

Uganda Livelihood And Employment Needs Assessment

For Sudanese Refugees in Kiryandongo Refugee Settlement and Greater Kampala Metropolitan Area

December 2024





ACKNOWLEDGEMENT

The Monitoring, Evaluation, and Learning (MEL) team at NRC Uganda would like to express its sincere gratitude to the leadership of UNHCR Uganda, under the stewardship of the Livelihood and Economic Inclusion team, for their unwavering commitment to promoting the livelihoods and inclusion of refugees and host communities. Your dedication to empowering individuals and fostering sustainable solutions has been instrumental in shaping this initiative. In particular, we acknowledge the UNHCR staff who provided both strategic and technical support throughout the planning and implementation of this rapid employment and livelihood needs assessment. Their expertise and guidance were crucial to the success of this assessment.

We further extend our deepest appreciation to UNHCR for funding this rapid employment and livelihood needs assessment. Your financial support made this comprehensive study possible, enabling the collection of critical data to inform evidence-based programming. Our appreciation also goes to the Norwegian Refugee Council (NRC) Livelihoods technical team, both at the country office and in the field, for their coordination, field support, and expertise. Their commitment to enhancing livelihood opportunities for refugees and vulnerable host community members in Uganda, particularly in Kampala and Kiryandongo, has been invaluable.

Additionally, we recognize the contributions of other NRC core competencies, including Information, Counselling, and Legal Assistance (ICLA), Protection and support teams, whose technical expertise and logistical support significantly enhanced the quality of this study. Their deep understanding of the Sudanese refugee and livelihoods context was instrumental in refining data collection methods, conducting interviews, and ensuring a comprehensive analysis of the findings.

The assessment further benefited from the active participation of Sudanese refugees and key stakeholders in the process of evidence generation. Their perspectives and firsthand experiences added depth to the study, ensuring that the voices of both refugees and host community members were accurately represented. Their insights have been integrated throughout this report, with a full account of their findings included.

Finally, we extend our sincere gratitude to the other refugee nationalities in Kampala and Kiryandongo including the host community members, government representatives, private sector actors, and other key stakeholders who participated in interviews and focus group discussions. Their perspectives provided invaluable insights into the challenges and opportunities within the livelihoods sector for South Sudanese refugees. This assessment would not have been possible without their contributions, and we remain committed to using these findings to inform and improve future interventions. The views expressed and information contained in the report are not necessarily those of, or endorsed by, the UNHCR.

Acronyms

CBO	Community-Based Organization
CBT	Competency-Based Training
FGD	Focus Group Discussion
GBV	Gender-Based Violence
GKMA	Greater Kampala Metropolitan Area
ICT	Information and Communications Technology
ID	Identification Document
ICLA	Information, Counselling, and Legal Assistance
ICT	Information and Communication Technology
IGAs	Income-Generating Activities
IRC	International Rescue Committee
ILO	International Labour Organization
KII	Key Informant Interview
KCCA	Kampala Capital City Authority
MGLSD	Ministry of Gender, Labour, and Social Development
MEL	Monitoring, Evaluation, and Learning
MoES	Ministry of Education and Sports
NA	Needs Assessment
NAR	Needs Assessment Report
NDP III	National Development Plan III
NRC	Norwegian Refugee Council
PSFU	Private Sector Foundation Uganda
PWD	Person with Disability
RLP	Refugee Law Project
OOSC	Out-of-School Children
OPM	Office of the Prime Minister
SDR	Secondary Data Review
SGBV	Sexual and Gender-Based Violence
TVET	Technical and Vocational Education and Training
UBOS	Uganda Bureau of Statistics
UNHCR	United Nations High Commissioner for Refugees

Executive Summary

The conflict in Sudan has led to an influx of Sudanese refugees into Uganda, with over 60,000 arrivals reported in 2024. Many of these refugees are highly skilled professionals who have been displaced from careers in business, healthcare, education, ICT, and engineering. This assessment, conducted by NRC in collaboration with UNHCR, aims to provide a comprehensive understanding of the employment and livelihood needs of Sudanese refugees in Kampala and Kiryandongo.

The livelihood and employment needs assessment employed a mixed-methods approach, integrating qualitative and quantitative data collection techniques. Data was gathered through household surveys covering up to 797 Sudanese refugee households both in Kampala and Kiryandongo, 4 key informant interviews (KII) with district officials, private sector professionals, and refugee community leaders, and 2 focus group discussions (FGDs) to provide deeper insights. A simple random sampling strategy was used for household surveys, ensuring representation across Kampala and Kiryandongo refugee populations. Secondary data reviews were conducted to contextualize findings. Ethical considerations, including informed consent, confidentiality, and voluntary participation, were strictly adhered to, and enumerators underwent training to ensure data accuracy.

From the needs employment and livelihood assessment key findings from demographics and socioeconomic status from the assessment revealed that: A total of 797 households participated in the survey, covering 4,503 individuals. The majority 66% of household heads are married, with significant family responsibilities affecting employment decisions. Youth unemployment remains a major challenge, with 85% of respondents expressing willingness to seek work opportunities abroad. Under education and skills around 30% of Sudanese refugees in Uganda hold a university degree, while 65.9% expressed interest in additional training, particularly in English language proficiency, vocational skills, and business management. The employment and livelihoods sub section reveals that before displacement, 55% of Sudanese household heads were employed full-time, with a concentration in the government and private sectors. However, 29% of refugees currently struggle with unemployment. The main barriers to employment include language limitations, lack of financial capital, and policy restrictions. The current most pressing humanitarian needs or concerns among Sudanese refugees in the order of the most to the list include healthcare access, financial support, employment opportunities, and food security in that order, however the limited access to documentation also presents a challenge, with 3.5% of household heads lacking formal identification.

The recommendations from this assessment include a range of structural, socio-economic categories including placement and private sector engagement to strengthen linkages between refugees and potential employers for enhanced formal job placements, vocational and language training to expand English language and vocational training programs among the refugee to meet the current skill demands of the labor market. Financial inclusion programs targeting refugees to improve their access to microfinance services and financial literacy training for entrepreneurs. More so policy advocacy involving the engagements with stakeholders to streamline work permits and facilitate refugee access to formal employment opportunities and lastly first line humanitarian support focusing on enhancing healthcare access and social protection programs for vulnerable newly arriving refugee populations.

In conclusion the assessment underscores the urgent need for interventions that facilitate the economic integration of Sudanese refugees into Uganda's labor market. Addressing barriers in employment, skills development, financial inclusion, and documentation to enhance their self-reliance and contribute to Uganda's economic growth. The need is urgent for collaborative efforts between humanitarian organizations, government agencies, and the private sector if sustainable solutions for refugees are to be achieved.

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1. Introduction

The deteriorating security situation in Sudan has resulted into a sharp rise in new arrivals reported in 2024 in which 60,000 Sudanese refugees are registered across the country. Most of the Sudanese arriving in the country are coming from Khartoum, with approximately 30% of the 59,152 registered Sudanese refugees holding a university degree and poses professional skills in business administration, teaching, health sector, ITC and engineering. The conflict has disrupted their economic activities which led to job losses and financial instability for many of professionals, forcing them to flee Sudan and seek refuge in Uganda. This highlights the need for career and job placement support for displaced Sudanese professionals as part of Uganda's protection and livelihood strategy for Sudanese refugees. Integration of skilled and professional Sudanese refugees into Uganda's public and private sectors adds to their existing skilled and expertise work force. Therefore, strengthening the local economy enhances social cohesion between the refugees and host communities. In response, the United Nations High Commissioner for Refugees (UNHCR) aims at addressing these challenges by creating private sector linkages that can open employment opportunities for Sudanese refugees enabling them to apply their talents and realize their individual dreams and goals within Uganda, fostering a more balanced and long-term approach to refugee self-reliance.

To achieve this, clear insights into the profile of Sudanese refugees, including their skills, qualifications, and aspirations, will be essential. Evidence-based decision-making will empower UNHCR and partners to design targeted interventions that address the specific needs of Sudanese refugees and maximize their potential contributions to the local Ugandan economy. In line with this and with funding from UNHCR the Norwegian refugee council conducted an employment, and livelihood needs assessment primarily to provide a comprehensive understanding of the employment and livelihood needs of Sudanese refugees in Uganda. We sought to generate actionable insights that will inform advocacy initiative and help stakeholders, including humanitarian actors, government agencies, and private sector partners to design evidence-based interventions that are tailored to address the specific challenges of refugee and unlock their potential to contribute meaningfully to the local economy. In addition, this assessment set out to respond to the following specific objectives:

1. Document the variations in skills and needs across different segments of Sudanese refugees.
2. Investigate the challenges faced by Sudanese refugees in accessing employment in Uganda.
3. Explore sectors where Sudanese refugees could be effectively integrated.
4. Generate data that can inform advocacy efforts on policies supporting refugee access to work permits, skills recognition, and inclusion in national employment frameworks.
5. Offer targeted recommendations design and implement interventions that address identified needs and leverage refugee skills.

2. Methodology

2.1 Research methods and data collection.

The assessment employed a mixed-methods approach, integrating both qualitative and quantitative data collection techniques to ensure comprehensive quantitative overview of the livelihood and employment situation of the Sudanese refugee, through household-level surveys and qualitative results, using KII with district officials, private sector professionals and community figures to shape analysis and provide deeper understanding of results. The mixed method was chosen for its ability to ensure unbiased representation, statistical validity, and generalizability, enabling credible analysis of the employment and livelihood needs of Sudanese refugees facilitating a comprehensive understanding of the context through triangulation of data, contextual insights from key stakeholders, identification of systemic trends and barriers, validation of findings, and the development of policy-relevant, actionable recommendations tailored to the employment and livelihood needs of Sudanese refugees.

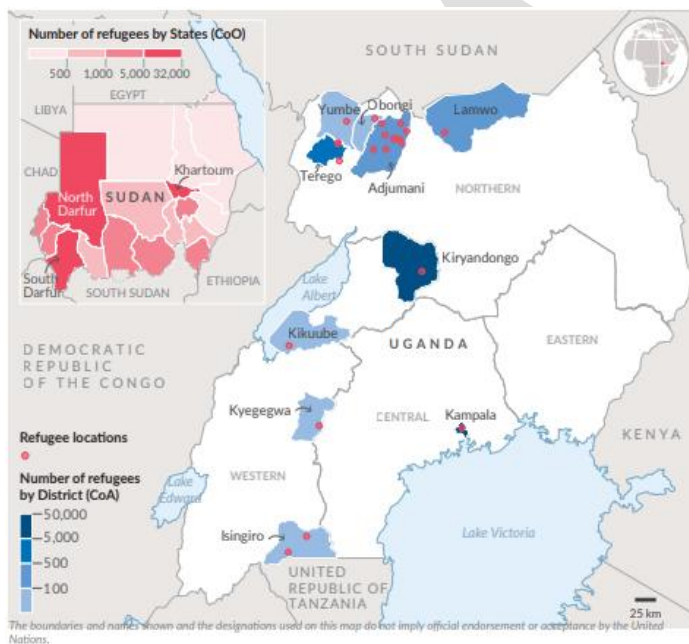
Initially, extensive secondary data review (SDR) including the trends in the number of Sudanese refugees entering Uganda and where they are settled was conducted to develop a contextual understanding of conflict and displacement of Sudanese, as well as knowledge of their livelihood and employment situation before the crisis. NRC worked closely with UNHCR livelihood and inclusion technical teams to review and ensure the data collection tools meet all needs of the study. During the planning process, consultation and a tool review session were conducted, allowing all interested parties to provide feedback on the developed tools. Ultimately, the tool was piloted in Kampala before rolling out further data collection across the two locations.

Ethical issues were considered in all procedures and mitigated with strategies and principles like informed consent and assent, voluntary participation, Do No Harm, and maintaining confidentiality. All enumerators that assisted with data collection were taken through training on consent, selection of participants, group, interview facilitation, discussions, and common understanding of the tools before the actual assessment. A total of 25 enumerators were used for data collection.

2.2 Assessment Geographical and Time Scope.

This livelihood and employment rapid needs assessment was conducted in Kampala and Kiryandongo, the primary locations where Sudanese refugees are settled in Uganda. Kampala, as the capital city and an economic hub, hosts a significant urban refugee population, including Sudanese refugees who seek better

Map 1 Outlines the Assessment locations of Kampala & Kiryandongo



livelihood opportunities outside formal refugee settlements. Kiryandongo Refugee Settlement, on the other hand, is a designated refugee settlement managed by the Government of Uganda and UNHCR, hosting many Sudanese refugees who rely on humanitarian assistance and livelihood support programs. The selection of these two locations was driven by several factors including their high concentration of Sudanese refugees given the fact that this is where they are formerly settled hence providing a representative insight into their broader employment and livelihood needs, more so the study covered both urban and settlement contexts, enabling a comparative analysis of livelihood opportunities, challenges, and coping mechanisms, with

Kampala offering access to formal and informal labor markets, while Kiryandongo presents opportunities in agriculture and settlement-based enterprises.

The assessment was conducted between the dates of 11th November 2024 and 10th December, 2024, covering both primary and secondary data collection phases. The timeframe was designed to align with the ongoing programming cycles of NRC and UNHCR, ensuring that findings could be integrated and used in the upcoming planning and decision-making processes of 2025. The chosen geographical and time scope ensured that the assessment captured relevant, timely, and actionable insights into the employment as well as informing the design of interventions addressing the key livelihood challenges faced by Sudanese refugees in their pursuit of sustainable livelihoods in Uganda. The findings will guide evidence-based programming aimed at enhancing economic inclusion and self-reliance among refugees and host communities.

2.3 Sample size determination.

The sampling was done at individual settlement level, the sampling strategy adopted was a simple random sampling, leveraging the known Sudanese household populations in Kiryandongo and Kampala to determine an appropriate sample size for the needs assessment. Using a confidence level of 95%, margin of error of ± 5 , Roasof online sample size calculator was used to determine sample sizes for the household surveys and representative sample of 719 household was determined as shown in the table below. A total reach of 797 households was covered with 399 household reached in Kiryandongo and 398 Sudanese households reached in Kampala 398. This household-level data collection was conducted mainly to generate generalizable findings on Sudanese refugees in Uganda.

