9% of the individuals reported the need to have start-up capital, 52.6% indicated the need to have licensing completed first, 49.5% reported the need to have premises (including tenancy), 48.4% mentioned registration while 8.4% suggested the need to have knowledge & skills about the business, 5.3% indicated the need to have materials or stock for the business and 2.1% suggested other requirements. Some of the limiting factors to starting a business mentioned included; start-up capital (100.0%), difficulties in licensing (52.1%), high cost of premises (including tenancy) suggested by 43.8% individuals, bureaucratic registration process (40.6%), bribery (4.2%) and the lack of customers due to location of business (3.1%). These sectors outlined in figure 12 are some of the fastest-growing in the area of the assessment.

**Figure 9: Business opportunities that individuals intend to start**



Source: LIFT Refugees and Host Communities survey, 2024

Other findings from the assessment show that only 26.0% of the individuals would be discouraged from starting a business due to fear for failure with a higher proportion among females (31.0%) as compared to males (22.2%) with the same trend seen among refugees (27.6%) having a higher proportion as compared to host communities. Despite all this, majority of individuals (88.5%) think that most refugees and host community members in the study area would consider starting a business as a desired career with higher proportions among the males (92.6%) compared to females (83.3%); and slightly higher proportions seen among the refugee community (86.8%) as compared to the host communities. The most common sources of information for successful businesses included; from relatives and friends (59.4%), social gatherings (37.5%), business Associates (34.4%), social media (30.2%), TV broad casts (26.0%) and radios (25.2%).

Data from qualitative interviews indicate some of the fastest growing sectors as captured in the excerpts below:

A key informant in AYAN revealed that “yes, there are many fast-growing sectors. For example, tailoring and hair dressing can absorb many but we lack relevant skills. Many of us would love to go to these sectors because like hair dressing, however much that you do not have customers, you will not end a day without getting at least two or three customers. At times, you find that there are many workers in one salon, about 5+ workers meaning it can very well absorb many. We have not yet got the opportunity to be skilled.”

A key informant at Bondeko Refugee Livelihoods Centre reflected on fastest growing sectors saying “for me I think some of the fast-growing employment sectors here in Uganda include the food and beverages because there is demand for something especially processing food, drinks because they produce consumer goods of which on a daily basis people are consuming stuff and they need more and more.”

Another host community FGD participant in Bukesa in Central division on fast-growing sectors revealed that “these sectors include selling oranges and tomatoes, plaiting hair, selling snacks (samosas, bread) restaurants, and selling clothes. If you can get a place to rent where you can start selling milk, where restaurants can come and buy from your business things like chips and fast foods, this is good business I see my colleagues engage in.”

A female refugee participant in mixed FGD in Bukesa observed the fastest growing sector is food vending saying “the food vending business is one of the fast-growing businesses in this area and this is supported by the growing number of the clients who are looking for what to eat at their respective places of work. We are reengaged in this business because, at this vending business, one is self-employed and therefore finds the job decent.”

A host FGD participant in Kavulu Kagugube in Kampala Central on the fastest-growing sector to invest in highlighted that “in this area there is a mix of informal and formal sectors. The informal sector is the one growing very fast especially for those who are not highly educated. These sectors include food vending, Boda-boda, mechanics, among others in the community. These are the informal sectors in the community. We don’t have many formal sectors. They don’t provide decent employment anyway.”

Similarly, a female FGD participant in a host mixed group in Benadina Zone, Makindye reported that the fastest-growing sectors are “jobs that are able to sustain people in their daily lives especially for self-employed people. These people have shops that sell things we usually use in our daily lives. Such things like a boutique when it sells cheap clothes, that a person of a lower class can buy. A shoe where you will find a dress at UGX.10,000 (USD\$2.6), a shoe at UGX.10,000 (USD\$2.6). Another sector is the food industry which sells food at UGX.2,000 (USD\$0.52), UGX.5,000 (USD\$1.32).”

### **3.3.9 Legal status of enterprises owned by respondents**

The study found that the largest type of business ownership is sole proprietorship at 43.8% (refugees 50%, host 34.2%) and male at 37% and female at 52.4%. clearly, more female and refugees own sole proprietorship type of enterprises. Similarly, respondents with private limited companies were at 32.3% (refugees 29.3%, hosts 36.8%) with male at 33.3% and female at 31%. The range of ownership between male and female is marginal although more host populations own private companies. Partnership is only at 8.3% (refugees 10.3%, hosts 5.3%) and male 11.1% and female at 4.8%. therefore, there are more males and refugees who own businesses of partnership nature. Others (includes unregistered businesses, hawking, roadside and evening markets). Table 32 illustrates the legal status of enterprises owned by respondents between male and female, refugees and host population.

**Table 32: Form of ownership/legal status of current businesses**

Current form of ownership/legal status of this business?	Gender (%)		Residence/Status (%)		Total (%)
	Male	Female	Refugee	Host	
Private limited	33.3	31.0	29.3	36.8	32.3
Share company	0.0	2.4	0.0	2.6	1.0
Partnership	11.1	4.8	10.3	5.3	8.3
Sole proprietorship	37.0	52.4	50.0	34.2	43.8
Others	18.5	9.5	10.3	21.1	14.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: LIFT Refugees and Host Communities survey, 2024

### 3.4 Refugees and host community members operating businesses

#### 3.4.1 Business establishment or Acquisition

As illustrated in table 33, the assessment showed that the majority of the businesses (75.0%) were established from scratch (refugees 79.3%, hosts 68.4%) and males 68.5% and females 83.3%. More Female respondents started business from scratch than male counterpart. This finding is consistent with existent literature on women entrepreneurs. Female entrepreneurship is associated with self-employment and business ownership; women hold the majority share and manage the decision-making process (Carter and Shaw 2006). Such businesses are generally small and part of the informal or popular sector of the economy (Anyansi-Archibong 2021). A woman entrepreneur is someone who starts a business on her own or with one or more partners; takes on financial, administrative and social risks and responsibilities; and manages day-to-day operations (UNDP 2004).

Meanwhile 4.2% (refugees 5.2%, host 2.6%) were inherited and the other 4.2% (refugees 5.2%, host 2.6%) were purchased. Of those that started their businesses from scratch, 46.9% started with capital of more than UGX.500,000 (USD\$132) while 21.9% started with capital of UGX.100,001 (USD\$26) to 500,000 (USD\$132) and 11.5% paid less than UGX. 100,000 (USD\$26). Of those that inherited their business, 76.2% believe that they utilised more than UGX.500,000 (USD\$132) to recapitalise their business while 23.8% utilised less than UGX.500,000 (USD\$132). Assessment findings indicate that over half (54.2%) of respondents with a business reported that they found it easy to start their business with a similar pattern recorded in gender (Male, 53.7%; female, 54.8%) and refugee (55.2%) and host community (52.6%).

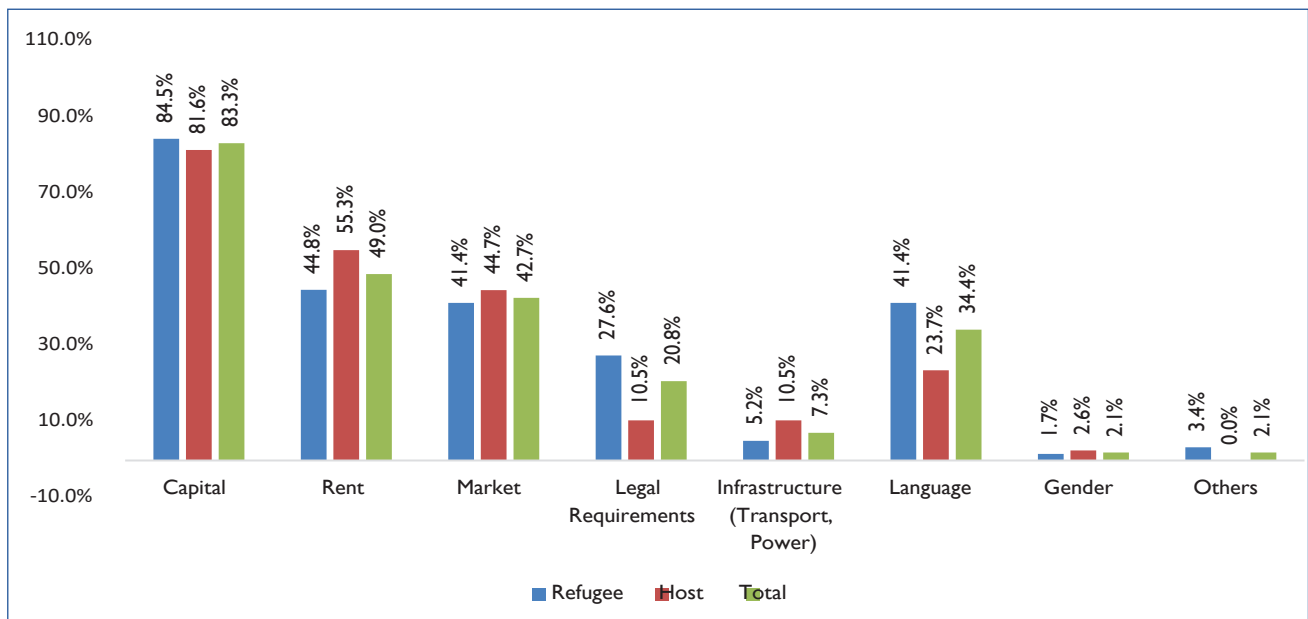
**Table 33: How did you acquire this business?**

How did you acquire this business?	Gender (n=96), %		Status/Residence (n=96), %		Total (%)
	Male	Female	Refugee	Host	
Inherited	3.7	4.8	5.2	2.6	4.2
Started from scratch	68.5	83.3	79.3	68.4	75.0
Purchased	3.7	4.8	5.2	2.6	4.2
Others	24.1	7.1	10.3	26.3	16.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Source: LIFT Refugees and Host Communities survey, 2024

Figure 9 shows that majority, 83.3% (refugees 84.5%, host 81.6%) reported that the availability of adequate capital would be one of the major enablers or determinants of successful businesses. Other determinants included the availability of money for rent, 49.0% (refugees 44.8%, host 55.3%), availability of market, 42.7% (refugees 41.4%, host 44.7%), knowing the appropriate language, 34.4% (41.4%, host 23.7%), completion of all the legal requirements, 20.8% (refugees 27.6%, host 10.5%) and availability of infrastructure such as transport, power and water, 7.3% (refugees 5.2%, host 10.5%). The findings imply that capital, rent, market availability, legal compliance and language are important in programming around urban employment.