Table 1: Showing the household sample size for the LERNA in selected settlements

Household surveys sample sizes			
Settlements	Estimated Sudan Households (N)	Sample size (n)	Total Reach
Kiryandongo	6,470	363	399
Kampala	4,750	356	398
Total	11,220	719	797

Participants in the KII were purposively selected including the district production officers, key Sudan refugee leader knowledgeable about the context and capable of speaking accurately about the employment and livelihood of the Sudanese refugees, approximately three Key informants were selected. In addition to regional variances, the FGDs also captured the perspectives of male and female respondents, with the following summarizing the breakdown for completed FGDs:

2.4 Data analysis.

Findings were triangulated with SDR to guide analysis. Key comparisons were made throughout, focusing on several themes including the participants profile, demographics, current employment status, skills, qualifications, and experience, barriers to employment, labor market demand and opportunities, access to livelihood support services, gender and age considerations, policy and institutional frameworks more importantly the refugee perceptions and aspirations. The FGDs analysis focused on adding depth to the assessment by capturing nuanced Sudanese refugee perspectives, lived experiences, and collective insights on employment challenges, opportunities, and aspirations that quantitative data alone may not have reveal. The specificity and extensiveness of responses in the FGDs played a dominant role during analysis, rather than emphasizing the frequency of responses.

2.5 Limitations to the Assessment.

- Communication challenges as majority of the Sudanese Refugee both in Kampala and Kiryandongo use only Sudan Arabic which affect data accuracy, requiring translation that introduce interpretation errors.
- In terms of inclusion, identifying Young and female Sudanese respondents for an employment-related discussions More so in male-dominated fields, was challenging, which may be attributed to the socio-cultural, economic barriers. This resulted into an overrepresentation of male voices and related insights, which may not fully reflect the employment challenges faced by young people and women.
- Timing of Data Collection the household interviews were conducted during standard working hours, potentially excluding employed Sudanese refugee or business owners, this led to an overrepresentation of unemployed or informally employed respondents. More so given this data was only collected over a period of two to three weeks, this is a very short time period and limits analysis on the long-term dynamics of employment and livelihoods.

- While efforts were made to capture employer perspectives and labor market trends, some businesses were hesitant to provide detailed hiring data due to regulatory concerns, limiting the depth of private-sector engagement insights.
- The assessment does not fully capture the impact of legal work restrictions, bureaucratic delays in work permits, and undocumented labor participation, which may significantly affect employment outcomes for refugees.

3. Assessment Findings

This section of the finding draws heavily both the primary and secondary data collected to provide a comprehensive quantitative analysis of the employment and livelihood situation of the Sudanese Refugee in Kampala and Kiryandongo.

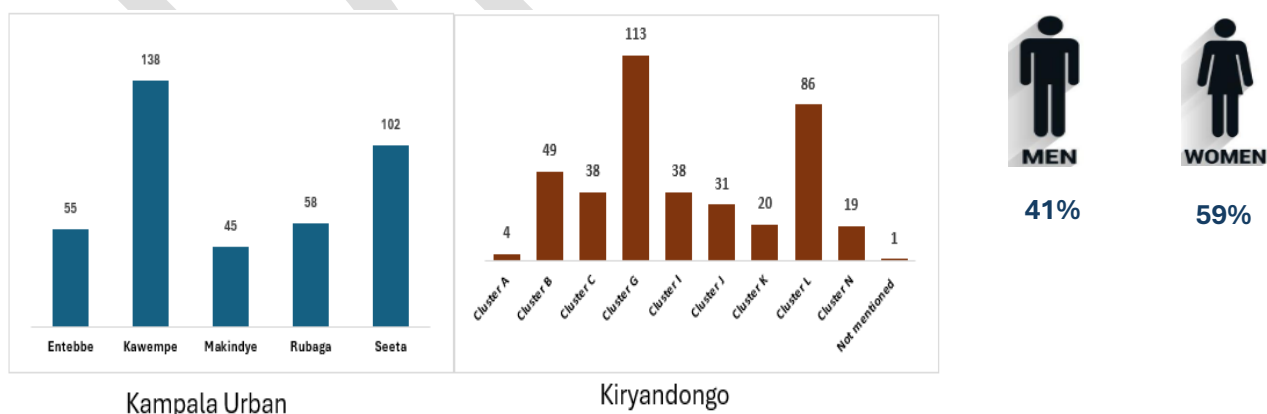
3.1 Demographic, Socio-Economic status and Particular Vulnerabilities

Under this subsection critical insights into the demographic distribution of household heads among Sudanese refugees by age group, gender and disability. It further provides insights into the socio-Economic status of the households and the various Vulnerabilities which information provides a foundation in understanding the family dynamics, economic responsibilities, and their implications on Sudanese household in Kampala and Kiryandongo.

3.1.1: Demographics

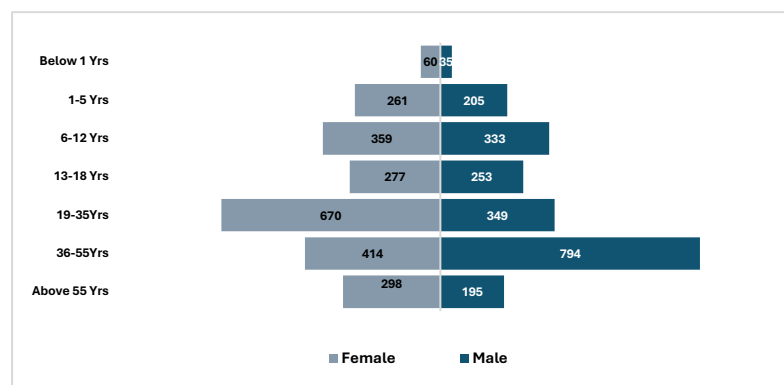
3.1.1.1: Total Reach by Sex and Location

Analyzing the reach of respondents by location provides context-specific insights into demographic composition, economic opportunities, and employment barriers, ensuring that livelihood interventions are tailored to the unique challenges and opportunities in each location. Through this assessment a total of 797 respondents of which 59% identify as female, covering five urban areas in KMPA including Entebbe, Kawempe, Makindye, Rubaga, and Seeta and multiple clusters in Kiryandongo Refugee Settlement. As summarized in the graph below, the highest reach in Kampala was in Kawempe 138 and Seeta 102, while 58 respondents were reached in Rubaga, 55 in Entebbe, and 45 Makindye had lower coverage. In Kiryandongo, Cluster G had the highest reach of 113 respondents, followed by Cluster L 86 and Cluster B 49, while Cluster K 20 and Cluster N 19 had the lowest coverage. The average age of the respondents was recorded at 37 years with the oldest having 74 years and youngest 14 years. It should be noted that 17% of the respondents were not the actual household head but participated in the assessment due to the unavailability of the household head at the time of data collection.



3.1.1.2: Distribution of Household Member by Sex

The demographic structure of a given population directly impacts the type of support needed, policy decisions, and long-term economic integration strategies. Analyzing the demographic distribution of Sudanese refugee was essential in ensuring that the limited available resources are used efficiently, designed interventions are targeted, and long-term economic solutions are built for refugees and host communities. The demographic analysis, as summarized in the figure below, shows that a total of 4,503

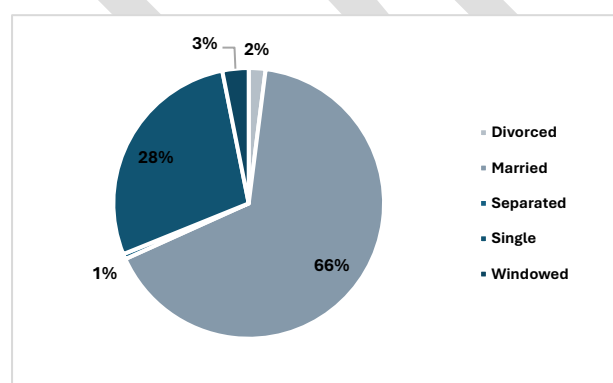


household members were indirectly reached from 797 households. This highlights an average household size of 6 members per household, which aligns with the findings from the Food Security and Nutrition Assessment in Refugee Settlements, Refugee Host Districts, and Kampala, conducted in December 2023,

majority 52% female in the different age categories. Further analysis showed that the Sudanese refugee population in Uganda is predominantly young, with 52.7% below 18 years and a substantial 41.4% working-age population highlighting the urgent need for multi-faceted approaches that address skills development, access to work, and labor market integration including vocational trainings, skill-building, work permits and legal support, job matching services, entrepreneurship support, advocacy for national wide inclusive hiring policies, public-private partnerships (PPPs), collaboration with private sector, regional and globally to enhance refugee employability. Further analysis revealed existence of substantial gender disparity, with more 29% women in the age group 19-35 compared to their male counterparts 16% and more men in the 36-55 age group, necessitating targeted interventions that address the unique needs of women and ensure equitable access to opportunities for all refugees.

3.1.1.3: Marital Status of the Household head

Understanding the marital status of refugees is crucial for designing effective employment and livelihood interventions. By understanding the diverse needs of refugees based on their family



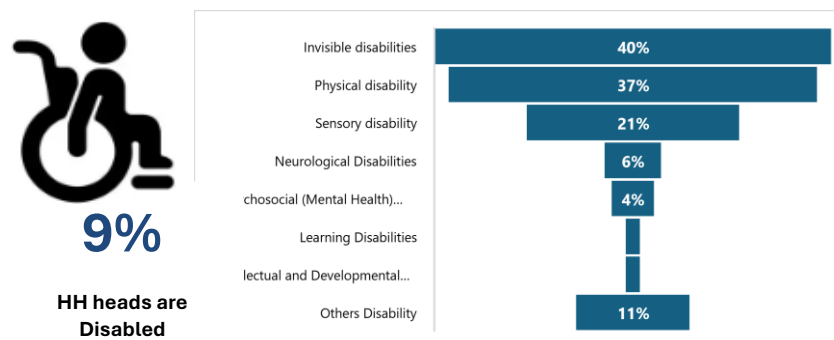
structures, policymakers and practitioners can implement targeted interventions that promote self-reliance, economic stability, and better integration into the labor market. From the assessment findings showed that the majority 66% of refugee's household head are married, implying significant family responsibilities such as childcare and household financial needs, which may limit mobility for job opportunities, particularly for women with caregiving duties, 28% of refugees are single, a group mainly youth

with greater flexibility to seek employment, migrate for work, and participate in skills development, entrepreneurship, and formal employment. Meanwhile, widowed, divorced, and separated account for 6% and these may face heightened vulnerabilities, especially women if there are limited support systems, social stigma, and economic marginalization, which may further restrict their access to employment and livelihood opportunities.

3.1.2: Vulnerabilities

3.1.2.1: Disability status among Household Heads and Household Members.

In terms of disability assessment, findings showed that a significant 9% of the 797-household heads reported having a disability which is consistent across the two locations. Specifically, data on Sudanese refugee household heads with disabilities reveals a diverse range of disability types, each presenting

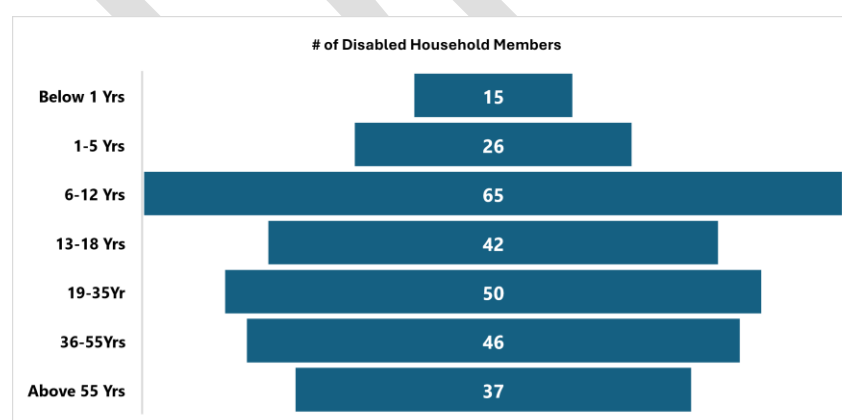


unique challenges and requiring tailored interventions. As

summarized below invisible disabilities constitute the largest group, with 40% of household heads with disabilities affected, this may include chronic pain, fatigue, or cognitive

impairments, physical disabilities account for 37% of the disabled household heads and involve mobility impairments or limitations due to injury highlighting significant concerns around accessibility. Sensory disabilities are reported in 21% of the disabled household heads, pointing to a significant need for inclusive communication methods, including sign language, braille, and audio-visual support systems. Neurological disabilities, affecting 6% of the disabled household heads, including conditions such as epilepsy and brain injuries, which may require specialized medical care and tailored support. The prevalence of psychosocial, learning, intellectual and developmental disabilities (IDD) disabilities is relatively low accounting for at 4%, 1% and 1% respectively, however related conditions such as depression, anxiety, and PTSD, can significantly affect individuals' well-being and functioning. Finally, 11% of household heads fall under the “other” disabilities category, which likely encompasses a range of impairments not easily classified into conventional categories.

At household level 281 household members out of the 4,503 recorded household members, from the analysis and as summarized below, it was clear that disability affects individuals across all age groups, but there are variations in the prevalence of disability depending on age. The assessment findings reveal



that disabilities among Sudanese household members are most prevalent standing at 26.6% in the 6–12 years age group followed by 19-35 years at 21.5% and 13-18 years recorded at 17.9%. Children below 1 year account for 5.7%, while those aged 1-5 years make up 9.8%. The 36–55 years group comprises

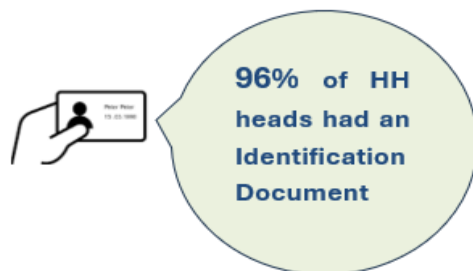
16.7%, and individuals above 55 years represent 14.6%. In the context of employment and livelihood for refugees, these findings highlight a significant concentration of disabilities among younger age groups, emphasizing the need for targeted interventions to address the specific challenges faced by disabled individuals, particularly in younger populations where early intervention is crucial, and in the

19-35 age group, where barriers to workforce participation may significantly hinder economic inclusion and self-sufficiency.

3.1.3: Socio-Economic status

3.1.3.1: Access to Documentation.

Identification document ownership is crucial as it directly impacts refugee access to formal employment, financial services, and livelihood programs. The assessment findings indicate that out of the 797 surveyed households, 96.5% household heads possess an identification document, ranging from

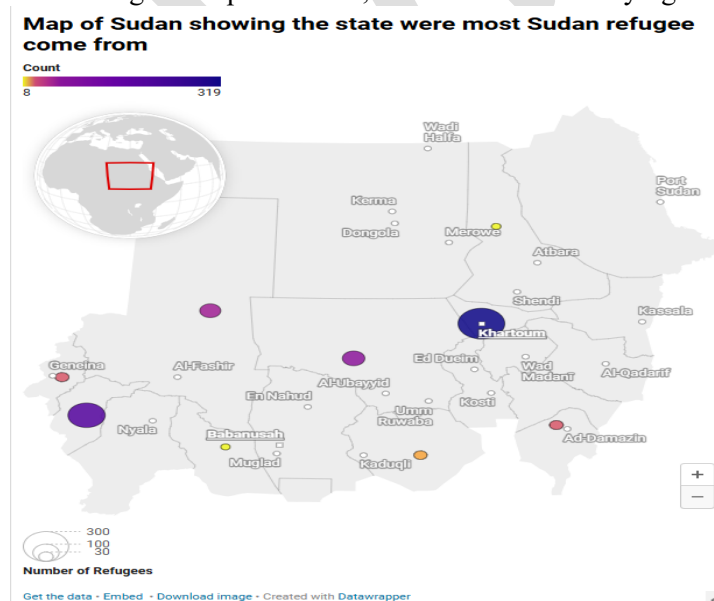


refugee id, Sudanese national id to passports, however 3.5% household heads did not have any identification document yet. The high percentage of household heads with identification documents suggests that a significant majority of Sudanese refugees have the basic legal recognition required for engaging in formal employment in Uganda as many employers require identification for contract processing, work permits, and payroll registration, in the financial inclusion space these documents are also a

prerequisite for opening bank accounts, accessing mobile money services, and participating in financial programs. For the household members only 40% those under the age of 18 years had identification document, those in the age group of 18 to 35 year with and identification document were 57% and 48% those above 35 years. While the high rate of identification document ownership among Sudanese household heads is a positive indicator for employment and livelihood access, partners should device deliberate efforts focusing on supporting the 3.5% undocumented household heads with initiatives such as facilitating legal documentation, targeted outreach, and alternative livelihood solutions ie informal sector support to ensure inclusive economic participation for all refugees. More so the limited access to identification documents among house hold members in certain refugee age groups, particularly those under 18 and those aged 35 and above, may hinder their ability to secure formal employment, open bank accounts, access mobile money services, and participate in financial inclusion programs, thereby restricting their opportunities for stable livelihoods and economic participation.

3.1.3.2: Place of origin in Sudan

Understanding the place of origin of Sudanese refugees is very crucial if we are to effectively address their employment and livelihood opportunities challenges, it can reveal the answers to questions around the disparities education, skills, and access to resources, highlight the psychological and physical impact of conflict and trauma on refugees from war-affected areas, identifies cultural and social factors influencing work preferences, and underscores varying access to networks and financial resources,



particularly between urban and rural refugees, enabling the design of more targeted and equitable support programs that account for these diverse needs and facilitate successful integration into Uganda's economy. As highlighted in the figure below the assessment findings indicated that the largest groups 57.9% of Sudanese refugees in Uganda originate from conflict zones of Khartoum, 35.8% from Darfur and 11.7% from Kordofan. Other locations mentioned include East Darfur, South Darfur, Khartoum, Kordofan, White Nile, Gezira, and other areas, with multiple mentions of locations like Nyala,

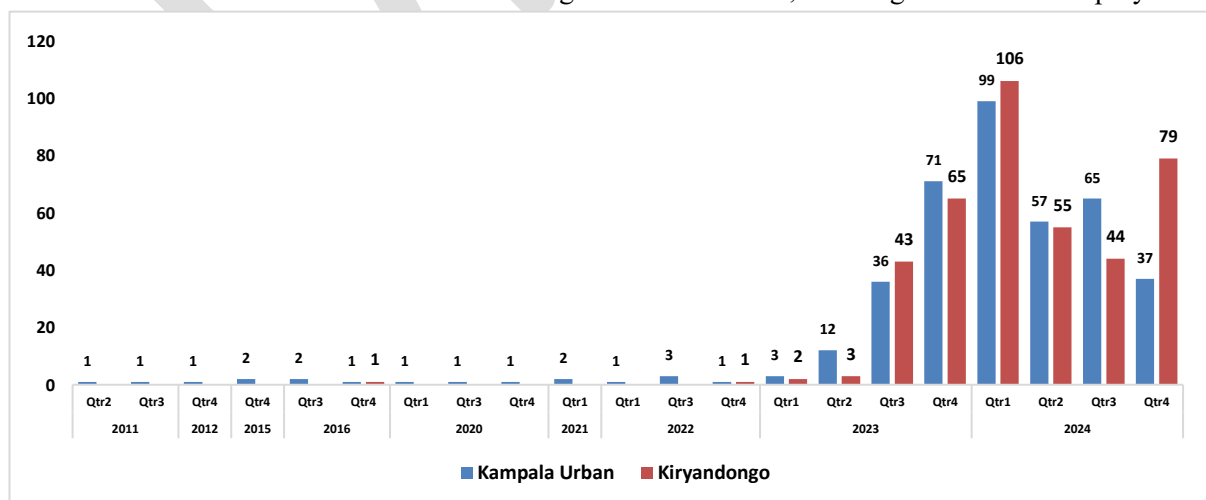
Madeni, and Omdurman. These regions have experienced severe and some long term instability, violence, and displacement.

It's important to highlight that refugees from urban areas like Khartoum and Darfur may possess entrepreneurial skills given the easy access to such related services in towns which may facilitate their transition to urban settings like Kampala, though challenges such as limited access to capital, markets, language barrier and training may remain. Conversely, refugees from rural or border regions like Blue Nile State and East Sudan may have agricultural or pastoralist skills which may enable them to contribute to Uganda's agriculture-based economy, particularly in refugee settlements with access to fertile land. However, these refugees may face challenges such as land access, seasonal employment, and the need for adaptation to urban settings. Additionally, refugees from regions like West Darfur, South Kordofan, and Blue Nile State, where access to education and healthcare has long been compromised by conflict, may struggle with integrating into the labor market due to gaps in formal education and vocational training.

3.1.3.3: The trend in Movements into Uganda

The arrival of refugees in any country can both be challenging or create a new economic dynamics, influencing the overall employment landscape and livelihood opportunities for both refugees and host communities. Analyzing the Sudanese refugee arrival trends was crucial in understanding the impact on the local labour markets, identifying job competition and employment gaps or opportunities, tailoring skills development programs, planning for sustainable livelihood interventions, integrating refugees into host communities, and informing policy development to balance refugee support with local employment protections. The graph below presents the trend in the arrivals of Sudanese refugees in Uganda, focusing on the number of arrivals in two locations Kampala Urban and Kiryandongo and it revealed that the influx of Sudanese refugees in Uganda has seen a gradual increase over time, with early years (2011-2016) marked by relatively low arrivals, possibly due to earlier conflicts or instability in Sudan, a noticeable spike in arrivals between 2020-2022, likely reflecting worsening conditions such as ongoing conflict, political instability, and economic hardship and a significant surge in 2023-2024, particularly in 2024, indicating a critical situation in Sudan, likely driven by escalating violence and deteriorating living conditions prompting a mass exodus. Geographical distribution shows that while both Kampala Urban and Kiryandongo have received significant number of Sudanese refugees, their numbers in Kampala Urban are generally higher, particularly in 2023 and 2024, suggesting that Sudanese refugees initially settle in Kampala due to its proximity to urban amenities and opportunities, before potentially relocating to Kiryandongo for targeted support programs, or lower cost of living.

Given the significant increases in the number of refugees arriving in Uganda particularly those from Sudan in recent years, there is a critical need for strategic interventions to address their employment and livelihood needs. With a concentration of refugees in urban areas, challenges related to employment,

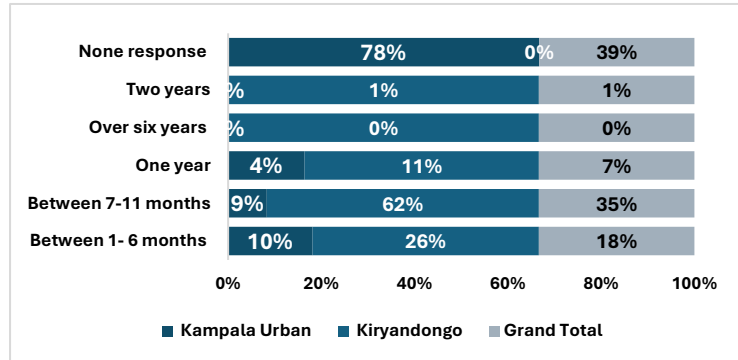


housing, and access to services are likely to intensify. Proactive measures, including targeted livelihood programs, enhanced employment access, and urban refugee integration, should be thought of as a key

measure of improving the prospects of refugees in Uganda and ensuring their economic stability and social inclusion.

3.1.3.4: Length of Stay in the current Location

Understanding the length of stay of refugees is crucial as it provides a foundation for designing effective employment and livelihood interventions, it further informs targeted support based on economic stability and job market integration, enabling program adaptation for both short-term and long-term



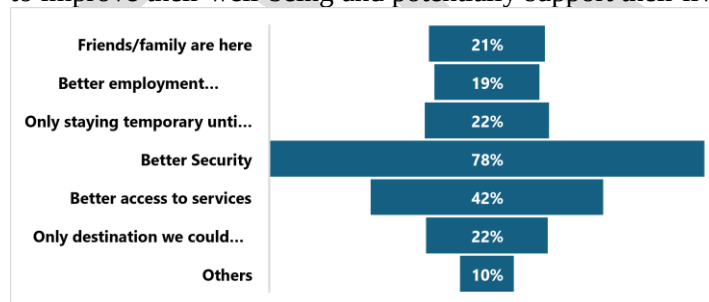
needs. The data indicates that most Sudanese refugees in Uganda are recent arrivals, with 60% having stayed for less than a year, particularly in Kiryandongo, where 62% have been there for 7-11 months, only 1% reported to have stayed beyond two years and none beyond six years, alongside a high non-response rate of 39% especially in Kampala recorded at 78%, suggesting

challenges in data collection, low engagement, or undocumented length of stay.

These findings may point to the fact that these refugees have not had sufficient time to acquire work permits, vocational skills, or market knowledge and may be currently focused on immediate needs rather than long-term employment necessitating targeted interventions such as short-term income-generating activities, cash-for-work, vocational training, business startup support, and legal aid to enhance economic inclusion and self-reliance.

3.1.3.5: Primary reason for choosing to come to current location

Understanding why refugees selected a particular area, whether due to safety, proximity to family, access to employment, or availability of support services can help tailor interventions to better address their specific circumstances. Finding from the assessment as summarized below revealed that majority 77.6% of refugees chose their current location primarily due to better security, highlighting the significant safety concerns they face in fleeing violent or unstable environments in Sudan. Additionally, 41.6% cited better access to services, such as healthcare and education, highlighting the refugees' need to improve their well-being and potentially support their livelihoods. However, it should be noted that



access to services alone does not guarantee meaningful employment opportunities. Further analysis showed that 18.8% of the households chose their location for better employment prospects, suggesting that while employment opportunities are important, they are not the dominant

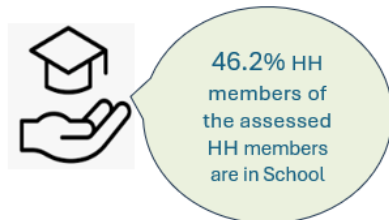
factor for most refugees, more still those prioritizing employment may still encounter challenges, such as language barrier, unrecognized academic documents, limited job availability or mismatches between their skills and local market demands.

Moreover, 22.2% of refugees reported that they are temporarily staying in their current location while awaiting relocation, indicating uncertainty that could impede long-term economic integration and investment in skill development. Affordability played a role in the decisions of 21.7% of refugees, leading them to settle in areas with lower living costs but also fewer job prospects. Additionally, 20.7% chose their location due to proximity to friends and family, which provides essential social support, though this does not necessarily translate into better employment opportunities, as social networks often facilitate informal work rather than formal employment. Lastly, 9.6% cited other reasons for their

settlement choice, which, while less significant, may reflect personal factors influencing their resilience or adaptability in the refugee context. However, these reasons are secondary to the primary considerations of security, services, and affordability.

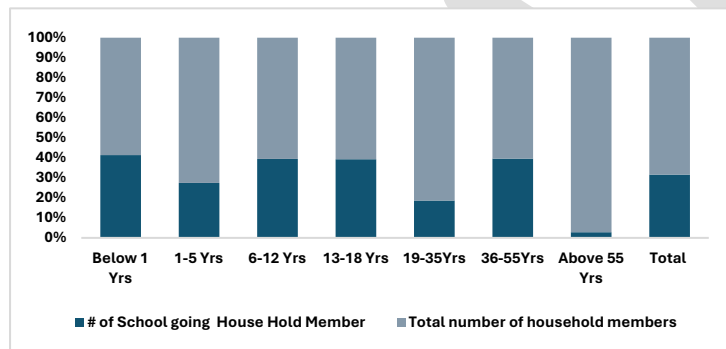
3.1.3.6: Household members currently in school.

Employment access and livelihood opportunities are closely linked to household members' access to education, as it helps in identifying barriers to education, assess the financial impact on families, and ensure that children are protected from risks like child labor and early marriage. Approximately 46.2%



of total household members are engaged in schooling, which suggests a substantial portion of the refugee population is participating in education programs. However, it also points to a significant opportunity to improve educational access for the remaining population, especially for younger children and youth transitioning into adulthood. Further analysis as summarized in the

figure below, indicates that across all age categories, shows that the 6-12 years and 13-18 years age categories have strong educational participation rates of 65.3% and 64.5%, respectively, reflecting a robust proportion of children in primary and secondary school, which is crucial for their future employability and integration into the local economy. In contrast, the 1-5 years group has only 37.7% of its members in school, indicating a need for improved or expanded early childhood education programs to ensure better access to foundational learning. The 19-35 years age group shows a lower



school enrollment rate of 22.9%, suggesting that many are focusing on entering the workforce or engaging in vocational training, making this group critical for livelihood interventions. The 36-55 years group shows significant involvement in schooling at 65.7%, likely due to adult education or vocational training initiatives, while the Above 55 years group has a very

low percentage of school-going members at 2.8% which is expected as this demographic is typically outside the formal education system. In conclusion, while educational participation is strong among children and adults engaged in vocational training, there is a need for targeted support for youth transitioning into the workforce to enhance overall livelihoods and economic integration for Sudanese refugees in Uganda.