**Figure 10: Enablers of successful business enterprises**



Source: LIFT Refugees and Host Communities survey, 2024

### 3.4.2 Business size

In terms of business size, majority (62.5%) of the businesses are owned by individuals who singly work in the businesses with a higher proportion among males (68.5%) as compared to females (54.8%); and slightly higher proportion among host communities (65.8%) compared to refugees (60.3%). This is mainly because such businesses are small and no need for extra individuals to run them lest cost of running becomes unmanageably high. Findings also that 34.4% of the businesses have 1-5 people working for them and about 3.1% have more than 5 people working in them. In addition, majority (77.1%) do not have relatives or people from their home area working for the same business with a higher proportion among males (79.6%) compared to females (73.8%); and slightly higher proportion among the host communities (78.9%) compared to refugees (75.9%). Generally, the study showed that most refugees and host communities are engaged in small side businesses to fend for their families as well as provide a platform for increased household income.

**Table 34: Business size**

Not counting the owners, how many people are currently working for this business?	Gender (n=96)		Status/Residence (n=96)		Total
	Male	Female	Refugee	Host	
None	68.5%	54.8%	60.3%	65.8%	62.5%
1-5 people	27.8%	42.9%	34.5%	34.2%	34.4%
More than 5 people	3.7%	2.4%	5.2%	0.0%	3.1%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Source: LIFT Refugees and Host Communities survey, 2024

### 3.4.3 Self-employment for household participants

Self-employed are participants who were found managing and operating their enterprises, some with or without the capacity to employ other workers. Mostly they own small and medium enterprises since they are primarily engaged in petty businesses like operating chapatti stalls, retail shops, restaurants, and mobile money outlets. Other businesses are saloons, bars, boutiques, artisanry, boda-boda, market stalls, petty trade/hawking, bricklaying, woodwork shops, garages, building and construction, mechanical repair, maintenance and food processing and operating taxi vehicles. Businesses like welding, mechanics, artisanry, boda-boda and operating taxi vehicles are dominated by males while the rest are mostly an initiation of females.

Overall, the study results indicate that majority (64.58%) of respondents were working either as self-employed or business owners. A minority of respondents, 13.54% (refugees 12.07%, hosts 15.79%) were employed in a formal waged sector, the same proportion who are paid as casual workers. Those employed were in the food/restaurant industry, market vending, fabric (secondhand clothes), beauty parlours and salons, mobile money and entertainment (music and events management). Those not working at all were (8.33%) with more hosts (15.79%) than refugees (3.45%). There are more refugees working because of their dire situation where they have to fend for their families in a foreign country without the help of relatives/close family members to support them.

In terms of gender, more female respondents (66.67%) were self-employed/business owners compared to men (62.96%). More male (12.96%) were not working at all compared to female of 2.38%. Again, more female (14.29%) are paid regular income compared to male (12.96%), the same pattern observed in paid casual work where female (16.67%) were more than male counterpart at 11.11%. Regarding residence, more host (15.79%) are not working compared to 3.45% among refugees. More refugees (65.52%) are self-employed/business owners compared to host (63.16%). Slightly more host (15.79%) are paid regular employee income compared to refugees (12.07%), and more refugees (18.97%) are paid as casual workers compared to host (5.26%).

Disaggregation by division shows that Makindye has more (68.8%) self-employed/business owners compared to Central (43.8%) as well as more paid regular employees (15%) compared to Central (6.3%). However, Central has more HH heads (18.8%) not working compared to 6.3% in Makindye division. In addition, Central has more (31.3%) paid casual workers compared to Makindye (10%). HH head employment status re-echoes the observation made on the income levels whereby, the majority of the HH Heads are vulnerable and are entangled in a situation of open unemployment which is very risky to their lives and the lives of those in their neighbourhood and the country at large.

**Table 35: Current employment/work status of household Head**

Variable	Frequency	Overall (%)	Gender (%)		Status/Residence (%)		Division (%)	
			Male	Female	Refugee	Host	Makindye	Central
Not working	8	8.33	12.96	2.38	3.45	15.79	6.3	18.8
Self-employed/ business owner	62	64.58	62.96	66.67	65.52	63.16	68.8	43.8
Paid regular employee (public/private)	13	13.54	12.96	14.29	12.07	15.79	15.0	6.3
Paid Casual worker	13	13.54	11.11	16.67	18.97	5.26	10.0	31.3
<b>Total</b>	<b>96</b>							

Source: LIFT Refugees and Host Communities survey, 2024

Self-employed people spend most of their time working in their small-scale businesses. Almost all of the self-employed operate seven days in a week, daily start by 7:00 am and wind up with their engagements by 5 pm, catch up with other peers to visit hang out places like bars, sports facilities, cinema hall and sex work.

The most important reason for a participant to become an entrepreneur is greater independence (54.2%) with females (50%) and male (57.4%) as well as more host participants (71.1%) compared to refugees (43.1%). About 33.3% (refugees 41.4%, host 21.1%) desire to become entrepreneur because they would like to increase personal income, with more female (38.1%) compared to male (29.6%). Other reasons advanced by participants was to maintain income, 5.2% (refugees 6.9%, host 2.6%) and create employment for youths at 5.2% (refugees 8.6%, host 0%). A small proportion of participants, 2.1% (refugees 0%, host 5.3%) would like to become entrepreneur to provide a service that was lacking in the community.

The study also sought to establish how unemployed respondents currently survive considering the fact that they do not have employment. Findings show that 50.8% (refugees 55.6%, hosts 43.5%) and male 51.4% while female was 50%) survive through support from relatives. More refugees registered the highest proportion (55.6%) due to support relatives. About 39% (refugees 44.4%, hosts 30.4%) with male 18.9% and female 72.7% obtain survival through odd jobs (cleaning, menial assignments, casual on call jobs). Similarly, about 23.7% (refugees 19.4%, hosts 30.4%) while male 35.1% and female 4.5% survive through support from friends in the areas where they live. It is also worth noting that 22% (refugees 11.1%, hosts 39.1%) while male 21.6% and female at 22.7% survive through subventions (foodstuff, money, etc.). There are more hosts (39.1) who survive on subventions than refugees (11.1%). Relatives abroad contributed to 15.3% (refugees 19.4%, hosts 8.7%) with male at 18.9% and female at 9.1%.



**Table 36: How unemployed respondents presently survive**

If you are unemployed, how do you presently survive?	Gender (%)		Status/Residence (%)		Total (%)
	Male	Female	Refugee	Host	
Subventions from place of origin (foodstuffs; money; etc.)	21.6	22.7	11.1	39.1	22.0
Relatives in this place	51.4	50.0	55.6	43.5	50.8
Relatives abroad	18.9	9.1	19.4	8.7	15.3
Friends in this place (including 'sponsor')	35.1	4.5	19.4	30.4	23.7
NGO help	5.4	0.0	2.8	4.3	3.4
Odd jobs	18.9	72.7	44.4	30.4	39.0
People who engage in sex work	2.7	13.6	8.3	4.3	6.8
Crime	5.4	13.6	11.1	4.3	8.5

Source: LIFT Refugees and Host Communities survey, 2024

This shows the same trend as remittances from abroad. Meanwhile, 6.8% (refugees 8.3%, hosts 4.3%) with male 2.7% and female 13.6% survive through sex work and 8.5% (refugees 11.1%, hosts 4.3%) with male 5.4% and female 13.6% survive through crime. This finding is consistent with a study by Kindie et al., (2023) on examining livelihood strategies of urban refugees through sustainable livelihoods perspective, a focus on Eritrean and Somali refugees in Addis Ababa that revealed the primary sources of income for refugees as international aid, remittances, wages, self-employment, and support from families and acquaintances.

Respondents were asked what top interventions could enable refugees and host communities to become self-employed in the study area. Results show that 65.9% (refugees 61.1%, hosts 73%) as well as 65.4% of males and 66.7% of females mentioned start-up capital; while 49.5% (refugees 46.3%, hosts 54.1%) with 40.4% of males and 61.5% of females indicated need to be trained in financial literacy.

**Table 37: Key interventions that could enable respondents become self-employed**

Which three interventions could enable participants become self-employed?	Gender (n=96), %		Status/Residence (n=96), %		Total (%)
	Male	Female	Refugee	Host	
Start-up Capital	65.4	66.7	61.1	73.0	65.9
Trainings e.g. Financial Literacy	40.4	61.5	46.3	54.1	49.5
Tax Reduction	5.8	7.7	5.6	8.1	6.6
Dialogue with KCCA	7.7	2.6	5.6	5.4	5.5
Start-up kits	15.4	2.6	9.3	10.8	9.9
Access to credit & Loans	11.5	7.7	11.1	8.1	9.9
Legal Requirements	0.0	2.6	1.9	0.0	1.1
Other	7.7	0.0	0.0	10.8	4.4

Source: LIFT Refugees and Host Communities survey, 2024

## Summary of key mentioned challenges

Despite being self-employed, participants in this category face a number of challenges towards their businesses among which include but not limited to:

- (i) Lack of business support services with financial institutions charging high interest rates to access to loans. Majority 85.4% (refugees 91.4%, host 76.3%; male 85.2%, female 85.7%) have not received any credit to operate or expand business during the past 12 months.
- (ii) Many youths lack adequate business premises where they can operate and expand their business since they are observed operating on roadside markets, hawking, and roadsides.
- (iii) High rent charges to hire business premises.
- (iv) Lack of potential markets for their products or services due to stiff competition.
- (v) High taxes incurred during the tax assessment.
- (vi) Lack of trust among business partners.
- (vii) High Business licensing and registration fees for City Operator Identification number (COIN), Uganda Registration Services Bureau (URSB).
- (viii) Many respondents are ignorant about their rights as employees, and very few of them are aware of their rights.
- (ix) To some extent respondents do not know how to manage their finances they do not know how to handle what they earn, and they are tracked in wasteful spending like sports betting.

## What support do they need to start up business?

Self-employed respondents also pointed out the need for the following support if they are to be successful business entrepreneurs and achieve their life goals:

- a) Financial capital support for start-up and expansion;
- b) More business management skills;
- c) Getting equipment to start my work;
- d) Loan to start job-saloon;
- e) Need technical skills and capital;

## Proposed Strategy to deal with the Self-employed participants

- a) They need to participate in saving schemes and engage in financial literacy program and engaging other partners like enterprise Uganda, KCCA, to mention but a few. These partners would be involved in the mapping, targeting, beneficiary selection, training and monitoring processes to ensure equitable access to project interventions for target communities. Project interventions will contribute to the priorities of target divisions and so contribute to realising government plans in target locations.
- b) They need to organise business oriented vocational training, material support and grants for participants to be organised in business hubs based on what they are doing.
- c) Help participants access credit facilities with low-interest rates. We propose linkages with microfinance be developed to provide access to additional or possible cheaper capital/credit.

- d) Participants counselling and guidance on business performance through local service providers (where feasible these will include local formal and informal service providers).
- e) Capitalizing on free vocational skills training.
- f) Provide participants with startup capital after concrete training.