3.1.3.7: Separated household members and those in foster care.

Understanding the extent of family separations among refugees is critical as it points to both the negative impacts such as economic strain, uncertainty, and emotional distress and the potential positives, like the possibility of family members offering support from other locations or eventual reunification, which can inform targeted interventions for improved refugee livelihood and stability. The data suggests that 55.3% of the 797 Sudanese households surveyed have members who are alive but not currently present, an estimated total of 1,365 individual's which is almost a third of the total reported household members, majority 60% male are not currently with their families. This points to factors such as separation due to conflict or



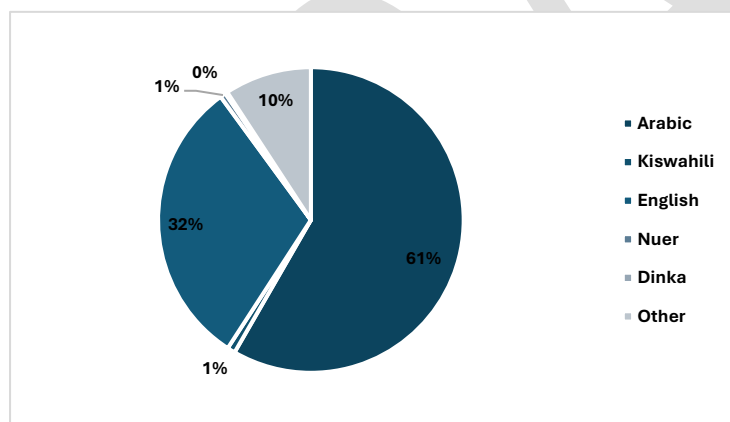
displacement, migration for better work opportunities, and migration restrictions. Further analysis of the whereabouts of absent household members reveals diverse circumstances: 24.2% of households report that absent family members remain in South Sudan due to conflict or displacement; 6.3% are unaware of their family members' locations; 2.8% report that family members are enroute to Uganda; 8.9% state that absent members are with relatives in other countries; and 2.6% report that absent members are staying with other relatives within Uganda



Further analysis revealed that out of 797 households, 8.4% reported having family members under foster care 91% found in Kiryandongo refugee settlement, in total out of the 4,503 household members recorded in the 797 household during this assessment 198 individuals representing 8% of which 53% are female were reported to be under foster care. This can have significant impact their livelihoods and employment opportunities as households with foster care responsibilities often experience heightened vulnerability due to the need for additional resources, care, and support, limiting their ability to engage in full-time employment or skill development programs.

3.1.3.8: Languages Spoken.

Language proficiency has a direct influence on the refugee's ability to communicate, understand job requirements, and interact with potential employers or colleagues. It can also affect their participation in job training, access to information about employment opportunities, and their integration into local labor markets. Finding on the languages spoken by Sudanese refugees in their households revealed that the majority 61%) of the Sudanese refugees households speak Arabic as one of the most common languages, which reflects their Sudanese origin but poses challenges for integration into Uganda's



workforce, particularly in sectors requiring English or Kiswahili proficiency, limiting access to broader employment opportunities outside the Sudanese community; 32% speak English, offering moderate access to formal employment in in Uganda, although it remains a minority language among Sudanese refugees, indicating a potential gap for higher-paying jobs, only 1% speak Kiswahili, a significant barrier for

integration into local employment and government services where the language is essential; and 10% speak other languages including a wide range of dialects and languages from various regions, such as Abri, Acholi, Agang, Amhara, Falata, and several variations of French, Fulani, Fur, and Nuba languages, as well as lesser-known languages like Zaghawa, Zande, and Shilluk. These languages reflect the diverse linguistic backgrounds of Sudanese refugees but further exacerbate their challenges in integrating into Uganda's workforce, as they are not widely spoken in the host community.

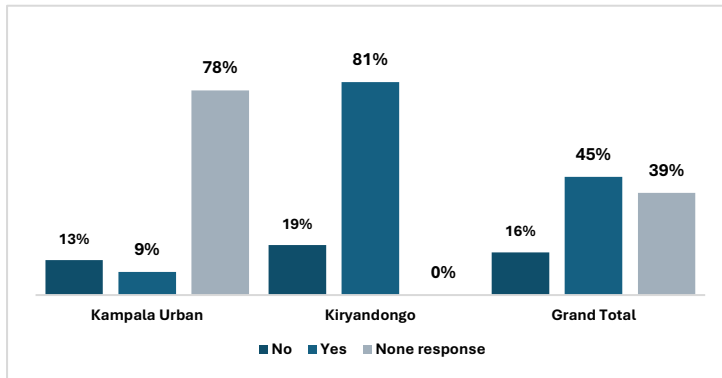
3.2 Assistance Received and Residence Dispositions or intentions.

This section tries to detail how early support to refugee can influence their long-term self-reliance by determining how quickly refugees can transition from aid dependence to economic independence. It tries to identify employment barriers, such as gaps in skills training, language acquisition, and legal

work rights. More so residence intentions of whether refugee want to return home, resettle in a third country, or integrate locally for tailored interventions that meet their specific needs and aspirations.

3.2.1: Most Recent Assistance Received

From the assessment finding as summarized in the graph below revealed significant differences in household assistance received between Sudanese in Kampala Urban and Kiryandongo. In Kiryandongo, 81% of households reported receiving assistance, compared to only 9% in Kampala, indicating a more structured aid distribution system in the settlement, likely due to dedicated humanitarian programs. In

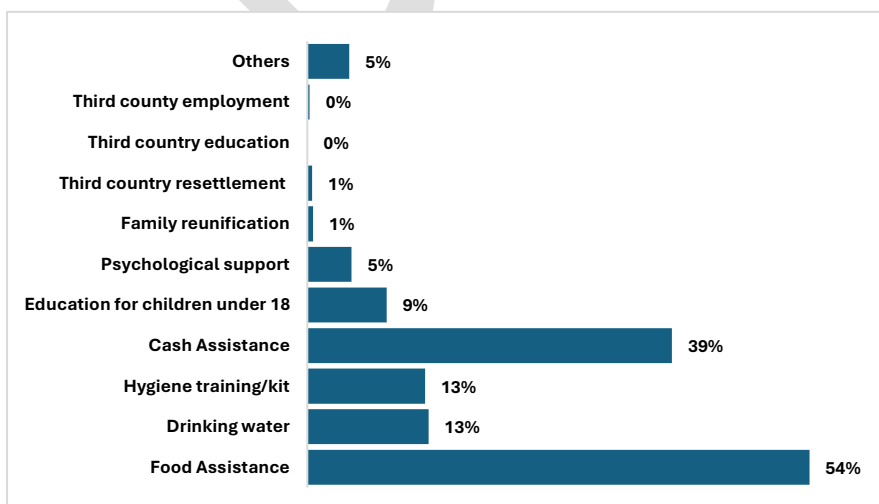


contrast, Kampala shows limited assistance, with 78% of respondents not providing a response, potentially reflecting low awareness or reluctance to disclose aid received, while only 9% confirmed receiving support, highlighting gaps in urban refugee assistance. Urban Sudanese refugees often struggle with visibility in aid programs, as support is concentrated in

designated settlements. Notably, 19% in Kiryandongo and 13% in Kampala reported not receiving any assistance, suggesting some households remain excluded despite Kiryandongo's higher aid access. Overall, 45% of respondents across both locations reported receiving assistance, while 16% did not, and a high non-response rate of 39% which may point to potential data gaps, warranting further investigation into accessibility and program coverage.

3.2.2: Type of assistance has the HH received in this current location.

Understanding the types of aid most and least prevalent to newly settled refugees, organizations can identify areas needing more attention, distribute resources where they are most needed, assess the impact of each intervention. It facilitates a shift toward sustainable support like livelihoods and education, inform strategic planning for balanced aid approaches, and track whether commitments are being fulfilled, ensuring transparency and accountability to donors and stakeholders. The finding from the livelihood and employment needs assessment as summarized below revealed that over half of Sudanese households 54% received food assistance, emphasizing the priority of immediate survival needs but potentially limiting long-term self-reliance if not complemented by livelihood support, 39% reported to have received cash assistance, which offers flexibility in meeting household needs but relies

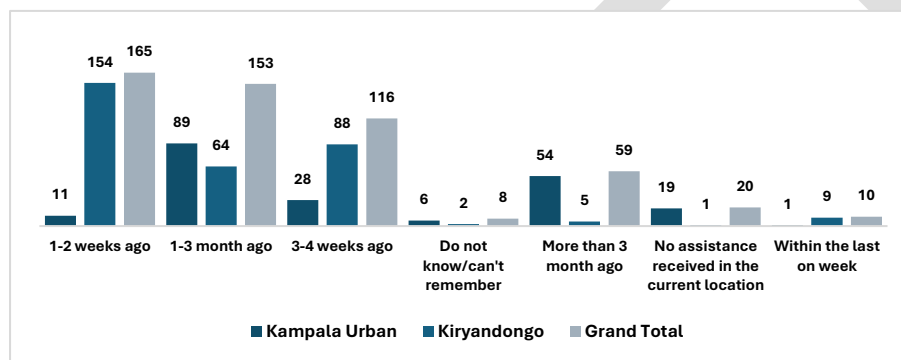


on market access and price stability, only 9% received education support for children under 18, pointing to existing barriers and gaps in access to learning opportunities for Sudanese children, 5% had access to psychological support, suggesting mental health services are either not

widely available or underutilized, yet such support is crucial given the trauma displaced populations face, family reunification only 1%, third-country resettlement 1%, and third-country education/employment 0% highlight the rarity of long-term solutions for refugees, underscoring limited pathways for resettlement and integration and 13% of households received hygiene kits/training and drinking water assistance, indicating that WASH interventions are not reaching all households in need, potentially posing health risks, particularly in overcrowded refugee settlements or urban areas with inadequate infrastructure. To foster long-term resilience and self-reliance among Sudanese refugee households, there is need to increase investment in education and psychosocial support, expand livelihood and employment programs, strengthen WASH services, and advocate for durable solutions such as family reunification, resettlement, and education/employment pathways in addition to food and cash assistance.

3.2.3: Timeline for the most recent assistance

The sub section tries to internalize the gaps in aid, evaluating its effectiveness and understanding its impact on resilience, ensuring that support is timely, consistent, and aligned with both immediate needs and long-term sustainable strategies. Assessment findings as summarized in the graph below revealed



that 20.7% of Sudanese refugee households received aid within the past 1-2 weeks, 19.2% received assistance 1-3 months ago, and 14.6% received aid 3-4 weeks ago, while only 1.3% received support

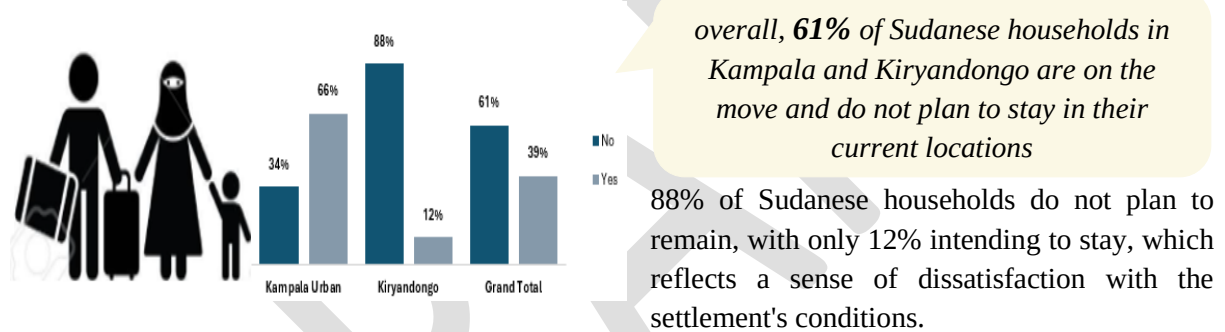
within the last week; however, 7.4% of refugees reported receiving assistance more than 3 months ago, and 2.5% indicated no assistance in their current location, with 1% uncertain about when they last received aid, highlighting potential gaps in aid distribution, communication issues. These findings reveal that while a portion of Sudanese refugee households have received aid recently, significant gaps in assistance exist, with 7.4% of refugees receiving support over 3 months ago and 2.5% reporting no assistance in their current location, along with 1% uncertain about the timing of their last aid, highlighting potential issues in aid distribution and communication, underscoring the need for more consistent support to better address refugee needs.

On the quality and appropriateness of the most recent assistance received by the Sudanese refugee households in Kampala and Kiryandongo revealed that a significant portion 57.8% of the households reported receiving too little assistance, indicating that the aid they received did not meet their needs, especially in Kiryandongo. This suggests that while aid may be reaching many, the amount provided is insufficient to address their needs adequately. Additionally, 4.9% of the households reported that some households in need received less assistance than others, indicating potential disparities in aid distribution, with Kiryandongo having fewer such cases compared to Kampala Urban. This may point to issues in targeting, prioritization, or resource allocation, requiring more equitable distribution to avoid leaving vulnerable groups underserved. Another concerning finding is that 1.4% of the households reported not receiving any assistance due to lack of identification, which could highlight barriers in aid access, particularly for Sudanese refugees who may not have proper documentation. 1% of the households that reported receiving no assistance due to other reasons suggest there may be additional unknown barriers that prevent access to aid. There were also 1.3% of the households who

reported that the type of assistance provided was not the one they needed, indicating potential misalignment between the available aid and the actual needs of refugees, with more such instances occurring in Kiryandongo, this further emphasizes the importance of tailoring assistance to the specific needs of the refugee population. In conclusion, while a large proportion of households received aid, the findings highlight significant gaps in both the quantity and appropriateness of the assistance provided, with issues such as insufficient support, unequal distribution, barriers to access, and misaligned aid types. These challenges call for improved targeting and a more effective distribution mechanisms to ensure that all refugees receive the appropriate support to meet their needs.

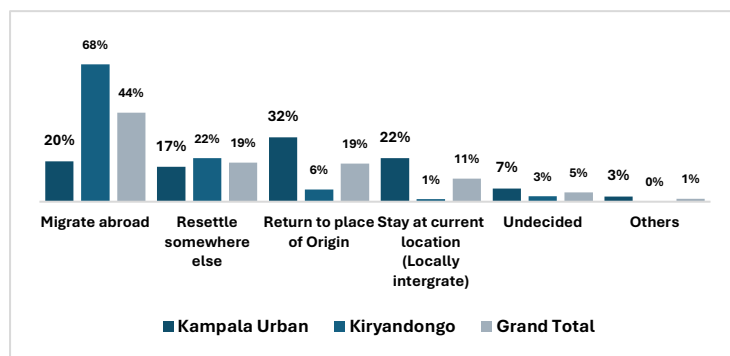
3.2.4: Short term and long-term Residence Dispositions or intentions.

Refugees may have different reasons for staying or leaving, such as economic opportunities, safety, and access to services like healthcare and education. Understanding these preferences helps to tailor interventions to meet their needs more effectively. The analysis as summarized in the figure below on the preference of Sudanese refugee households on whether they are staying or plan to move on from their current residences reveals significant disparity between Kampala Urban and Kiryandongo in terms of those who plan to remain. In Kampala Urban, 66% of Sudanese refugee households reported that they plan to remain in Kampala, suggesting stability and preference for urban living which may be attributed to better access to services, economic opportunities, and social networks, in Kiryandongo,



This trend may also be explained by the fact that many Sudanese refugees come from urban areas in Sudan, where they were accustomed to better access to services, economic opportunities, and social networks. Their preference for urban living may be the driver to their desire to move to more developed or urbanized areas, such as Kampala, or even seek opportunities in other countries, as they may perceive refugee settlements like Kiryandongo as temporary and lacking the same opportunities and living standards they had in urban environments. overall, 61% of households across both locations are on the move and do not plan to stay, reflecting a trend of displacement or migration driven by unmet needs and aspirations for improved living standards, work, and education.

Further analysis on the Sudanese preferences regarding their long-term settlement intentions exhibited

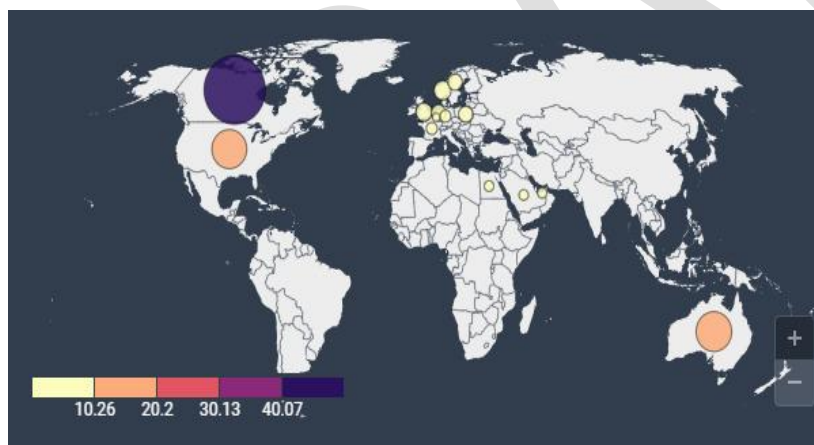


diverse long-term settlement preferences, with 44% of the assessed households 20% from Kampala Urban, 68% from Kiryandongo inclined to migrating abroad, this may be driven by factors such as economic opportunities, safety, or family reunification; 19% that is 17% from Kampala Urban and 22% from Kiryandongo expressed preference of

resettling elsewhere, indicating openness to relocation within Uganda or to another country, 19% that is 32% from Kampala Urban and 6% from Kiryandongo wishing to return to their place of origin in Sudan, suggesting aspirations for reintegration into communities they were forced to flee from, particularly among those in Kampala, 11% of the households that is 22% from Kampala Urban, 1% from Kiryandongo favored local integration and settling at their current location, this preference indicates that integration challenges, such as limited access to employment, housing, and social services will have to be addressed if such aspirations are to hold. The much lower percentage in Kiryandongo suggests that integration into rural or settlement areas may be less appealing, likely due to a lack of resources or opportunities compared to urban areas. 5% of the Sudanese households 7% in Kampala Urban, 3% in Kiryandongo are undecided about their future location, reflecting uncertainty in their plans; and 1% expressing other preferences not captured by the main categories, highlighting the need for further exploration of this small group's needs.

3.2.4.1: Preferred Countries of permanent Resettlement

Inquiries into the preferred third countries of resettlement can enable humanitarian organizations and governments to allocate resources effectively, match refugees with suitable countries based on their skills, cultural backgrounds, and language abilities for improve integration outcomes. It also provides valuable data for refining refugee policies, supporting long-term sustainability by addressing refugees' aspirations, and managing expectations for both refugees and host countries. From the analysis as summarized in the figure below, a clear trend emerges with Canada as the overwhelming choice. The data highlights that 50% of respondents preferred Canada, signaling it as the most favored destination for Sudanese refugees seeking to move to third countries. This preference could be attributed to several factors such as Canada's well-established refugee resettlement programs, a reputation for being a



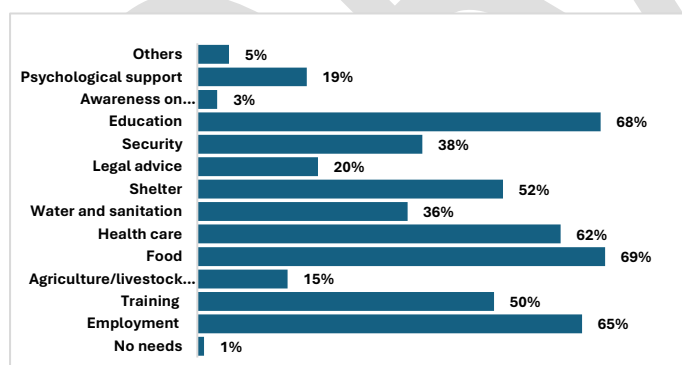
welcoming and inclusive society, and favorable immigration policies that have made it a destination of choice for many refugees globally. Australia follows as the second most preferred country with 15.79% of the respondents indicating interest, which is significantly lower than Canada but still notable. The United States also holds a

considerable portion of preferences, with 15.13% of respondents choosing it as their alternative destination. On the other hand, European countries such as the UK, Norway, France, and Germany show much lower preferences, with the UK at 2.63%, Norway at 2.96%, and both France and Germany at 0.99%. The relatively low percentage of refugees preferring these countries could be influenced by concerns about stringent immigration policies, the complex asylum process, and the challenges related to integration in these regions. The Middle East, including the UAE and Saudi Arabia, accounts for 0.66%, which is lower than expected given the region's proximity to Sudan and its historical role as a transit point for refugees. This could suggest that refugees may seek more permanent resettlement opportunities outside the region, likely due to economic or political instability. Other unspecified locations, made up a 7.89%, suggesting a degree of uncertainty or flexibility in refugee preferences and this could reflect those who are unsure of specific countries or are open to a range of opportunities depending on the resettlement offers available.

On reasons why Sudanese households are preferring to move to other locations the finding highlights several key reasons driving refugees' desire to migrate from Uganda to other countries, with the primary factors being access to better services recorded at 73.7% for those households preferring to relocate, improved living conditions was recorded at 65.1%, and employment opportunities at 53.6%. A number of Sudanese refugees cited dissatisfaction with the available healthcare, education, poor dwellings, limited economic opportunities, especially for refugees and essential services in Uganda and perceive alternative destinations as offering better housing, infrastructure, stronger job markets and overall well-being. Further findings pointed to safety and security concerns recorded at 46.2%, including instability, discrimination, and crime, while 12.3% of refugee's households report feeling neglected by humanitarian organizations and the government. Family reunification stood at 7.6% and other personal reasons such as cultural adjustment issues or specific grievance at 6.2% which contribute to the desire to leave. When comparing locations of Kampala and Kiryandongo, Kiryandongo refugee settlement represents 72.3% of the responses, showing a higher concentration of individuals seeking to relocate. Safety and security concerns are notably higher in Kampala standing at 25.9% than Kiryandongo recorded at 0.9%, highlighting urban-specific risks like crime, xenophobia and critically language barrier, while employment opportunities are a stronger motivator in Kiryandongo recorded at 36.9% than in Kampala recorded at 8.9% reflecting rural economic hardships. Overall, the findings highlight that the drivers for refugees to move to other third countries are the quest for better services, living conditions, and employment opportunities, with security concerns playing a notable role. Addressing these issues through policy adjustments and enhanced programming can help mitigate forced migration and improve refugee well-being within the country.

3.2.5: The current Priority or the Most Pressing Needs.

A comprehensive list of pressing needs was identified within Sudanese households, emphasizing various priorities that span across multiple sectors. As highlighted in the graph below, the most pressing need was food recorded at 69% amongst the assessed Sudanese households followed by education at 68%, employment at 65%, and healthcare at 62%, highlighting the urgent demand for sustenance, learning opportunities, income generation, and medical services to ensure survival and long-term



stability. Other pressing needs included shelter recorded at 52%, skills and life skills training recorded at 50%, and security at 38% reflecting the need for safe living conditions, skill-building for employability, and protection from risks within settlements. More so access to water and sanitation facilities was recorded at 36% and legal advice at 20% which point to WaSH infrastructure gaps

and legal uncertainties affecting refugees' well-being and rights, while psychological support which was recorded at 19% among assessed households and landmine risk awareness at 3% underscore the mental health impacts of displacement and the necessity for targeted safety interventions. Overall, the findings reveal a multifaceted landscape of needs, with a strong emphasis on basic necessities, economic empowerment, education, and mental health support, all of which are crucial for improving the quality of life in the refugee households.

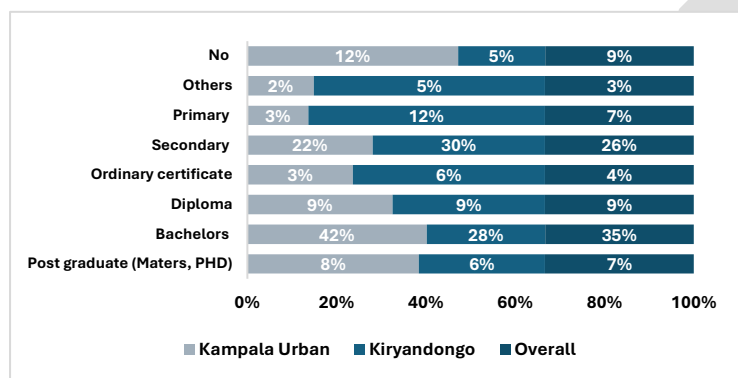
3.3: Educational Background and Qualifications.

Understanding the educational background and levels can help governments, humanitarian actors and private sector in identifying existing skills and matching them with suitable job opportunities, reducing

underemployment and improving labor market integration mainly through channeling refugees into appropriate sectors where they can contribute effectively. On the other hand, some refugees may have prior business experience or technical skills that can be leveraged for self-employment or entrepreneurship if provided with the right support, such as financial literacy training and access to capital. This sub section provides a detailed insight on the education background and qualification of Sudanese refugees in Kampala metropolitan area and in Kiryandongo refugee settlement.

3.3.1: Education level Certification Language and Additional Qualifications

Sudanese refugees in Uganda particularly in Kiryandongo and Kampala Urban possess diverse educational backgrounds. Findings as summarized in the figure below revealed that in Kiryandongo, 28% of the household head hold a bachelor's degree, 9% have a diploma, and 6% have attained postgraduate qualifications, including Master's and PhDs. Additionally, 30% completed secondary school, 12% stopped at primary school, 6% hold ordinary certificates, 5% have no formal education, and 5% reported having unspecified educational levels. In contrast, Sudanese refugee's household heads



in Kampala Urban have higher educational attainment, with 42% holding a bachelor's degree, 9% having a diploma, and 8% attaining postgraduate qualifications. While 22% completed secondary school, 3% stopped at primary school, 3% hold ordinary certificates, 12% have no formal education, and 2% reported unspecified educational levels. Most refugees 98.7% obtained their

academic qualifications in Sudan, with a small minority certified in Uganda 0.8%, while Jordan, South Sudan, Russia, Germany, and the United Kingdom each account for 0.2%. Additionally, 0.2% hold dual certification from Sudan and India. Overall, the findings suggest that Sudanese refugee household heads in Kampala have higher educational attainment when compared to those in Kiryandongo, particularly at the bachelor's and postgraduate levels. This educational advantage other factors remaining constant may enhance their access to formal employment and skilled livelihood opportunities in an urban setting. However, the higher percentage of individuals with no formal education in Kampala recorded at 12% compared to the 5% of Kiryandongo, highlights potential barriers to employment for that segment of the population. In contrast, while Kiryandongo has a larger proportion with secondary education recorded at 30%, limited job opportunities in the refugee settlement may still restrict access to sustainable livelihoods.

Whilst Sudanese refugees are highly qualified, especially when compared to other refugee nationalities in Uganda, only 42% of them reported having their documents here with them. Majority, 58% do not have these documents of

which 86% stated they are unable to access them, whereas 14% indicated they could retrieve them. The reasons for inaccessibility varied with 26% of the respondents reporting that their documents were destroyed during the conflict, 24% the documents are lost or damaged, 14% the documents were left behind in Sudan, 14% the documents were never issued or incomplete and 3% reported that the documents are in different language with a further 16% citing other reasons.

58% of the learnt Sudanese Refugees do not have their academic documents with them and 86% are unable to access them.

Further analysis also revealed that the learnt Sudanese refugees do possess a wide range of professions and academic backgrounds, highlighting diverse expertise across various fields of business, finance, and economics recorded at 17%, law and political science at 7%, medicine and health sciences recorded at 10%, engineering and technology recorded at 9%, education and teaching recorded at 12%, and social sciences at 6%, the signifies a work force that is collectively oriented toward finance, governance, healthcare, infrastructure, and knowledge dissemination. The presence of agriculture, rural development, and environmental studies recorded at 3% underscores a focus on sustainability and resource management. However, a significant proportion of 32% of the household heads lacked specialization, pointing to gaps in professional qualification and a strong need for targeted skills development.

3.3.2: Language training needs.