### 3.4.4 Gender in business establishment and management

Uganda ranks first in female entrepreneurship in Africa, followed by Ghana, Botswana, Malawi and Angola (MCIWE 2019). Female entrepreneurship contributes enormously to socioeconomic development in Africa, but measures designed to promote women entrepreneurs have been widely criticised, and the research continues to be limited<sup>13,14</sup>. Gender inclusion and participation in business is an essential aspect towards enhancing gender and equality in the business spheres. Studies have pointed to women’s reasons for starting a business as necessary to maintain themselves and their children, meeting the most immediate family needs. The interconnection between social and familial relationships for women entrepreneurs is crucial, with collateral social relationships, where group, extended family and/or lineage goals and well-being prevail; and respect for elders and a sense of community. The most prevalent reasons for female entrepreneurship include: social and kinship ties; group, extended family and/or lineage welfare; respect for elders (generation); and sense of community.

Consequently, table 38 shows that 75.0% of respondents believe that compared to women, men find it easier to establish a business with higher proportions among males (81.5%) compared females (66.7%) and a higher proportion among hosts (84.2%) compared to refugees (69.0%). Males and females find it easier for women to establish business.

**Table 38: Establishment of business for women**

Compared to MEN, would you say it is easier (or more difficult) for WOMEN to establish a BUSINESS in this area?	Gender (n=96), %		Status/Residence (n=96), %		Total (%)
	Male	Female	Refugee	Host	
Easier	81.5	66.7	69.0	84.2	75.0
More Difficult	18.5	33.3	31.0	15.8	25.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

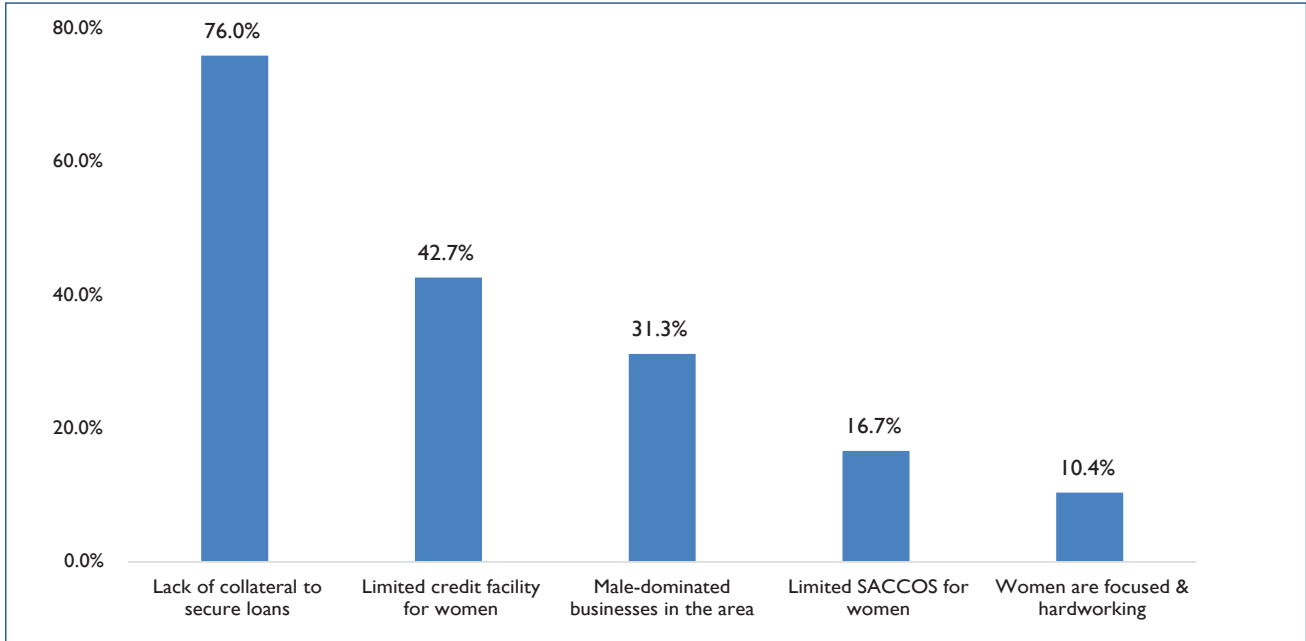
Source: LIFT Refugees and Host Communities survey, 2024

Figure 11 shows that women find difficulties in establishing their businesses and this is majorly due to: lack of collateral to secure loans (76.0%), limited credit facility for women (42.7%), presence of male-dominated businesses in the area as competition (31.3%), and limited SACCOS for women (16.7%). This therefore implies that such factors need to be considered before women establish a business so that they are more prepared to manage such challenges.

13 Anyansi-Archibong, C. 2021. *The Foundation and Growth of African Women Entrepreneurs*. Cham: Palgrave Macmillan. doi:10.1007/978-3-030-66280-6\_1.

14 Boateng, A. 2018. *African Female Entrepreneurship*. Cham: Palgrave Macmillan. doi:10.1007/978-3-319-65846-9.

**Figure 11: Factors that made it difficult for women to establish a business**

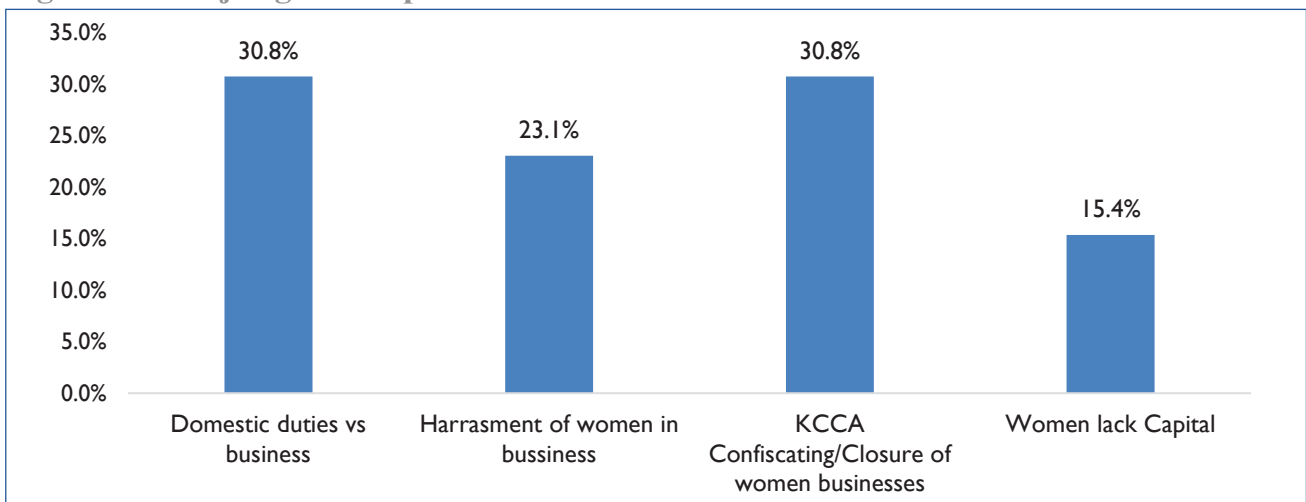


Source: LIFT Refugees and Host Communities survey, 2024

As in figure 12, some of the major gender-specific constraints towards businesses include: challenges of women managing domestic duties and their businesses (30.8%), KCCA confiscating/closure of women businesses (30.8%), harassment of women in business (23.1%) and the general lack of starting capital among women (15.4%). Participants revealed that in their opinion, harassment of women from KCCA affects women businesses with male (25%) and female (20%), refugees (22.2%) and host communities (25%). Similarly, participants believed that KCCA enforcement disrupting women business is common with 30.8% with male (37.5%), female (20%) and refugees 33.3% and hosts 25%.

To avoid harassment, confiscation of merchandise and closure of business by KCCA, it is critical that participants register their businesses with local authority, District/city authority and registrar of companies. Local authorities provide trading licence which allow smooth flow of business.

**Figure 12: Major gender-specific constraints towards businesses**



Source: LIFT Refugees and Host Communities survey, 2024

### 3.4.5 Government support for business establishment

The survey assessed what support government can give and does give to establishment of businesses. These take the form of rules and regulations which refer to the formal and/or informal rules and norms that govern refugees’ and host communities’ access to markets. These may include legal frameworks governing refugees’ right to work and related issues, but also prevailing cultural, social or political norms or attitudes towards refugees. These are critical enablers for businesses to either thrive or not.

To this extent, table 39 shows that about 12.5% of respondents received some government support to help them establish a business, with higher proportions among females (16.7%) compared to males (9.3%) and a higher proportion among the host communities (15.8%) against 10.3% for refugees. Majority (78.3%) of those that received support, received women-tailored special trainings<sup>15</sup> (women in business, business development services for women businesses, business digitalisation, mentorship and business networks, agro-processing and best agricultural practices) while 26.1% received special access to credit or special loans and 13.0% received special market linkage<sup>16</sup> opportunities.

**Table 39: Government support for business establishment**

Have you received any government support to help you establish a business?	Gender (n=96)		Status/Residence (n=96)		Total
	Male	Female	Refugee	Host	
Yes	9.3%	16.7%	10.3%	15.8%	12.5%
No	90.7%	83.3%	89.7%	84.2%	87.5%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Source: LIFT Refugees and Host Communities survey, 2024

### 3.5 Wage-Employed household participants

Wage employment remains one of the fulcrum incomes generating opportunity for many program participants in Kampala. Due to the narrow base of salaried employment, many respondents have opted to become wage employed workers. Results show that wage employed participant workers are those found working for a few hours in a day/week but willing to work full time given an opportunity and being paid per work done and some of these respondents work only when called upon by the employers.

The analytical findings of assessment recognized common growth poles for most of wage employed beneficiaries as saloons, car and boda-boda garages and stages, betting houses, boutiques, bars, mobile money outlets, supermarkets, restaurants, fishing grounds and hotels as most common employment avenues for participants in the assessment areas. Most participants were engaged as sales men and women (21.9%), self-employed entrepreneurs (33.3%), hawkers/street vendor (7.3%), paid casual worker (6.3%), beauty parlours and salon (6.3%) and private sector professional (5.2%).

Based on current employment by participants, the skills and competences required for the jobs they have include business/entrepreneurial skills, 17.8% (refugees 24.4%, host 7.1%); customer care skills 16.4% (refugees 11.1%, host 25%), salon and hairdressing skills 17.8% (refugees 20%, host 14.3%), soft skills 13.7% (refugees 11.1%, host 17.9%), tailoring skills 12.3% (refugees 17.8%, host 3.6%). Other skills

<sup>15</sup> These are opportunities for women entrepreneurs to acquire tailored technical skills and Business Development Services (BDS) to support transitioning women enterprises from one level to another; business growth and expansion.

<sup>16</sup> Entrepreneurs being connected/introduced to and being made aware of the different market actors.

include technical skills 6.8% (refugees 8.9%, host 3.6%). In the FGD transcriptions, there were cases of respondents (refugees) learning hairdressing from the premises of the RLOs and others opened up or were later attached to salons.

Wage employed participants are willing to settle for any available opportunity with no focus on whether the employment opportunity matches their technical skills or not. This is why 56.3% (refugees 56.9%, host 55.3%) found their current jobs through vigorous self-search<sup>17</sup>, 8.3% (refugees 10.3%, host 5.3%) through the help and support of family/relatives in place of origin, 18.8% (refugees 20.7%, host 15.8%) obtained through friends/relatives in the current location. About 2.1% (refugees 0%, host 5.3%) acquired their current jobs through responding to employer advert.