Analysis on the demand for language training or literacy support reveals a strong demand for English language proficiency, with approximately 75% of respondents explicitly mentioning English as their



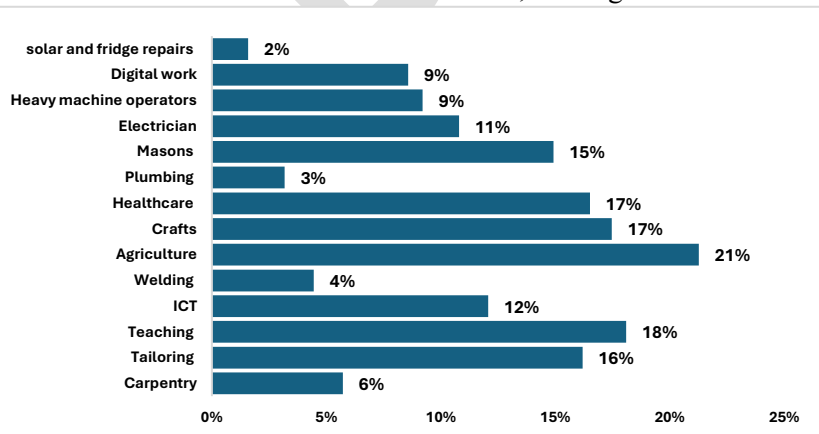
75% of Sudanese
households in Uganda explicitly
require English language training

preferred or required language. The overwhelming demand for English suggests its critical role in communication, education, and professional development. French follows as the second most in-demand language, with around 9%

of responses indicating a need for proficiency, either alone or in combination with other languages highlighting its significance, particularly in multilingual and regional contexts. Kiswahili ranks third, with a moderate but notable 4% of the respondents requiring its proficiency indicating the demand among those seeking multilingual skills alongside English. Notably Luganda was also requested by around 2% of responses indicating its local relevance. Whereas other languages like Spanish, German, and Chinese are mentioned, their demand seemed to remain relatively low, each appearing in 1-3% of the responses. These findings underscore the strong demand for language skills, particularly English, among the refugee population, which is critical for accessing education, employment, and social services in their host country.

3.3.3: Additional Training or Qualification.

Analysis on additional professional or vocational skills among household heads in Kiryandongo and Kampala Urban provided valuable insights into their employment potential and the opportunities or barriers they may face in Uganda's labour market. As summarized below the assessment revealed that 60% of Sudanese refugees lack additional training or vocational skills, while 40% have an extra skill in various fields out of the 315 household heads. Among those with additional training, there is a strong representation in agriculture recorded 21%, indicating experience in farming and agribusiness, though access to land, inputs, and markets may determine employment opportunities. High-demand professions such as teaching was recorded at 18% and 17% for healthcare, highlight workforce potential in humanitarian and national labour markets, although credential recognition and language barriers may

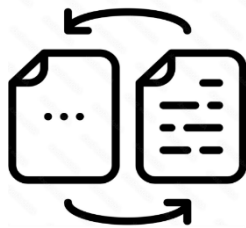


limit their formal employment. Technical and trade skills including 6% are carpenters, 4% are welders, 15% are masonry works, 11%, are electricians and 3% are plumbers. The craft-based and textile industry skills included 16% recorded under tailoring and 17% recorded crafts which present opportunities for self-employment, but access to markets, startup capital and business training will be critical

for their success. The presence of extra skills in ICT recorded at 12% and 9% for digital work signals potential for remote employment and integration into Uganda's digital economy, while heavy machinery operation recorded at 9% indicates readiness for industrial and infrastructure projects, albeit with possible certification challenges. Lastly, low representation in specialized technical skills, such as solar and fridge repairs which was recorded at 2%, suggests a niche but growing opportunity for employment, particularly in refugee settlements with limited electricity access. Despite these skills, the majority 76% of those with vocational training do not possess formal certification, leaving only 16 per cent with documented proof of their qualifications. These findings highlight the need to address gaps in vocational training and certification among refugees, which could enhance their employability and ability to contribute effectively to the local economy.

Need for Document.

Further analysis on the need for document conversion reveals that out of 795 household heads surveyed, 77% (do not have certifications or diplomas that require conversion, while 23% do, highlighting a significant segment of skilled workers whose qualifications need recognition. This underscores the need for streamlined credential recognition processes, such as those facilitated by the Uganda National Council for Higher Education (NCHE), to enhance workforce integration, address bureaucratic and financial barriers. More so implement of targeted interventions including awareness campaigns, fast-tracking recognition, and bridging programs to improve employment prospects and economic participation, particularly for Sudanese refugees in Uganda.



Furthermore, analysis revealed that household posse diverse qualifications, including higher education degrees, vocational training, and general education certificates, many of which require formal recognition in Uganda.

3.3.4: Interest in additional Training and Qualification

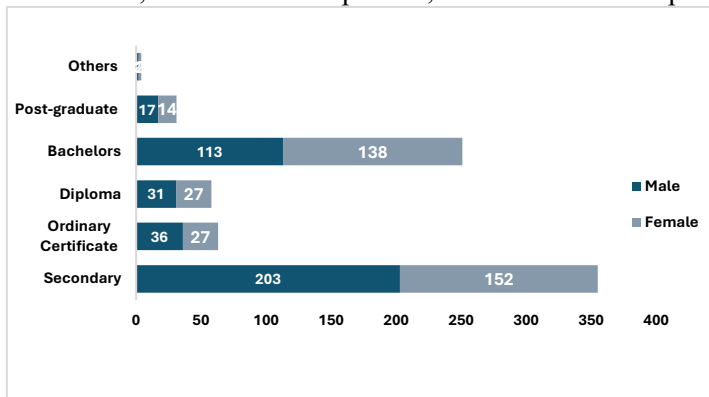
Assessment finding also revealed that a significant 65.9% household heads have a strong interest in additional training and certification, indicating strong demand for skills development, while 34.1% are not interested, for those requiring additional training 45% prioritized language training, particularly English, to enhance communication, business opportunities, and job accessibility, while 30% seek technical and vocational skills in tailoring, baking, handcraft, beauty, cosmetology, mechanics, plumbing, and carpentry; 20% of those who need additional skills training express interest in business and entrepreneurship training, including business administration, finance, accounting, and marketing while 25% focus on ICT and digital skills, such as computer literacy, programming, ICDL certification, and IT security. More analysis revealed the 18% are drawn to health and medical training, covering nursing, public health, pharmacy, and trauma response, 12% aim to advance in education and teaching, including pedagogy and child development; and 15% show interest in engineering and construction, particularly civil and electrical engineering, general construction, and solar energy installation, highlighting a diverse demand for training with language and vocational skills as top priorities. These findings highlight a strong demand for skills development among the refugee population, particularly in areas that can enhance employability and support self-reliance in their host communities.



3.3.5: Family Members with Higher Qualifications.

Out of 795 households surveyed, 64.2% reported having no family members who completed secondary education or higher, indicating a high level of educational vulnerability that limits access to skilled employment, economic opportunities, and social mobility, however, 35.8% of the households reported having at least one secondary- or higher educated member present an opportunity for higher education, vocational training, and professional development, highlighting the need to expand adult education, literacy programs, and technical skills training to bridge the education gap. As summarized below, analysis on family member qualifications showed that at least 17% that is 762 household members out of the 4503 reported, of whom 52.7% are male and 47.3% are female have completed at least secondary

education, indicating a relatively balanced distribution. The majority 46.6%, have completed secondary education, followed by bachelor's degrees at 32.9%, while a smaller proportion 8.3%, holds ordinary certificates, 7.6% have diplomas, and 4.1% have postgraduate qualifications. Further finding



highlighting key findings around the gender disparities in higher education, While the overall numbers of males and females who have completed secondary education and above are relatively close, some differences emerge at higher education levels. The number of 138 female household members surpass that of the male by 25 more at the bachelor's level, which may imply improved access to university education for female. However, at the

postgraduate level the analysis showed equitable access for both males and female though both numbers remain low, which is the same for diploma and certificate.

These findings highlight a large number house hold members who completed secondary schools presents an opportunity for targeted interventions in vocational training, skills development, and workforce integration programs, while strengthening pathways from secondary education to employment through technical training, apprenticeships, and entrepreneurship programs and expanding access to scholarships, financial aid, and flexible learning models to facilitate their progression to higher levels of education.

Analysis on their qualifications revealed that for those with diplomas have mainly qualifications in nursing, teaching, and accounting each constituting 7.1% of the total, while mechanical engineering and law each account for 3.6%, the remaining fields, including medical, civil engineering, business, and ICT, each represent 1.8%, reflecting a strong concentration in education, healthcare, and finance-related fields.

For those household members reported to have bachelor's degree, their distribution of the fields of qualifications shows a strong concentration in education and teaching computed at 21.4%, covering Bachelor of Education in, english language, Islamic Studies, Mathematics and Physics. 20.2% are reported to have bachelor's in accounting, business & finance which includes accounting, business administration, finance, and financial management. 16.7% have bachelor's in medical and health Sciences comprising nursing, pharmacy, medicine and surgery, medical engineering, public health, dentistry, and medical laboratory science.

12.5% household members are reported to be qualified in engineering and technology, which consists of civil, mechanical, electrical, and agricultural engineering, as well as ICT and telecommunications. 9.8% have bachelor's in social sciences and law encompassing law, economics, political science, international relations, and social sciences. Those with bachelor's in science & agriculture are reported to constitute 8.9% including qualifications in physics, zoology, agricultural science, animal protection, and environmental science. Other fields at bachelor's level constituted a 10.5% and mainly covered administration, psychology, procurement, theology, and veterinary science, highlighting a dominant focus on education, business, and health sciences, with relatively lower participation in engineering, technology, and specialized sciences.

Further analysis on the additional qualifications of household members showed that approximately 21% of the assessed household reported having household members who possess additional professional or vocational skills beyond their major qualifications. Including a diverse range of professional and vocational skills within the community, with the most common skills being tailoring recorded at 14.4%, teaching at 14.3%, healthcare at 13.3%, agriculture at 13.3%, and ICT at 9.3%, reflecting a strong emphasis on practical and service-oriented occupations. Craft skills, including electrician, heavy machine operation, and mason work, each account for smaller portions, ranging from 4.6% to 6.7%. Other specialized skills



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such as carpentry, welding, plumbing, and solar and fridge repairs are less prevalent, with solar and fridge repairs representing the smallest share at 1.5%.

Additionally, only 29% of the household members were reported to possess the relevant certification documents for their professional or vocational skills. This may imply that a significant portion of the Sudanese workforce lack formal recognition or validation document for their extra skills, which could limit refugee access to formal employment opportunities or hinder their ability to leverage their skills in certain markets. The lack of certification could also impact the ability of households to access further training, funding, or other resources that require formal qualifications. This gap highlights the need for initiatives that promote certification processes, enabling individuals to formally document and validate their skills, which could enhance their employability and overall economic empowerment.

3.3.6: Challenges in accessing education in Uganda

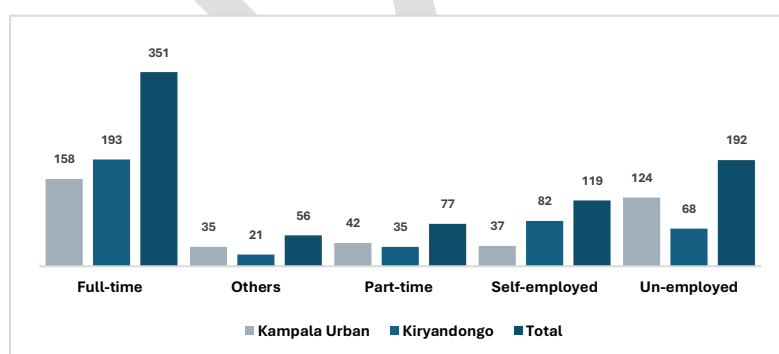
The assessment revealed that 62.7% of Sudanese respondents across Kampala Urban and Kiryandongo reported that their households face challenges in accessing education in Uganda. Among those experiencing challenges, financial constraints were the most significant, affecting 42 % of the households followed by Language barriers were reported in 34%, and 22 % cited a lack of information about the education system in Uganda as a major hurdle with an additional 2 % mentioning other challenges. The fact that both urban and rural areas refugee reported significant challenges suggests that issues with access to education and skill development programs are widespread, although the slightly higher in number in Kiryandongo settlement which may point to unique challenges in more remote areas, such as infrastructure or resource limitations. These findings highlight the need for targeted interventions to address financial, linguistic, and informational barriers, enabling better access to education for refugee households in Uganda.

3.4: Livelihoods, Economic Inclusion, Coping strategies.

Understanding the livelihoods, economic inclusion, and coping strategies for newly settled Sudanese refugees is critical if one is to identify barriers to their employment, design an informed intervention that supports sustainable integration, promotes self-reliance and improvement of social cohesion. This sub-section presents an analysis of the key factors affecting Sudanese refugees in Uganda in their pursuit to access employment and livelihood opportunities, focusing on barriers, coping strategies, and the role of economic inclusion in fostering sustainable integration and self-reliance.

3.4.1. Work experience before the conflict.

As summarized in the figure below, before displacement, 43.6% of household heads were engaged in full-time employment, with slightly more 55% are in Kiryandongo as compared to those in Kampala, indicating that many refugees had stable jobs and may possess transferable skills relevant to Uganda's labor market. Additionally, 14.8% were self-employed, with a higher proportion 69% now based in Kiryandongo compared to those in Kampala, suggesting a strong entrepreneurial background that could be leveraged through targeted livelihood programs such as business grants, vocational training, and market linkages. Part-time employment accounted for only 9.6%, with nearly equal distribution



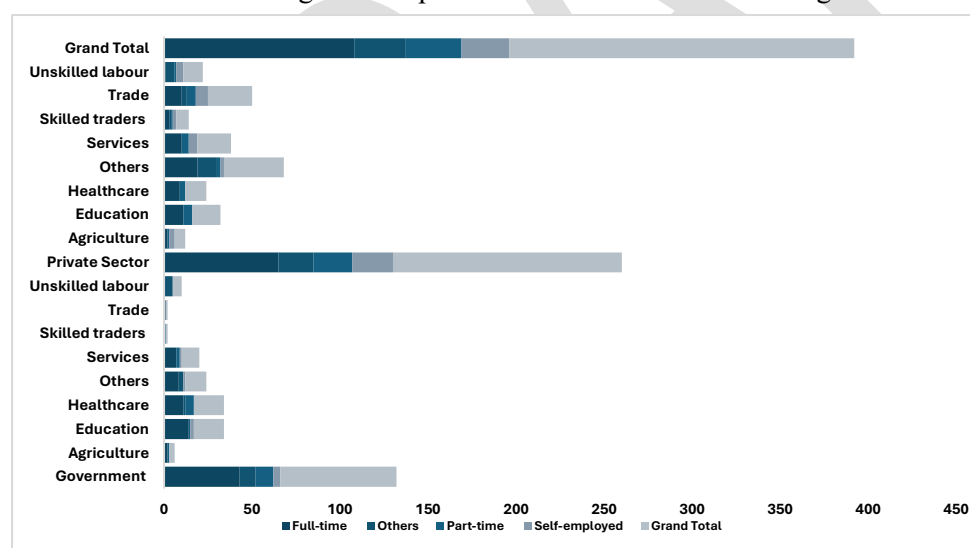
between Kampala and Kiryandongo, reflecting some degree of labor market flexibility but also potential job precarity before displacement. Further analysis revealed for those household head who were employed before the displacement, 15% had worked outside of Sudan before and 10% of these household heads also reported having other family

members who have also worked outside Sudan, both of these have international work experience, indicating exposure to different work environments and transferable knowledge, skills and networks that could be leveraged for employment opportunities in Uganda or other host countries. This experience could enhance their employability, while also suggesting the importance of recognizing foreign work experience when developing livelihood and employment programs for refugees.