The assessment also showed that 88.5% (refugees 86.2%, host 92.1%) are open-ended type. About 3.1% (refugees 3.4, host 2.6%) are in permanent and pensionable category; while 2.1% (refugees 0%, host 5.3%) are in long-term open-ended type. Similarly, 3.1% (refugees 5.2%, host 0%) are in short-term contract with 2.1% (refugees 3.4%, host 0%) in monthly contract. This implies that the majority of participants in open-ended (day to day) category on employment and therefore no guarantee of job security.

The tenure of the employment for participants differs markedly. About 22.9% (refugees 17.2%, host 31.6%) have held the current job for less than one year, while those who have had it for 1-3 years were 26% (refugees 22.4%, host 31.6%). Meanwhile those who held it for 4-6years were 24% (refugees 27.6%, host 18.4%) and the majority, 27.1% (refugees 32.8%, host 18.14%) have held it for more than 6 years.

Generally, employed participants work for varied time length. About 35.4% (refugees 48.3%, host 15.8%) work for 6 days per a week while 31.3% (refugees 25.9%, host 39.5%) work for 7 days a week. Similarly, 7.3% (refugees 6.9%, host 7.9%) work for 5 days a week with the same length of participants also work for 4 days a week.

The survey also showed that 28.1% (refugees 27.6%, host 28.9%) earn an average of UGX. 100,001(USD\$26)-300,000 (USD\$79) as current wage per month with 13.5% (refugees 13.8%, host 13.2%) earning less than UGX.100,000 (USD\$26). Participants who earn UGX.300,001(USD\$79)-500,000 (USD\$132) per month was 20.8% (refugees 25.9%, host 13.2%), while 5.2% (refugees 6.9%, host 2.6%) earn more than UGX.500,000 (USD\$132) per month. Among the participants, 96.9% (refugees 94.7%, host 100%) are entitled to meals or meal allowance at work while 50% (refugees 52.6%, host 46.2%) have transport or transport allowance. Only about 9.4% (refugees 10.5%, host 7.7%) are entitled to annual paid leave.

## What challenges do wage employed youth face?

- **Poor or underpayment to wage-employed participants**

One key challenge highlighted is that wage-employed participants continue to decry the amounts of money paid to them as little. The majority earn wages in the ranges of UGX.100,000 (USD\$26) to 300,000 (USD\$79). A key informant at remarked that “some of us, when you go to apply for a job, the moment they spot out that you are a Congolese, you might not be given a job.

<sup>17</sup> *Self-search refers to personal initiatives and efforts by a job seeker where s/he actively searches for job openings, places unsolicited application or engages in voluntary work to increase chances to landing a dream job.*

And if they give you a job, you might not be paid the same as a Ugandan because I myself have experienced that. I was working in a salon where they give UGX. 300,000 (USD\$79) a month, but if you are a Congolese, you will be getting UGX. 250,000 (USD\$66). Despite lamentation of little pay by participants, they commented about wasteful spending highlighting that some of their colleagues do not save. Instead, they spend money on luxuries like alcohol consumption from bars, gambling activities and buying clothes.

- **Wage-employed participants either not- or under-qualified**

81.3% (refugees 77%, host 86%) wage-employed participants are either not-qualified or underqualified for their employment. In some instances, it has been found that there were some university level employees doing jobs of lower level employees. Some participants in this category indicated most significant mismatch between what they studied and what they are doing. The mismatch goes into their level of qualifications versus the kind of job done.

- **Language barriers impacting communication and limiting opportunities**

One of the challenges faced by the participants is language where 34.4% (refugees 41.4%, host 23.7%) indicated as one of the factors that make it difficult for them to establish a business or settle in in the job. A key informant at an RLO remarked that in DRC they speak French which is not the case in Uganda. For example, Congolese speak French yet in Uganda its English which also limits refugee opportunities in Uganda. A key informant reflected on this saying “it remains that most Congolese find it hard to get jobs or be employed in Uganda because of the language barrier and qualifications which differ from those of Ugandans.

- **Recognition of foreign Diploma/Certificates by employers**

Refugees revealed potential employers doubt their foreign qualification<sup>18</sup> and do not offer them jobs based on this. A refugee at People for Peace and Defence of Rights (PPDR), an RLO highlighted the same concern remarking “on the level of education, I am well educated. I went to University in DRC. But the time when I moved here, I found out that the education that we came with from Congo is not the same here in Uganda. This means that I need to go back to school again and that is not easy because I don’t even have money to go back to school.” A key informant at an RLO remarked that “the opportunities are very limited and this is due to lack of work permits and also most refugees qualifications and education systems back home don’t favour them here in Uganda.

- **Competitive job market and shortage of available positions**

The job market in Uganda is highly competitive due to a shortage of available positions. The National Organisation of Trade Unions (NOTU) has highlighted the need for an increase in job opportunities, as the current number is insufficient to meet the demand. About 30% of the youths who are institutionally qualified in Uganda are unable to find jobs, and the situation is even worse for refugees. A key informant at Young African Refugees for Integral Development (YARID), an RLO observed that “yes, we can access some jobs although the challenge is high competition in the labour. Remember as refugees, we compete with Ugandans and people who are better qualified than us.”

<sup>18</sup> NCHE is the statutory body concerned with recognition of foreign qualifications. Through advocacy, CRS, RLO together with UNCHR/OPM can work with NHCE to certify, recognize and equate refugees’ foreign qualification to enable them get job they qualify for.

- **Discrimination and unethical practices**

Discrimination, nepotism and corruption were mentioned by participants a serious challenge in employment search. An FGD participant in Bondeko (RLO) observed that “in Uganda, there is something called connections. There are two things involved. One is the technical requirement, and the other is the technical know-who. If you do not have someone who can recommend or put you in that job, you will not get employed. This is because those top managers already have their people they want to take up the job. The adverts are just for cover up. Whether one is a refugee or host, the challenge is the same. You will come when they have already handpicked someone and the other things like shortlisting, interviews that follow are just mere formalities.” Another FGD participant reechoed the same sentiment saying “a friend of mine talked about tribalism, a very big challenge in Uganda. You might find that the business that you want to join is full of certain tribes and when a foreigner comes to join, then he or she is told that for them (that group), they only employ their tribe.”

- **Limited capital for entrepreneurial participants**

One of the key challenges pointed out as an inhibiting factor to their ability to reduce unemployment is limited capital for entrepreneurial participants. A male FGD participant in mixed group in Kivulu, Kagugube remarked that they need capital to start a business saying “sometimes you may need some asset like Boda-boda but the capital to acquire such assets is lacking which demotivates people lowering the morale and the desire to have a decent employment as a person. Another key informant in Bukesa Zone, Kampala Central revealed that “we need more capital to finance business startups because capital is the biggest challenge.” The centrality of access to credit in the dynamic equation of reducing unemployment cannot be overemphasized. The UBOS (2021) showed that obtaining start-up capital and finding clients/market are the main challenges faced by 70 percent of the household enterprises in Uganda. A study by (Behrenz, Delander, & Månsson, 2016) indicated that the start-up subsidy programme for unemployed persons is a successful programme regarding the integration of the unemployed into the mainstream of the labour market. This suggests that extending start-up capital to unemployed vulnerable people would go a long way to transitioning them from unemployment to self-employment status. Doing this requires such people to have been trained in financial literacy, business management and skills.

## Strategies

- There is need to empower training institutions, NGOs, CBOs and recruitment agencies through collaborative work on curriculum development to have the capacity to accommodate persons of all backgrounds including refugees.
- Additionally, advocacy to ensure that the labour policies and also certificate/diploma recognition among countries (or universities/schools) are indiscriminately adhered for refugees to share in the same opportunities as nationals.
- Local government departments at the two divisions call for the engagement of CRS to enable them to reach out to participants through sensitization campaigns (business planning, confidence, risk and time management, conflict management, and communications skills, creative thinking). Government departments have all the technical expertise (coaching, experience sharing, hands-on exposure training, linkage to the market, information about opportunities, counseling, encouragement, and persuasion) needed to uplift the lives of both refugees and host populations youth but lack enough logistical capacity to reach out to them.



- There is a need for further training of the participants (and their leaders) to further appreciate the unique needs and strength of the distinct categorizations (various groups of participants to involve) catering for most vulnerable households and children are comprehensively understood and addressed.
- Intervention should support participants that possess technical skills to harness their full potential. CRS, in conjunction with training institutions, could set up incubation centres to help tap into the untapped innovativeness and proactiveness that participants possess with the technical skills they carry along with but with minimal applicability. There is need for Business Development Services because oftentimes people have technical skills but not the business and financial management component.
- CRS could partner with RLOs involved in refugee sensitization activities to further train refugees about values of financial literacy and investment. Since each of the divisions has an RLO and training institutions involved in refugee sensitization efforts, CRS could make a stronger appeal partnering with a selection of these RLOs in each of the divisions.
- One way of addressing the qualifications mismatch is to make sure that participant workers have the necessary skills to undertake available jobs through job training.

In further discussion, (Byamugisha, Shamchiyeva, Kizu, 2014) argue that trained workers have the possibility of being more efficient, effective and better motivated at work than untrained workers.

## Conclusions

Wage employed respondents (refugees and host communities) include female, male and PwDs as the most vulnerable categories. Refugees have the most waged employed participants (29.2%) compared to host (21.2%). Therefore, more experiences can be drawn from them. There are respondents with no technical skills in this category compared to those with skills. Common growth poles for most of wage employed youths are saloons, car and boda-boda taxis, betting houses, boutiques, bars, mobile money outlets, restaurants, and hotels as most common employment avenues for respondents across the two divisions. Other sectors where respondents are employed include alcohol sale, fresh vegetables (tomatoes, bananas), roadside evening markets including nyama-choma, hawking (foodstuffs, jewellery, clothes, toys, shoes) because these require little capital.

### 3.6 Multipurpose Cash Assistance (MPCA)

The study aimed to determine how much MPCA is to be extended to participants, what preferred mechanism to use and the extent to which the MPCA can be feasible. The goal of determining reasonable MPCA is to empower beneficiaries to meet their essential needs in the local market, often alongside other programmatic goals of achieving positive market impacts and supporting governments.

Through household quantitative data, the consultants established threshold, which provided an understanding of what the beneficiaries needs are, which needs are covered through the local market and at what cost. The consultants then determined the cost of meeting food and non-food needs using a Minimum Expenditure Basket (MEB). The MEB defines what an average household requires to meet their essential needs, on a regular or seasonal basis, and its cost. It is a monetary amount describing the cost of average, recurrent household essential needs for a household, typically for one month. It comprises both food and non-food. As such, it puts a price on the minimum cost of living and can hence provide a basis to determine transfer values.

It was critical that the focus was on household needs that can be met by people in the local market which can be supported through an MPCA. To this extent, household needs that go beyond what can be bought in the market (e.g., health and education services) were not considered in the analysis. The feasibility of the amount of MPCA will be a function of budget amount as outlined in the LIFT project. Providing MPCA to beneficiaries is understandably a demand-side intervention, as purchasing power is transferred to the hands of the recipients. However, there could be constraints on the supply side of essential goods and services. This might hinder beneficiaries from meeting their needs in local markets and would require ensuring that markets can provide the necessary goods and services.

To encourage financial inclusion and help create an enabling environment for sustainable livelihood development, it is envisaged that MPCA will use e-cash transfers in line with a Minimum Expenditure Basket (MEB). The use of e-cash will enable digital financial inclusion and women’s economic empowerment. For this reason, it is recommended that would encourage participants to open bank accounts<sup>19</sup> which will place cash in women’s hands. The MPCA amount would be key to achieving these priority objectives. To promote the initiative, e-cash should be delivered through unrestricted cash transfers through mobile payment systems, which enables flexibility in the frequency of transfers. Unrestricted cash provides choice and purchasing power to people and should be deliberately designed to meet essential needs.

When MPCA amount is considered without education and health components, the shortfall between the average monthly income and various food and non-food items in the MEB is USD\$65. However, when education and health are factored in MEB calculation, the shortfall between average month income for each household increases to USD\$164. The harmonized CWG guidance proposes a reference average value of UGX 72,321 (USD\$19.18) per person per month to meet essential needs<sup>20</sup> translating to about UGX.361,605 (USD\$95.93 for a household of five (5) members. CRS will, based on its available budget, determine which option to use. However, to inform decision making, two options (including and excluding) education and health costs as illustrated in the table below:

**Table 40: Multipurpose Cash Assistance Calculation based on primary data**

Description	Option 1		Option 2	
	Excl. Education & Health		Incl. Education & Health	
	UGX	USD\$	UGX	USD\$
Average monthly income per HH	350,000	93	350,000	93
Less: Expenses				
Food	300,000	79	300,000	79
Rent	200,000	53	200,000	53
Transport	45,000	12	45,000	12
Electricity	30,000	8	30,000	8
Communication	20,000	5	20,000	5
Education	-	-	325,000	86
Health	-	-	50,000	13
Total expenses	595,000	157	970,000	256
Excess or shortfall	(245,000)	(65)	(620,000)	(164)

Source: LIFT Refugees and Host Communities survey, 2024

<sup>19</sup> Both bank account and mobile money can be used to promote digital financial inclusion to recognise that participants may be mobile; and requires access to funds for various reasons.

<sup>20</sup> This number does not include livelihood one-off and seasonal targeted support but a monthly minimum component. This number does not account for adjustment at household size beyond 5 members

In the implementation of MPCA, it is critical to understand that financial inclusion for vulnerable populations requires alternative mechanisms. Barriers to banking services faced by refugees highlight the need for alternative financial mechanisms, such as mobile cash transfers, to ensure their inclusion in economic initiatives. This calls for tailoring financial services to the specific needs and circumstances of marginalized communities.

### **3.7 Support participants with Business Grants**

The consultants provide two alternatives for CRS to consider in implementing business grants. These are the Savings and Internal Lending Communities (SILC) and Self-Help Group Models which are explained in the next section:

#### **3.7.1 Savings and Internal Lending Communities (SILC) Model**

While MPCA is meant to cover basic food and shelter needs while linking beneficiaries to employment opportunities, another option is to support selected participants with business grants depending on their aspirations. To effectively design this, the project will work to enhance financial inclusion and social cohesion through a proven group-based approach, namely Savings and Internal Lending Communities (SILCs). Establishing functioning SILCs will activate, enable, and motivate member households to engage in economic development activities. They act as powerful accountability mechanisms with proven success. These activities will provide a strong springboard for enterprise development especially off-farm enterprise development including skilling and employment. Participants will be selected and monitored by the SILCs to capitalise on the benefits of strong accountability mechanisms that SILCs offer.

Using the business grants model will unlock the potential of micro-, small- and medium-sized enterprises by facilitating access to information; fostering integration into value chains and addressing financing gaps through this grant. The project will enhance productivity within the non-agriculture enterprise, enabling households to generate adequate income from enterprises for improved economic wellbeing. The value chain development work with focus on linkages to the private sector recognising that SMEs play a leading role in creating employment, income and value-added and in providing the seedbed for developing and testing entrepreneurial talent. The private sector engagement will include:

- Market-based approaches that prioritise business models and catalyse markets to solve economic development challenges more efficiently and sustainably (e.g. by engaging SILC members as customers, offering them socially beneficial products at prices they can afford, or as business associates – suppliers, agents, or distributors – providing them with improved incomes and opportunities).
- Enterprise-driven development will focus on aligning with the private sector as co-creators of market-oriented solutions. Together, this drives shared interests and shared risk while working toward results that create shared value.

The role of the SILCs is not expected to phase out at the end of project implementation. Their financial inclusion and market engagement will continue to develop as they save and borrow increasing amounts, providing greater support to enterprise development. SILCs will be the gateway for the project's enterprise support, thereby providing a community-level accountability mechanism

to ensure that direct project beneficiaries (e.g. participants who receive training) make the best use of their increased skills in order to further empower the whole group.

How the situation of the target groups and final beneficiaries will be improved:

The action will have 480 direct beneficiaries (women, men and youth). These will be made up of:

- Direct participants in 19 SILCs, which have an average membership of 25 people each (47521 people in total). The wider target group will include the households of the 475 SILC participants. Based on an average household size of 5.5, this equates to 2,138 indirect beneficiaries (women, men, and children) ( $475 \times 5.5 = 2,613$  minus 475).

Enterprise development grants: The enterprise development grants scheme can be used as catalytic capital to leverage private investment to test and/or scale inclusive business models. Grants, in conjunction with technical assistance, will be directed to support the development of business plans with the potential to yield both commercial and social benefits for identified project beneficiaries.

This business/enterprise development grants will be awarded to individual members with viable enterprise business plans. Only vetted members of SILCs are eligible for the grant, either as individuals or small groups. The enterprise development grant will be awarded on a competitive basis through a rolling application window throughout the project. Selection will be based on viable business plans (which will be reviewed by a panel) and the selection criteria include endorsement by other SILC members. Applications should be market-relevant with potential to create employment opportunities for both refugees and host members. Grants will vary based on enterprise selected and can be spread over multiple payments, depending on the business case. Linkages with microfinance could be developed to access additional capital.

In the event that business grants are given out, amounts should be tailored to capacity of participants cost sharing introduced because cost sharing maximizes effectiveness of grant utilization. It is significant to note that providing grant amounts based on the capacity of participant rather than a uniform figure and use of cost sharing will foster a sense of ownership, responsibility, and provides equitable access to resources and maximize the effectiveness of grant utilization.

Cash transfer to successful grantees will be unconditional, meaning that the SILC does not need to provide full accountability for it, except that proper record keeping will be required in order to be eligible for a second grant. Where available and if eligible, SILCs will also take out a group loan with a microfinance institution (identified through a call for expression of interest).

## Process and criteria for selecting/establishing 19 SILCs

- Conduct 1st meeting: Orientation on the project to community leaders including orientation on selection criteria;
- 2nd meeting: Orientation on the project to the community (village/ward meeting) including the selection criteria, managing expectations and enrollment of the beneficiaries for the project (registration).

---

21 *We acknowledge that the project targets 480 individuals in 96 households. This means that five groups will have more than 25 people, a figure that can be managed within the group setting.*

- Screening of the beneficiaries (participants) using defined selection criteria: The selection criteria include: (a) willingness to participate in the project; (b) willingness to work and save in a group, including taking loans and repaying loans; (c) vulnerability of the refugee or host community household; (d) one person per household.
- Conduct 3rd meeting with the selected beneficiaries to form groups. The beneficiaries are given the freedom to select their own group. The criteria will be (a) proximity to one another; (b) like-minded people who can trust one another and are able to cooperate; (c) size of 25 people in average; (d) include some literate members; e) a minimum of 50% of the group members need to be female; willingness to form mixed groups (refugees and host community).

### 3.7.2 Self Help Group Model (SHG)

SILC can be an effective model and lead to greater social cohesion and saving which are invested in personal (education, rent) or small IGAs, although the capital saved is not enough for setting up businesses and people do not attend SILC for business reasons. For this reason, SILC is ineffective to be used as an entry point with the kind business grant conditionality. In addition, a SILC group formation and the saving cycle takes up to a year. This is where SHG model comes in.

SHG model guides self-sustenance and socio-economic transformation for the vulnerable people because it causes a paradigm shift in the status quo resulting in them taking complete control of their future and don't have to live in predicament and exploitation. The SHG model encourages savings investments and outlines the importance of networks. This model could provide a solution to the overarching challenge of sustainable livelihoods for vulnerable people that are lucky enough to get employed and have the rare opportunity to earn an income. Although the model points out the need for women empowerment, male youths who are equally as vulnerable make excellent candidates for the propositions therein.

Vulnerable people in Kampala bear an unequal burden of vulnerability due to societal and structural barriers. The SHG model is proposed to address the existing inequalities. This model has been studied to have impacts on collective financing, enterprises, livelihood and participants' socio-economic and psychological empowerment. The above is evidenced in Amartya Sen (2001) who posits that women worldwide have less access to substantive freedoms such as education, employment, healthcare and civic freedoms. First, girls are enrolled in school at lower rates than boys, resulting in women making up more than two-thirds of the world's illiterate adults (UNESCO, 2013). Second, women experience unequal access to health care starting from birth and throughout their reproductive years (WHO, 2007). Third, women are missing from all levels of government—local, regional, and national (Lopez-Claros, 2005). Women also have fewer economic freedoms. In sub-Saharan Africa, only 16 to 18 percent of loans issued to small and medium businesses are issued to women owners (IFC, 2014). Also, in many countries, women cannot own land.

Self Help Groups have been referred to as mutual aid or support groups, are small voluntary groups that are formed by people related by an affinity for a specific purpose who provide support for each other. They are created with the underlying assumption that when individuals join together to act toward overcoming obstacles and attaining social change, the result can be individual and collective empowerment. Strategies employed in SHGs such as savings, credit, or social involvement as instruments of empowerment. The types of SHGs that exist in developing countries are numerous and can include economic, legal, health, and cultural objectives.

Research agrees that empowerment is a process and an outcome in itself that can occur at multiple levels and within different dimensions. After the International Conference on Population and Development (United Nations Population Information Network & United Nations Population Fund, 1996), the UN-delineated five major components of empowerment that the SHG aspires to achieve and they include:

1. Women's sense of self-worth
2. Women's right to have and to determine choices
3. Women to have access to opportunities and resources
4. Women's right to have the power to control their own lives, both within and outside the home
5. Women's ability to influence the direction of social change to create a more just social and economic orders, nationally and internationally.

### **Who is the target for this model? Where is the take?**

Although the model is postulated to target women, its suitably applies to all vulnerable people (youths, PwDs, men) as it encourages inclusiveness and equal participation. Young people stand to benefit a lot more since they are the most numerous in virtually all economies across the world. In Uganda, they constitute 73.2% of the country's population (UBOS, 2024).