Meanwhile, 23.8% of household heads were unemployed before the conflict, with a significantly higher number 65% now leaving in Kampala compared to those settled in Kiryandongo, highlighting the economic hardships faced by a portion of refugees and the need for targeted job placement and skill development interventions. Lastly, 7.0% reported employment under other unspecified categories, with more in Kampala compared to those Kiryandongo, likely encompassing informal or seasonal work common among displaced populations. These findings illustrate the diverse employment backgrounds of the refugee population, with a significant portion having professional experience, particularly in the private sector. This highlights the potential for leveraging their skills and experiences in the local labor market. However, high unemployment and informal work trends signal the need for targeted interventions in skills development, business support, and employment facilitation to enhance refugee self-reliance and integration into Uganda's labor market. Further finding showed that for those who had fulltime and part-time employment 28% where under government and 72% are employed in the private sector. More so 31% o the total household heads reported that they had other family members who were employed before the displacement, majority 33.6% held skilled jobs, 21.7% worked in professional services in the private sector, 16.8% in professional services in the public sector, 16.0% were self-employed or entrepreneurs, 5.3% held unskilled jobs, 4.5% were semi-skilled, and 2.0% fell into the 'others' category. These findings may be highlight a great deal of disruption in their current livelihoods position, probably increasing their economic vulnerability and creating a urgent need for employment recovery and income-generating opportunities in their new setting.

3.4.2: Primary work engagement before displacement.

As summarized in the graph below, analysis of the primary work engagement of the Sudanese household heads before displacement provides critical insights into the skills, experience, and potential livelihood opportunities for refugees in Uganda. Among the 196 respondents, the majority 55% were employed full-time, 15% were part-time employees, 14% were self-employed, and 15% fell into the "others" category. Of those employed in the government sector, 34% worked in various government roles, with the largest concentration of workers in education 26% and healthcare at 26%, indicating a strong public service orientation among these respondents. Other notable sectors in government employment included



general services recorded at 15% and 5% agriculture. On the other hand, 66% individuals worked in the private sector, making it the dominant employer. The private sector workforce was more diversified, with 12% of the household member in

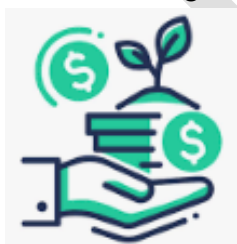
education, 9% in healthcare, 19% worked in trade, and 15% services being the largest sectors. There were also notable proportions 9% of respondents who reported being involved in skilled labor and 8% unskilled labor with the private sector particularly represented in trade-related work.

In terms of work type, those who worked with government were more concentrated in structured sectors such as education and healthcare, while those in the private sector were in more varied employment opportunities, particularly in trade, services, and skilled labor. Only 14% were self-employed covering a wide range of occupations with business as the most common profession, with 27% engaged in entrepreneurial activities. Teaching accounted for 16.7%, while 5.8 % worked as doctors, and 3.8% as engineers. Other health-related professions included nurses at 1.9%, pharmacists 1.3%, radiologists 0.6%, and medical laboratory scientists 1.9%, suggesting that while self-employment was present, a

large portion of individuals still depended on formal employment. Additionally, skilled workers, such as traders and service providers, were more commonly employed in the private sector, whereas unskilled labour 8% was relatively small but significant, with the majority of unskilled labour found in the private sector. For the skilled trades such as carpentry, masonry, and mechanics accounted for the lowest percentage of 3%, highlighting a skills gap that vocational training and apprenticeship programs could address to enhance employability. Lastly, a significant 34% of respondents fell under the "Other" category, represented with a series of diverse occupations ranging from accounting and finance-related roles at 8%, 7% are students, 20% worked in various professions including law, IT, pharmacy, humanitarian work, and technical trades, 3% were in management, while 2% were in livestock and agriculture, and another 2% were housewives.

On the specific skills or expertise, the Jobs held by the employed household heads before the displacement revealed that a significant proportion 13% of respondents had expertise in data analysis and 12% in computer programming highlighting strong analytical and coding skills that align well with Uganda's growing digital economy and could be leveraged through digital upskilling programs and remote work opportunities. Additionally, 9% had project management experience, an essential skill for leadership roles in business, NGOs, and international organizations, which can be valuable in administrative roles within development programs, businesses, and entrepreneurship initiatives. A substantial number 7% also had experience in financial analysis and 5% database management which are in demand in banking, business, and tech sectors, suggesting potential employability in Uganda's financial and ICT sectors, provided that certification recognition and skill alignment programs are available. Emerging tech skills were less common, with 3% having expertise in machine learning AI, 1% in cybersecurity, and 1% in cloud computing

Within industry-specific expertise, the largest proportion 14% had experience in sales, followed by 6% in marketing indicating a strong background in business and commerce, which is valuable in Uganda's retail, trade, and micro-enterprise sectors and suggests potential opportunities in entrepreneurship and employment. A notable portion 12% worked in education and 7% in healthcare representing a skilled workforce that could be integrated into Uganda's education and health sectors through credential recognition, training, and employment placement programs. Engineering professionals 5% and those with transportation experience 3% could contribute to infrastructure development and logistics, though vocational training and certification programs would be necessary to align their skills with Uganda's labour market requirements. A small fraction of 2% had expertise in media and creative arts, which could be leveraged through digital content creation, entertainment, and visual arts programs.



Only 1% of the employed Sudanese household head had expertise in renewable energy, suggesting a gap in green economy skills that could be addressed through targeted training programs to support transition into Uganda's growing renewable energy sector.

expertise presents opportunities for self-employment, entrepreneurship, and integration into Uganda's commercial sector, while those with expertise in programming, data analysis, and IT-related fields could benefit from Uganda's expanding digital economy through targeted training and job placement programs including remote working. Additionally, skilled Sudanese refugees in education and healthcare could integrate into these sectors with credential recognition and supplementary training, whereas individuals with engineering, transportation, and infrastructure-related expertise could contribute to Uganda's development initiatives if provided with appropriate certification support. Although fewer in, Sudanese refugees with skills in creative arts and renewable energy could enhance their employability through specialized skill

development programs. The data highlights a diverse range of employment backgrounds among refugees, with strong potential in trade, education, healthcare, and services which aligns with Uganda's labor market needs. However, significant gaps exist such as language barrier, lack of information, credential recognition, skill gaps, and job market access, which must be addressed through targeted training, entrepreneurship support, and policy interventions to enhance economic inclusion and self-reliance.

The average years of experience of the formerly employed Sudanese refugee in Uganda in their roles before displacement is close to 5 years, with a median of 2 years indicating that while some individuals had considerable experience, a significant portion had little to no prior experience. The maximum experience recorded is 40 years, highlighting the presence of highly skilled individuals. However, further analysis of the formerly employed Sudanese highlighted a high standard deviation of 6.67 years and a skewness 2.22 suggesting that the distribution is heavily skewed, with a few individuals having extensive experience while most have significantly less.

3.4.3: Income from employment in Sudan

The analysis on the incomes earned before displacement showed that the average monthly income in the previous role was \$2,020.96, but the median income was only \$200, with a mode of \$200. This suggests that while some individuals earned significantly high incomes, most earned much lower amounts. The monthly income range is extremely wide, from a minimum of \$8 to a maximum of \$250,000, indicating extreme disparities. The high standard deviation of \$18,786 and skewness 13.08 further highlight this income inequality. Further still the high kurtosis of 173.39 means that income distribution is highly uneven, with outliers earning disproportionately higher wages.

The average monthly income in this role in USD?

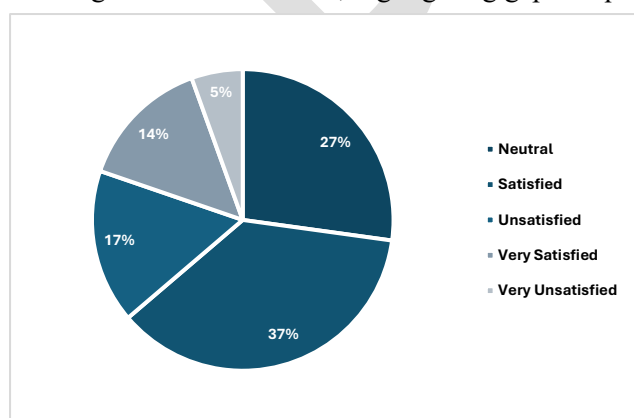
Mean	2020.961
Standard Error	1404.143
Median	200
Mode	200
Standard Deviation	18786.15
Sample Variance	3.53E+08
Kurtosis	173.3895
Skewness	13.08549
Range	249992
Minimum	8
Maximum	250000

The data reflects high income disparity among the Sudanese refugees before displacement, with most previously earning low wages while a minority earned significantly more.

Given that many refugees had low earnings before the displacement, Uganda's informal sector, entrepreneurship opportunities, and vocational training programs could provide viable income sources. More so they may also benefit from upskilling and digital job opportunities to increase earning potential. For those with specialized skills, targeted certification programs, professional job matching, and networking initiatives could help them re-enter high-paying fields.

3.4.4: Job Satisfied before the Conflict

Analyzing the job satisfaction of Sudanese refugees for the roles they held before the conflict which led to their displacement is important as it helps in determining whether refugees were engaged in work that aligned with their skills, highlighting gaps in qualifications, career advancement, and professional fulfillment.



More so it can also speak to the fact that refugees who are dissatisfied with their jobs may have faced barriers such as underemployment, lack of growth opportunities, or wage disparities, which could continue in the host country if not addressed through targeted support. Results from this assessment revealed that majority 51% of Sudanese refugees were either satisfied 37% or very satisfied 14% with their jobs before the conflict, this may point to probably them having a stable employment and relevant skills which can facilitate workforce integration in

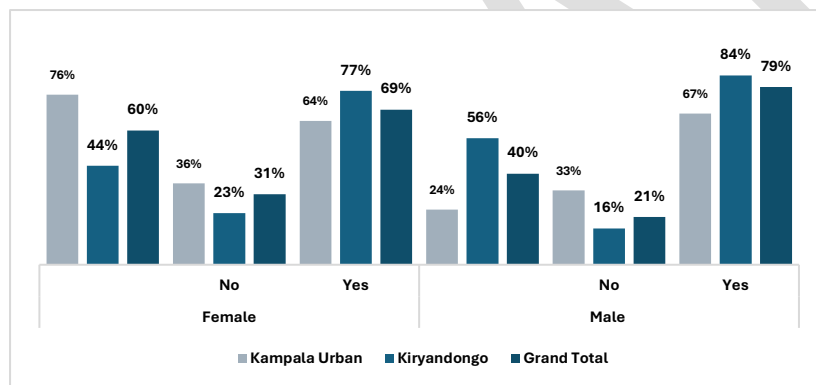
Uganda, 27% held a neutral stance, suggesting they neither enjoyed nor disliked their work and may

require job-matching services, vocational training, or entrepreneurship support to align with their aspirations, and 22% were either unsatisfied 16% or very unsatisfied 6%, highlighting pre-existing employment challenges such as low wages, poor working conditions, or lack of career progression that could be exacerbated by displacement, necessitating targeted livelihood programs to ensure their transition into more fulfilling opportunities.

Only 2% of the formerly working household heads reached in the assessment in Kampala and Kiryandongo continue to earn income or benefits from their previous roles in Sudan all found in Kampala, while 98% no longer receive any financial support, this overwhelming loss of income underscores the urgent need for livelihood interventions in Uganda, including employment services, skills development, financial inclusion programs, and entrepreneurship support to help refugees rebuild their economic independence and secure sustainable income opportunities.

3.4.5: Access to employment in Uganda.

The assessment found that an overwhelming 73% of reached Sudanese refugees in Uganda are actively seeking employment or looking to start an income-generating activity, highlighting a strong demand for economic self-sufficiency; gender disparities indicate that 69% out of the total female respondents are actively job-seeking, with a higher proportion 62% found Kampala compared to the 38% in Kiryandongo, while 79% out of the total male respondents are looking for opportunities, predominantly 74% found Kiryandongo compared to the 26% found in Kampala suggesting a geographic variation in employment-seeking behavior. the urban-settlement differences further reveal that in Kampala, 64% of respondents are pursuing job opportunities, reflecting a stronger reliance on formal employment and entrepreneurship, whereas in Kiryandongo, 75% are engaged in job-seeking or business development, underscoring the need for targeted livelihood interventions in refugee settlements to enhance economic integration and self-reliance. notably for those currently employed here in Uganda reported being able



to use some of the skills from their previous job in the current job. With nearly three-quarters of Sudanese refugees currently actively seeking employment or income-generating opportunities, there is a critical need for job creation and business support through interventions such as vocational training, business grants, and employment

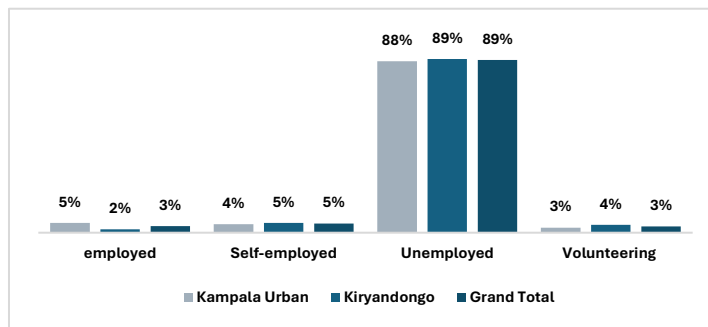
services to enhance economic self-reliance; a gender-sensitive approach is necessary, where women in urban areas could benefit from digital economy jobs, while men in settlements may be better supported through agricultural and trade-based livelihoods; urban-settlement differentiation is also essential, as refugees in Kampala require integration into formal job markets, whereas those in Kiryandongo would benefit from microenterprise development and targeted skills training programs; overall, the findings highlight the urgency of expanding employment programs, financial inclusion, and skills development initiatives to ensure sustainable livelihoods for Sudanese refugees in Uganda.