Since it is strongly premised on teamwork, the model is best suited for young people that have interpersonal skills to tap into the strengths that other youths possess. There is a lot at stake for the young people, their households, communities and the country. If well supported, the model spells out a sustainable livelihoods approach that would help transform the lives of many a young people.

### **Application**

In Uganda's context, SHGs are grass root managed institutions that can be federated into a village level, parish level, sub-county level, district level and Regional level groups. Organizational identities to assist self-help groups to realise the benefits of a larger organisation while maintaining advantages of a small organisation is the purpose of federating the groups at different levels. Federations world over are fast becoming influential voices to express the social, economic and political needs of the vulnerable. A case in point is the recently constructed Makerere University's perimeter wall that was redesigned to allow for needs of the people with disabilities. This was as a result of organised voices of people with disabilities with interests in Makerere University.

### **Scale Up Opportunities for Self Help**

Capacity building is an essential component of pulling people out of vulnerability. Training includes participatory training methods, SHG formation and strengthening, bookkeeping and financial management and helps members and leaders develop linkages with banks and other institutions. Integration of informal savings and credit groups with mainstream banking is ensured by providing them with credit to enhance their fund base and corporate creditworthiness. Once an SHG has demonstrated its capacity to sustain and to absorb outside credit, loans are extended to it from the formal banking structure. Using existing financial infrastructure to meet the needs of microcredit initiatives saves on duplication and transaction costs. It also changes the perceptions regarding the creditworthiness of the poor and vulnerable.

### **How does it work?**

Every Cell {Village Level Group Associations (15 to 20 members) =CLAs} forms different groups with a maximum of 20 and a minimum of 15 members. The Groups at cell level depends on the interests

of support organisation and the magnitude of impact needed to be caused. Every group should be a homogeneous group, always identified by what members are involved in most times. Each group has a leadership structure composed of its members. Each group among its leaders chooses a representative, who is sent to the parish level to form a Cluster. This can be named As Cluster Business Group (CBG). The CBG is Group that is composed of leader representatives from every C/VLA. What unites C/VLAs is still homogeneity regarding production and business activities as well as routine meeting and saving by members. Members save at a cell level and then savings are transferred up to cluster level to form a more significant savings and production unit.

Besides, CBGs always meet regularly to save what has been collected from the CLAs. They even go ahead to register their clusters for easy identification by any support Actors. It is important to have group members operating in the same businesses or employment to ease coordination and mentorship as well as training services.

All CBGs from the parish/ward level have representatives at a sub-county level to form an intergraded group known as a Federation. This is always the apex of all the groups this can as well subscribe to join other federations to form a National Union. This kind of arrangement works well in an environment that holds the following assumptions:

### **Assumptions**

- Every member should be earning and willing to save as a group;
- Every group must have a leadership structure;
- Mentorship should be given a priority for every group through extension workers facilitated and coordinated by CRS for example; Enterprise Uganda, Uganda Manufacturers' Association, Uganda Industrial Research Institute, commercial Banks, Local Government and Kampala City Authority and Private Sector Foundation among others;
- Members of a group must be doing a similar type of business or employment;
- A constitution for every group must be set in place;
- Regular Training;
- A routine meeting of members in each group;
- Limited migration of members. (members willing to settle in a community for a long time since the model is community-based). Follow up with members that migrate to distant areas far from the targeted divisions may be difficult, and further limit their regular participation in group activities. This provision may not perfectly fit in the lifestyles of youths within the two divisions because they are mobile and can migrate at the onset of an opportunity anywhere.
- Support actors in place.

The model assumes a favourable policy environment that protects the rights of the vulnerable groups of the population that comprises of women, children and refugees. The inequalities that exist for these groups are entrenched within societal values, cultures and traditions that may not be easily undone.

The availability of resources and income generating opportunities may not be available to every member of the group at the same time. Some persons may not be as privileged as their counterparts. It may therefore not be sufficient to presume that every member of the group could have a contribution to make.

In Uganda, women are mostly submissive to men. Where this hold, women may be denied the chance to join a self-help group depending on the man's discernment. This hinders the female's chances at a sustainable livelihood.

It is not a given that the outcome of investment and networking is a sustainable livelihood, underlying factors like culture, education level, residence and setting may have a binding to a member's ability to achieve a sustainable livelihood.

## Conclusion

The model can be applied to different categories of vulnerable people as well, if they have a certain level of homogeneity especially their area of business operation. It works well for self-employed and wage employed participants. The model can focus on the strength of the target group not their level of neediness. The stronger the groups, the higher the bargaining power. Proper application of the proposed model can result in solid community cohesion.

### 3.8 Private Sector Development

Private sector plays a significant role in employment for both refugees and host communities in Uganda. It is the engine of growth that supports the country's economic growth and development. However, it is also critical to note that this sector is dominated by underdeveloped sole-proprietor enterprises which are poorly regulated with tainted record of employment malpractices, child labour, exploitative and criminal behaviour. The Uganda National Employment Action Plan 2023-2025 recognizes the importance of strengthening the private sector to create jobs and enhancing the productivity and social wellbeing of the population, among its key objectives.

Document review showed that Uganda is a private sector led economy which employs many people and it employs over three-quarters of people. Uganda Bureau of Statistics (UBOS) report shows that private sector employs the largest number of people with 77 per cent, while public sector stood at 23 per cent. In line with this finding, it is important that Savings and Internal Lending Committee (SILC) members be trained through vocational institutes with potential to get opportunities in other areas of Uganda which requires understanding and working in partnership with Private Sector Foundation of Uganda (PSFU), Uganda Small Scale Industries Association (USSIA) and Federation of Uganda Employers (FUE). Therefore, interventions aimed at skilling beneficiaries should be designed in partnership with private sector umbrella organisations. With this background, it is critical that programmes aimed at vocational training be prioritised when deciding where beneficiaries can acquire skills.

The specific enterprises that employ people included food production, market vending, fabric (dealers in second-hand clothes, beauty parlours and saloons, metal fabrication, mobile money service providers and entertainment (music and event management). With their involvement, it is important that successful implementation of livelihoods projects using the market systems approach can address the underlying causes of poor performance in specific markets that matter to people living in poverty. Market systems approaches address the root causes of why markets often fail to meet the needs of poor people. They focus on interventions that modify the incentives and behaviour of businesses and other market players – public, private, formal and informal. Therefore, LIFT should promote private sector development in the proposed action using a market systems approach in order to make markets more inclusive, accessible and resilient. This can facilitate increased market linkages for private sector actors and off takers through a stimulus package.



#	Proposed Activities
1	Conduct a gender inclusive and green employment opportunity identification and market scan.
2	Select and prepare training institutes and local service providers for skills, and employment development.
3	Develop gender-responsive services and curricula for life, business ('opportunity grabbing') and leadership skills development.
4	Identify participating BTVETs and participants training and empowerment of institutes and build their capacities to provide market-oriented skills training.
5	Develop participants training curricula and share across all participating BTVETs and training institutes.
6	Participating BTVETs and other training institutes provide market-oriented life skills, leadership skills and basic business training for identified participants.
7	Develop a mentorship program in conjunction with BTVETs and participating training institutes.
8	Select and recruit mentors.
9	Launch and roll out the mentorship program.
10	Identify and profile private sector entities willing to host participants as interns.
11	Engage private sector employers to match the trained women and men to private sector actors for internship and/or employment opportunities.

Source: LIFT Refugees and Host Communities survey, 2024

### 3.9 Potential project stakeholders and intervention partners

Any intervention requires working in partnership with key stakeholders. LIFT desires to work with partners from the private sector, civil society (RLOs, other local NGOs) and the public sector. Involvement of partners from planning and design stages, will create solid collaboration and partnership. Key stakeholders deemed key for LIFT project include KCCA divisional staff, local councillors, and other partner organisations and other Disability organisations. This partnership will enhance mutual accountability where joint monitoring will be done with lessons learnt drawn for the improvement of project implementation, monitoring and reporting. This partnership approach will create linkage and collaboration to support and help enhance sustainability

Therefore, during the data collection phase, the consultants interacted with four RLOs (Young African Refugees for Integral Development – YARID, African Youth Action Network – AYAN, People for Peace and Defense of Rights – PPDR, and Bondeko Refugee Livelihoods Centre). The consultants assessed each RLO's organisation in terms of reception to ideas as well as internal structure, willingness to share and provide audience and information as needed, cooperation and willingness to collaborate with other partners in addressing refugee needs. Consequently, two RLOs (YARID and Bondeko Refugee Livelihoods Centre) clearly stood out by their willingness to cooperate during the assignment.

Whereas all the RLOs have programs of skills training and English language teaching to the refugees, YARID and Bondeko were evidently better than others especially in collaborative aspect. YARID and Bondeko support the majority of refugees and the management of both are keen on collaborative work and partnership. This was demonstrated by their ability and active involvement in mobilising most of participants who were met and talked to by the consultants. Categorically, Bondeko which

has two branches, the main one in Rubaga, and the Nsambya ECD centre demonstrated more rigour and willingness followed by YARID. Even though it was first time meeting, the consultants were able to create a good working relationship with Bondeko and this saw Bondeko giving free audience for the 3 KIIs and mobilized for 5 refugee FGDs, 9 host community FGDs, all the 46 refugee household participants and even mobilized the 31 household host community participants. It is worth noting that even the pretest was done at Bondeko branch in Rubaga. Bondeko's proactive nature and willingness to provide required information and demonstrated interest in partnership to enhance refugee wellbeing greatly stands out.

For PPDR and AYAN, each time they were contacted, they demanded for money to mobilise for either FGD or KII to take place. Both declined to mobilize participants for FGDs in the absence of monetary facilitation. During this time, the consultants engaged PPDR for hours to allow for only 2 FGDs and 3 KIIs, which request was granted, and that was the last support PPDR provided. AYAN declined any requests despite intervention of CRS team. The leaders at AYAN said, no money, no FGD and yet the people were gathered and almost incited people not to talk to consultants. In terms of forging a working partnership, Bondeko is better placed followed by YARID. The other two RLOs prioritise monetary facilitation above service, not a good indicator of working for the wellbeing of vulnerable people.

It is important that the identified RLO is involved in planning and design of the project to ensure all facets of program are included. In addition, the project should ensure joint stakeholders monitoring to build their capacity. Project monitoring is a critical enabler of organisational success and feedback mechanism. Monitoring is the process of regularly and systematically collecting, managing and analysing information about a project in order to adjust or shape project implementation as needed. The World Bank<sup>22</sup> defines monitoring as "a continuing function that aims primarily to provide...an ongoing intervention with early indications of progress, or lack thereof, in the achievement of results". During these sessions, the project team, RLO, the government officials from KCCA and beneficiaries together participated in monitoring visits. During these sessions, insights about the project from different stakeholders will be shared to provide an opportunity to reflect on project progress. Such reflections will generate, relevant data to adjust or shape project implementation in the areas of gender, age and disability dimensions.

The assessment team also interacted with local council authorities, divisional authorities at Makindye and Kampala Central. Although in both divisions, officials demanded for monetary facilitation, it is critical to further engage with them especially at project planning and design stages because their inclusion and involvement are essential for project success. Gradual engagement is a significant step in winning acceptance from a key stakeholder. Government departments usually have relevant technical expertise (coaching, experience sharing, hands-on exposure training, linkage to the market, information about opportunities, counseling, encouragement, and persuasion) needed to uplift the lives of both refugees and host populations youth but lack enough logistical capacity to reach out to them. Other critical stakeholders needed for this project include OPM/UNHCR.

A key observation that was made by participants at the validation meeting was that refugees as they involve in any livelihood intervention always look for resettlement opportunities to other countries. Consequently, resettlement has become a big thing that has affected developmental work and effective engagement of refugees in projects.

---

22 World Bank. (2007). *Monitoring and evaluation: Tips for strengthening organizational capacity*. Retrieved December 28, 2017, from <http://siteresources.worldbank.org/INTBELARUS/Resources/M&E.pdf>

## 4

# Model Proposition

Based on this assessment results, Catholic Relief Services hopes to design and deliver market-based training on soft skills and business development for a selected number of participants and layer the skilling package with multipurpose cash assistance to cover basic food and shelter needs while linking them to employment opportunities or support them with business grants depending on their aspirations. To do so this would require appreciation of various models and approaches using guide for value chain selection as well as market systems framework (rules and regulations, demand and supply of labour, supporting systems). To support this process, we recommend the use of some of the following models outlined below:

## 4.1 Business Facilitation Model

The Business Facilitation Model propagates inclusion of target participants and focuses on uplifting the welfare of refugees and vulnerable host families by providing carefully targeted business advice and build up the local business infrastructure. The model increases the income, assets and confidence of more impoverished families, through developing their skills and knowledge, building relationships with other business stakeholders and enabling a diversity of enterprises to grow in the target area.

This model would be highly essential and suitable for communities in Makindye and Kampala Central divisions to address the skills gap and address the household poverty challenge that is evident amongst the refugees and host communities. This model is of even much greater importance as it would tackle the challenge that most youths, women and vulnerable people face when they manage families at an early age because of early pregnancies, being orphaned or displaced as a result of conflict or natural disasters. Scenarios of youths that have been trapped in having to be young parents because of teenage pregnancies, homelessness or a result of conflict are common in the divisions of Kampala Central and Makindye. This approach embodies and describes empowerment as the process that enables the poor to have control over their lives and ownership of productive assets to secure better livelihoods. Within this model, participation and empowerment are considered as freedoms allowing people to make decisions about things that affect their lives. Therefore, an inclusive approach aimed at uplifting families would come in handy.

The shortcoming of this model is in ensuring that the benefits intended for the family trickle down to every member of the family and not a select few. There is a tendency by most household heads to dictate on who is to benefit from such family-based interventions and who should not. There should be vigorous monitoring and evaluation measures to ensure that youth, women and vulnerable children receive the benefits of the intervention or channelling the assistance through a more transparent authority in the family.

## 4.2 The Low-Cost Linkage Model (LCLM)

This model appreciates the challenges faced by youth (including refugees and vulnerable host communities) in an urban context and comes with a vigorous diagnosis for unemployment. The model is majorly solution oriented. It acts as a conduit for step-by-step solution to livelihood improvement. The

first stage involves identifying growth poles for target population (looking where they are and what they do) and organises them in groups (production and business incubation hubs). Later, target participants are trained in soft skills to transfer such as but not limited to; communication, self-esteem, networking, goal setting critical thinking and leadership. The final stage is setting opportunities for connecting target participants to work by identifying potential markets, partnerships, savings and investment platforms among others. The model is cost friendly because any substantial target participants could associate with because it is easy to apply but result oriented once certain assumptions are held forth.

The model was primarily authored by the United States Department of labour to facilitate employment and job training programs. The purpose was to ensure that young people are organised, trained and equipped with technical and vocational skills to develop highly skilled workers, contributing taxpayers and also become successful participants in civic life. The model was later borrowed and domesticated by different actors. In Uganda, it was once applied to Youth Empowerment for Success Program funded by Coca-Cola which left a tangible impact on some urban youth. One of the sound reasons as to why it has worked for most programs is due to its facilitation of shared responsibility through institutional co-partnerships that provide high-quality services, high-level mentorship, care and business mentorship. LCLM is quite a flexible model that can be adjusted depending on the kind of challenges identified in specific categories of people.

This approach contributes towards increased and improved target population employment and entrepreneurship. It comprises three (3) processes that include; target population engagement, private sector engagement and facilitated linkages. The model approach works to strengthen participants' portfolios of work by facilitating economic opportunities in employment, self-employment, distribution and franchising and agricultural buyers. The model is used for people who have never/been to school, lack any formal education credential, with no vocational skills at all and not in any employment (unemployed). These are people with primary job requirements, able to work, searching for jobs but found not working anywhere. Those characterised by being so disconnected/detached from job opportunities and largely vulnerable.

### 4.3 Self and Wage Employment Models

The models are to provide cost-effective and market-relevant training for refugees and vulnerable host population. The models are to (a) Make vulnerable people's skills market-responsive; (b) Advise scalable models for high quality and market-relevant vocational and technical training which can be replicated across different sectors. (c) Iterate how short-term training for vulnerable people in the formal and informal sectors to address acute skills shortages that will strengthen the competitiveness of the private sector.

The model proposition focuses on three components which we propose to be implemented through Catholic Relief Services: Employer-led short-term training and recognition of prior learning. The element will award matching grants to enterprises, organisations/institutions, and associations focusing on enterprise-led skills training informal sector, employee-led skills training in the informal sector; development of innovative skills training short curriculum and support to systems for certification of skills and competencies acquired through informal and non-formal training. This will be undertaken with focus on pull factors that will make the labour market accessible for the target populations. The proposed activities that can be implemented include:

- Training for skills and capacity building;
- Building the capacity of associations of self-employed, workers and apprentices in the informal sector and Micro Enterprises (MEs);
- Developing new innovative skills training programs;
- Purchasing equipment and instructional materials;
- Developing curricula and learning materials;
- Collaborating with training providers and Developing certification procedures.

The approach will be through generating employer-desired skills, level of demand expected, the effect of the training on the productivity and quality of products and potential for sustainability. The desired skills, expectations from skills training, and potential for sustainability of skills training. Disaggregation should be on the formal vs informal sector, agriculture, manufacturing and construction, gender, location and other relevant factors. Data collection for benchmarking the agreed-on indicators targets and for baseline values collected within the first month of the grantee initiating the activity implementation. Priority for data collection will be given to the courses or activities with a short lifespan.

Conduct follow-up and tracer studies for enterprises, employers, associations and trainees for interviews. Depending on the nature of the training, application of the acquired skills, productivity measurement or expected timelines to employment. Follow-up and tracer studies through surveys will be initiated at the start of the training to track various aspects including (a) satisfaction with skills gained, (b) course completion rates, (c) social capital and soft skills, (e) employment, (f) productivity efficiency, (g) employer satisfaction with new skills, (h) improvement in quality of products, (i) skillful use of better technology, among others. Various aspects of the employment, productivity efficiency, quality of products produced, and level of skills. Disaggregation of data by, enterprise size or type, gender, course and other relevant socio-demographics should provide success variables.

# Conclusions, recommendations, and implications

## 5.1 Conclusion

IFT aims to contribute to improvement of the livelihoods of urban refugees and host community members in Kampala urban area by using a market-based skilling approach. The project is aimed at designing and delivering tailored and market-based trainings on soft skills and business development for a selected small pool of participants. IFT will directly impact 480 refugees (96 families) and host community members by layering the skilling package with multipurpose cash assistance (MPCA) to cover basic food and shelter needs and link participants to employment opportunities or support them with business grants depending on their aspirations.

The overall objective for this assessment was to understand the challenges and opportunities to improve livelihoods of urban refugee and host populations in Kampala on one hand, and on the other hand, draw recommendations for an intervention strategy contributing to sustainably overcome barriers to attain decent work (entrepreneurship and employment), adapted to an urban context. As such, a number of findings were registered from this assessment in line with the objectives of the assessment.

- Access to sufficient relevant social services by households is an essential aspect of enhancing their well-being and resilience against disasters, stresses and shocks. However, there is small improvements in social services in Makindye and Kampala Central where 39.6% of participants believe security has improved, 40.6% believe water quality has improved, 39.6% saw improvement in social interactions over time.
- There are efforts towards enhancing social cohesion and positive relationships among refugees and host communities with 60.5% of participants engaged in savings groups, 29.6% in religious groups, 7.4% are members are in workers union or social clubs while 2.5% are part of the games, sports or music clubs. Being part of social groups enhances social relationships.
- Majority of households (99.0%) are not covered by insurance scheme or social security system. The same trend is seen across the male (100.0%) and female (97.6%); among the refugees (98.3%) as compared to the host communities (100.0%).
- A high proportion of individuals (81.3%) see good opportunities to start a business in their area of operation with a higher proportion among the females (88.1%) compared to males (75.9%) and slightly higher proportion among refugee (82.8%) compared to host communities.
- Majority (94.8%) of respondents thought they had the required skills and knowledge to start a business with 93.7% among refugees and 97.4% in host communities; and males (96.3%) and females (92.9%). Significantly on most needed skills and knowledge to start a business, 80.0% indicated the need to have business management skills, 60.0% suggested financial management skills and 40.0% the need to have technical skills.
- Nearly a third (33.7%) of owned businesses are in petty trade, food processing (17.9%), general merchandise retail shop (13.7%), entertainment (music, events management) at 13.7%, dealer in agricultural products (10.5%), tailoring (10.5%) and artisans (carpentry, pottery, blacksmith) at 7.4%. Of those who operate more than one business, the main businesses included; petty trade or vending (29.2%), food processing (15.6%), general merchandise retail shop (10.4%) and tailoring (6.3%) and artisan work (carpentry, pottery, blacksmith) at 5.2%.

- Majority of households (70.8%) have been in business for 3 years or more with 19.8% for less than one year and 9.4% for 2-3 years. About 43.8% of the businesses are sole proprietorships, 32.3% are private limited companies and 8.3% are partnerships.
- Gender inclusion and participation in business are essential aspects towards enhancing gender and equality in the business spheres. Findings show that 75.0% of households believe women find it easier to establish a business with higher proportions among the males (81.5%) compared to females (66.7%); more among host (84.2%) compared to refugees (69.0%).
- While these factors affect men and women to varying degrees, women find more difficulties in establishing their businesses due to: lack of collateral to secure loans (76.0%), limited credit facility for women (42.7%), presence of male-dominated businesses as competition (31.3%), and limited SACCOS for women (16.7%). This means such factors need to be examined before women establish businesses to prepare them for such challenges.
- About 12.5% of households received government support to start businesses with higher proportions among the female (16.7%) as compared to the male (9.3%). A higher proportion was registered among host communities (15.8%) compared to the refugee communities. Majority (78.3%) of those that received support received women-tailored special trainings while 26.1% received special access to credit or special loans and 13.0% received special market linkage opportunities.
- In regards to business performance, 44.8% have an average monthly revenue of UGX.300,000, 9.4% businesses spend more than UGX.300,000 on workers (wages & other benefits) while 28.1% business spend UGX.300,000 on raw materials. About 9.4% of business have an average monthly expenditure on operating costs of more than UGX.300,000.
- About 14.6% businesses had access to credit facilities to operate or expand their business during the past 12 months, with 14.8% among males 14.3% and females, but a higher proportion among the host (23.7%) compared to refugee (8.6%) communities. Of those that accessed credit facilities, 28.6% obtained from SACCOs, 28.6% from money lenders, 21.4% from MFIs, 14.3% from friends and relatives, and 14.3% from banks. Of those that did not access credit, 57.1% didn't do so due to high interest rates, 46.8% complained of the long procedures for credit processing and 44.2% lacked collateral.
- Of household members currently employed, on a monthly basis, 13.5% earn less than UGX.100,000 while 28.1% earn UGX.100,001-300,000, 20.8% earn UGX.300,001-500,000 and 5.2% earn more than UGX.500,000. In addition to their wage, 96.9% benefit from meals or meals allowance, 50.0% from transport or transport allowance and 9.4% from annual paid leave (Holiday time). About (54.8%) of households have additional livelihood sources worth UGX.100,001-500,000, 25.8% less than UGX.100,000 and 19.4% more than UGX.500,000. Of those who have held more than one job, 55.2% reported that their average earnings have remained the same, 29.2% had improved earnings and 15.6% reported a decline.
- The assessment also determined factors that affect the ease with which male and female get employment. Such factors include age, religion, education level, skills, social networks and willingness to bribe or compromise. Overall, findings show that women are favoured during job search than men as far as chances for finding employment are concerned.

## 5.2 Challenges faced by respondents

During the assessment, participants reported a number of challenges that they face in their lives in as far as employment and business spheres are concerned:

- (i) Refugees revealed potential employers doubt their foreign qualification and fail to offer them jobs based on this. A refugee FGD participant at People for Peace and Defence of Rights (PPDR) highlighted this concern remarking “on the level of education, I am well educated. I went to University in DRC. But when I came here, I found the education that we came with from Congo is not the same in Uganda. This means I need to go back to school and that is not easy since I don’t even have money.”
- (ii) Many wage-employed participants are either not-qualified or underqualified for their employment, 81.3% (refugees 77%, host 86%). In some instances, university educated participants do jobs of lower level counterparts indicating mismatch between skill and labour market. The mismatch goes into their level of qualifications versus the kind of job done.
- (iii) Language barrier is a key challenge where 34.4% (refugees 41.4%, host 23.7%) indicated it as one factor that makes it difficult for them to establish a business or settle in in the job. A key informant at an RLO remarked that “the opportunities are limited due to lack of work permits, refugees’ qualifications and education systems that don’t favour them since most refugees speak other languages. For example, Congolese speak French yet in Uganda it’s English which limits refugee opportunities.
- (iv) Technical know-who and discrimination were mentioned by participants as a serious challenge in employment search. An FGD participant in Bondeko (RLO) observed that “in Uganda, there is something called connections. There are two things involved. One is the technical requirement, and the other technical know-who. If you do not have someone to recommend or put you in that job, you will not get employed because employers have their people they want to employ. Adverts are just for cover up. Whether one is a refugee or host, the challenge is the same. You will come when they already handpicked someone and the other things like shortlisting, interviews that follow are just mere formalities.”
- (v) There is high mobility among participants with 42.8% (refugees 36.2%, hosts 52.6%) having lived in their current place of residence for between 1 to 5 years making it difficult to establish a sustainable business. Successful enterprises need to establish reliability, fixed known area for operations and reference.
- (vi) Too much competition in the job market because in Uganda, National Organisation of Trade Unions (NOTU), indicates that there is need for more jobs in the market because there are too few jobs for everybody. A key informant at Young African Refugees for Integral Development (YARID), observed that “yes, we can access some jobs although the challenge is high competition in the labour. Remember as refugees, we compete with Ugandans and people who are better qualified than us.”
- (vii) There is lack of adequate access to financial services such as loans for businesses due to lack of collateral and high interest rates that deter individuals from accessing loans. Majority 85.4% (refugees 91.4%, host 76.3%; male 85.2%, female 85.7%) have not received any credit to operate or expand business during the past 12 months.
- (viii) There is business adequate business skills/training for business to thrive and succeed, leading to businesses collapsing. Study shows that 33.3% (refugees 33.9%, hosts 32.4%) need to diversify, 28% (refugees 30.4%, hosts 24.3%) need to learn from the experience of others, 26.9% (refugees 17.9%, hosts 40.5%) need to understand the sector better, 26.9% (refugees 25%, hosts 29.7%) do not have complete business record, 21.5% (refugees 21.4%, hosts 21.6%) need to expand market through advertising and promotions. Other areas mentioned were 14% (refugees 16.1%, hosts 10.8%) to employ professionals to manage their businesses; 15.1% (refugees 19.6%, hosts 8.1%) to work within the law of the land and 10.8% (refugees 12.5%,



- hosts 8.1%) to have joint venture with someone knowledgeable.
- (ix) Lack of lack of start-up or access to capital for entrepreneurial participants and also to sustain the existing business establishments. Another key informant in Bukesa Zone, Kampala revealed that “we need more capital to finance business start-ups because capital is the biggest challenge.”
  - (x) Businesses have not formally registered with KCCA impairing their sustainability because KCCA continues to harass them and confiscating their goods and capital. Enforcement by KCCA was cited as a gender-specific constraints with 30.8% (refugees 33.3%, hosts 25%), male 37.5% and female 20%.
  - (xi) There is high competition and limited market available for businesses due to many enterprises that lack differentiation and value addition. Participants mentioned big companies that compete with small businesses which shrinks market for small players.
  - (xii) Refugees have particularly been discriminated from starting their businesses and for those with existing businesses, they have been harassed by the host communities or legal authorities thus discouraging them from doing business.

### 5.3 Recommendations and implications

In the section below, the consultant attempts to prioritize recommendations addressed to CRS LIFT team.

- 1) Design skilling programme that targets participants with no or low education: Findings show a significant proportion of participants had no formal education, primary or lower secondary education. Both refugees and host communities in this category be trained in various TVET disciplines in order to earn a living independently. This approach will increase access to quality skills development through vocational training and provision of entrepreneurial skills hence contributing to the development of sustainable livelihoods through creation of income generating activities for both refugee and host communities.
- 2) Payment for MPCA be through mobile system- In order to encourage financial inclusion and help create an enabling environment for sustainable livelihood development, MPCA payments be through use of e-cash enable digital financial inclusion and economic empowerment. E-cash delivered through unrestricted cash transfers through mobile payment systems, enables flexibility in the frequency of transfers, provides choice and purchasing power to people.
- 3) Business grant amounts be tailored to capacity of participants and cost sharing maximizes effectiveness of grant utilization. Providing grant amounts based on the capacity of participant rather than a uniform figure and use of cost sharing will foster a sense of ownership, responsibility, and provides equitable access to resources and maximized the effectiveness of grant utilization.
- 4) Foster social cohesion for promoting financial inclusion, access to resources and community engagement among both refugee and host populations: LIFT should invest in initiatives that promote social cohesion, improve interaction and trust between refugee and host community members, to facilitate greater participation in SILC groups and economic activities. Strategies such as mixed-group formations and joint activities will be effective in promoting collaboration and unity, leading to improved harmony and cooperation within refugee and host community.
- 5) Engage Finance Institutions (FIs) to enhance access to financial services including credits for vulnerable persons. The project should establish partnership between SILCs and FIs which could be instrumental in expanding access to credit and loans. By linking SILCs with FIs, participants shall gain increased opportunities to grow their businesses. This collaboration could emphasize the significance of flexible lending practices and tailored financial solutions to address the

- unique needs and challenges faced by SILCs. Building strong and sustainable partnerships is essential for overcoming barriers such as identification and collateral constraints, ensuring equitable access to financial services for all members of the community, including vulnerable refugee populations.
- 6) Devise alternative mechanism for financial inclusion for vulnerable populations. Households face barriers to access to credit and banking services which highlights the need for alternative financial mechanisms (such as mobile cash transfers), to ensure their inclusion in economic initiatives. Identify alternative mechanisms that emphasize the necessity of tailoring financial services to the specific needs and circumstances of marginalized communities.
  - 7) Support participants to locate permanent residences for businesses and personal security: there is high mobility among participants with a higher proportion having lived in their current place of residence for between 1 to 5 years which may affect business sustainability. Successful enterprises need to establish reliability, fixed known area for operations and reference.
  - 8) Establish a monitoring system to support businesses: Establish a monitoring system for already established businesses for purposes of providing relevant business guidance and advice to enable them thrive and survive the harsh business environment.
  - 9) Conduct assessment on emerging areas to support participants: The assessment revealed higher proportion of participants trained in other areas like Information Communications and Technology (ICT), videography, Entertainment (drama), Music, and photography. A detailed understanding of these emerging areas should be conducted focusing on market size, opportunities therein and requirements to succeed in such an industry.
  - 10) Support trained participants with start-up kits: Training participants is the first step in improving their wellbeing. However, they should be supported with start-up kits and link them to financial institutions to access credit to build their enterprises for sustainability.
  - 11) Create collaboration and partnership with KCCA for business development: Participants indicated harassment and enforcement from KCCA. LIFT to establish partnership with KCCA on legal compliance (licensing) to address any business challenges caused by KCCA.
  - 12) Design an inclusive project that caters for categories of vulnerable groups: Develop a clear inclusion strategy for promoting and training of refugees, women and PwDs who are oftentimes discriminated in business with a purpose of improving their wellbeing.

## 5.4 Lessons Learned

The key lessons learned during this assessment include the following;

- (i) Households have embraced the savings culture as 60.5% are currently engaged in savings. Significantly, 75.9% of participants used their savings to start an enterprise. The proposed interventions could leverage on this by strengthening existing savings and loan associations and, linking them to financial institutions and encourage digitalisation for increased security and alignment to the current trends of technology.
- (ii) Many businesses collapsed and/or suffered harassment from KCCA due to non-compliance to legal requirements. It is recommended to include in the training curriculum the issue of business registration and compliance to legal requirements as mandatory to provide operators with knowledgeable and skills in business management.
- (iii) Except for healthcare facilities and financial services, more host community members believe that all social services (security, water quality, housing, social interaction and education facilities) have improved (better or normal within participants' expectation) in the assessment compared to refugees.
- (iv) There is significant difference between hosts and refugees with more host population optimistic about available business opportunities and are more likely to start a business than refugees.





# Urban Livelihoods Assessment Report in Kampala

An assessment funded by the Catholic Relief Services

June 2024