Further analysis showed that the overwhelming number of Sudanese refugees currently seeking an employment in Uganda have diverse employment and income-generating aspirations, categorized into key sectors including business and trade recorded at 32%, with interest in small businesses like grocery retail, tailoring, and specialized commerce, highlighting the need for financial inclusion and business development; Skilled trades and vocational work comprised of a 16%, emphasizing demand for technical training and apprenticeships in carpentry, welding, plumbing, and mechanics, those currently searching for employment in the health and medical professions comprised of 9%, necessitating linkages to medical training and employment pathways; professionals in education and teaching are 8%, requiring training and language proficiency for teaching positions; Driver and those seeking employment in the transport sector are 5%, pointing to the need for licensing support and driving schools; IT and engineering professionals are 5%, agriculture and livestock related professionals are

4.8%, particularly in Kiryandongo, requiring agricultural training and land access, legal, administration, and finance account for 5%, underscoring the need for professional training and qualification recognition; and Humanitarian and social work are 3%, reflecting interest in NGO and humanitarian employment, necessitating structured career pathways.

3.4.6: Current Employment Status.

Understanding the current employment dynamics among Sudanese refugees in Uganda is critical as it can reveal the key challenges the refugee face including unemployment and limitations to employment access to both formal and self-employment, which are essential for developing targeted interventions to improve livelihoods and economic self-sufficiency in the refugee population. As summarized in the graph below, analysis reveals that on only 3% of the Sudanese refugees 5% in Kampala Urban and 2% Kiryandongo are employed. This indicates a relatively low employment rate, with Kampala Urban showing a higher proportion of employed people compared to Kiryandongo. Regarding self-employment, 5% of the respondents, 4% in Kampala Urban and 5% in Kiryandongo are currently self-employed, mostly 8% in bakery



including specific niches like mandazzi and general baking, teaching 8%, and selling sugar, sweets, or goal 8%. Other self-employed individuals are involved in butchery 5%), carpentry 5%, and Boda-boda (motorcycle) 5%. Additionally, there are businesses in agriculture and tailoring 3%, food service (restaurant) 3%, grocery shops 3%, cookies and cakes making 3%,

poultry, piggery, and crop farming 3%, retail 3%, small businesses 3%, tailoring custom suits 3%, and trading 5%. This diverse set of self-employment activities highlights a variety of entrepreneurial efforts, primarily focused on essential services, retail, and skilled trades. Despite this diversity, these businesses remain small-scale and they continue facing challenges mostly of accessing finance, Language barrier, access space for business, access markets and stock and to a limited extent transportations. These findings suggest that self-employment is an important but modest livelihood option for the Sudanese refugee population in Uganda. The dominant status is unemployment, totaling to a significant with 89% across both regions of the respondents, 88% in Kampala Urban and 89% in Kiryandongo. This indicates that over 89% of Sudanese individuals in Uganda are unemployed, with Kiryandongo facing a slightly higher unemployment rate, however it was also found that 77% of those who are unemployed are currently actively seeking employment indicating a strong desire and potential for livelihood improvement if job opportunities were made more accessible. In terms of volunteering, only three 3%, 3% in Kampala Urban and 4% in Kiryandongo reported volunteering, though Kiryandongo has a higher proportion of volunteers, the overall rate is still relatively low, which may point to limited volunteer opportunities or a lower inclination toward unpaid work.

Further analysis on those currently employed revealed a diverse range of employment types including various professional, skilled, and service roles. Teaching and general teaching roles stand out as the most common employment types, with 15% of the currently employed Sudanese involved in various teaching-related occupations, this includes roles such as teaching children at school and general teaching positions. Accounting emerges second as the most common profession, with 11% of the currently employed Sudanese refugees working in this field.

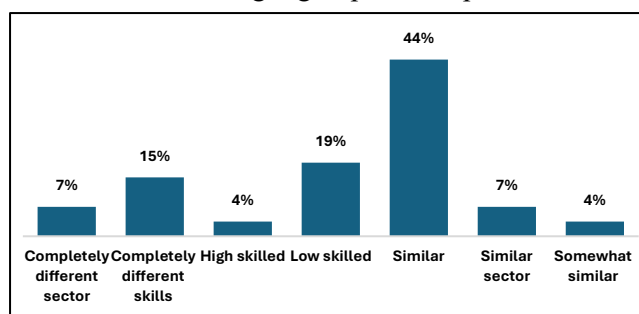
Other professions include nursing and health-related roles such as nurses in hospitals and pharmacists accounting for 7%, while there is a variety of other specialized fields, such as plumbing, tailoring, bakery, army, and law, each contributing 3.7% to the overall distribution. While the range of work types is diverse, it is clear that the most common roles are in teaching, accounting, and healthcare, but the overall representation of specific job categories remains limited due to the small number of employed refugees. These findings underscore the need for improved access to both formal employment and self-employment opportunities to enhance the livelihoods of Sudanese refugees in Uganda.

About the needed support for business sustenance and growth for those self-employed majority 61% identified financial support as the most critical need, followed by job placement 20% and skills training 16%, highlighting financial constraints, employment challenges, and the demand for vocational skills, while 3% cited other support needs. Addressing these gaps through financial aid, job placement, and skills development is essential for improving career and employment outcomes in Uganda.

3.4.7: Comparison between employment before displacement and after

Understanding employment shifts can provides valuable insights into how Sudanese refugees' employment experiences have changed since arriving in Uganda. Knowing whether refugees are working in similar or entirely different sectors can help inform policies and programs aimed at improving their livelihoods and integration into the Ugandan labor market with reduced skills mismatch.

As summarized below, the findings from on how the current work compare to the work the household head did Sudan before displacement. A small proportion 7% reported their current work is in a completely different sector, indicating a significant shift in their professional focus or a transition into new industries. A larger group 15% expressed that the skills they are currently using differ completely



from those they applied in Sudan, suggesting adaptation to new skills or training to meet Uganda's job market demands.

A smaller 4% of the employed respondents reported being engaged in work requiring higher-level skills compared to their previous roles, reflecting a positive professional shift. A significant 19% stated they are now employed in lower-skilled roles than before, possibly due to challenges such as language barriers,

recognition of qualifications, or local labor market conditions. The majority 44% indicated their current work is similar to what they did in Sudan, suggesting continuity in their employment despite displacement.

A smaller proportion 7% reported working in a similar sector, with variations in job content or specific roles, while a very small 4% felt their current work is somewhat similar to their previous employment, indicating some overlaps in duties or sectors but with notable differences in responsibilities or conditions. These findings reflect both the challenges and opportunities Sudanese refugees face in rebuilding their livelihoods in a new context, with a clear indication that many are adapting to new roles and environments.

3.4.8: Current average monthly income.

Findings on the average monthly income for Sudanese refugees currently employed in Uganda reveals significant income variability, with an average income of \$2,842.60, though this is likely influenced by a small number of very high-income earners. a standard error of \$1,513.70 suggests considerable variability in income levels, indicating that the true average could differ substantially from the mean.

What is your current average monthly income from this work in USD?

Mean	2842.6
Standard Error	1513.7
Median	0.0
Mode	0.0
Standard Deviation	42678.6
Sample Variance	1821461924.8
Kurtosis	402.9
Skewness	19.0
Range	1000000.0
Minimum	0.0
Maximum	1000000.0
Confidence Level (95.0%)	2971.2

A median and mode of \$0.00 show that half of the respondents reported no income, pointing to high levels of unemployment, underemployment, or informal work with low or no remuneration. The extremely high standard deviation of \$42,678.60 further indicates a wide spread of income values, with some individuals earning substantially more than others. A sample variance of \$1,821,461,924.80 confirms significant income disparity, and kurtosis of 402.9 reflects heavy tails in the distribution, signaling a few high-income outliers.

The skewness of 19.0 suggests a right-skewed distribution, with most respondents earning low or no income, while a few report much higher earnings. The range of \$1,000,000.00 underscores the extreme

differences in earnings, with the minimum income reported at \$0.00 and the maximum at \$1,000,000 at a 95% confidence level indicating that the true average monthly income lies between \$-128.60 and \$5,813.80, reflecting the high uncertainty due to the income distribution's variability. In conclusion, while the average income appears relatively high, the median and mode being \$0.00 reveal that many refugees earn little to no income. The large standard deviation and variance highlight significant income inequality, emphasizing the need to address disparities and focus on improving livelihoods for those at the lower end of the income spectrum.

3.4.9: Current employment stability



23.3% hold formalized permanent jobs with contracts, offering relatively stable employment with long-term security and benefits

hold formalized permanent positions with contracts, offering relatively stable employment with long-term security and benefits. Additionally, 24.4% have formalized temporary positions with contracts, which provide some job security but may limit long-term stability and career growth due to the temporary nature of these roles. A larger portion, 35.6%, reported employment categorized as "Other," likely encompassing informal or non-contractual work, which is generally less stable and lacks benefits or legal protections, making it vulnerable to shifts in the labor market.

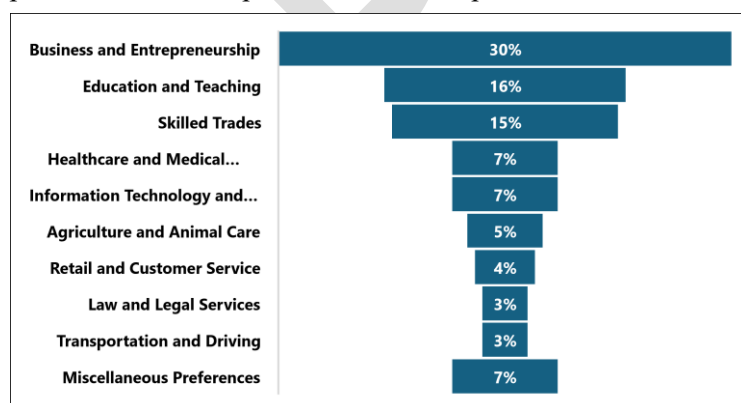
The smallest group, 16.7%, consists of individuals in temporary positions without contracts, representing high instability with no guarantee of continued employment or income. Overall, the majority (83.3%) of respondents are in less stable employment forms, with 35.6% in informal or undefined roles and 16.7% in temporary positions without contracts, highlighting the significant reliance on insecure job types and the challenges refugees face in achieving long-term employment stability.

3.4.10: Employment preference for Sudanese Refugees household heads.

Analysis of the current job preferences for Sudanese refugees in Uganda reveals a diverse range of desired occupations across various sectors, reflecting the community's varied aspirations and skills. The majority, 30.9%, expressed interest in starting or expanding businesses, including small businesses, grocery shops, restaurants, and bakeries. Specific preferences within this category include business, small businesses, trade, opening a shop, and bakery-related businesses, highlighting a strong desire for self-employment, particularly in food-related ventures, retail, and trade.

As summarized in the graph below, a significant portion, 16.2%, of respondents expressed interest in teaching or education-related roles, with preferences spanning teaching, teaching and business, teaching and finance, and university lecturer positions. This demand for education indicates a strong desire for stability and capacity-building within the community.

Skilled trades also garnered substantial interest, with 15.2% of refugees seeking opportunities in practical, technical professions. These preferences include tailoring, carpentry, plumbing, mechanics,



and electrical work, showcasing a keen interest in trades that offer both practical skills and income-generating potential.

Healthcare and medical professions are a focus for 7.3% of respondents, with aspirations for roles in nursing, doctoring, and other health services. These preferences reflect the community's aspiration for personal and family well-being, as well as broader contributions to societal health.

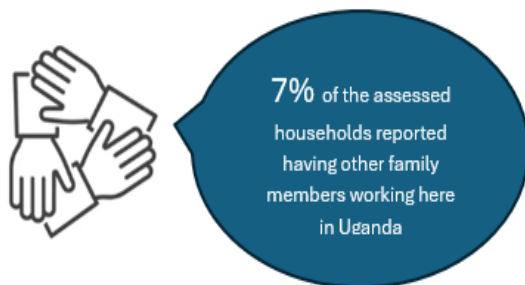
Technology and engineering fields also attract a notable portion, with 7.3% expressing interest in careers in information technology, civil, mechanical, and electrical engineering, and computer programming and repair. This indicates an aspiration for roles in fast-growing, globally connected sectors.

A smaller yet significant proportion, 5.3%, expressed interest in agriculture and animal care, vital industries in Uganda. Preferences include agriculture, animal breeding, and poultry farming.

Retail-related occupations, including customer service, also show demand, with preferences for roles such as retail, shopkeeping, and cashier positions. Finally, 3.4% of respondents expressed interest in pursuing law-related careers, including legal professions and education in law, with specific preferences for law and legal-related jobs, such as teaching law. Transportation and driving jobs are also popular, with 3.4% showing interest in roles such as driving, truck driving, and motorcycle (Boda-boda) driving. Overall, the analysis reveals a broad spectrum of job preferences, with a strong inclination toward self-employment, skilled trades, education, healthcare, and technology sectors, demonstrating the community's diverse talents and aspirations.

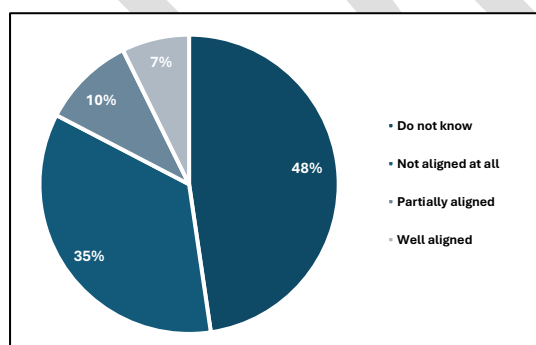
3.4.11: Family Members working-age group current employment status

Understanding the employment patterns within refugee households helps in assessing the overall income security, dependency ratios, and economic resilience. Households with multiple employed members are more likely to achieve to a greater extent financial stability and invest in long-term opportunities, such as education or business ventures. Assessment findings revealed that 7% of the



assessed Sudanese refugee in Kampala and Kiryandongo had other family members currently employed here in Uganda and 93% do not. Among the household members with a job, 37% are engaged in small businesses, trade, and retail, highlighting a strong reliance on informal entrepreneurship, which underscores the need for capital access, business training, and market integration. Skilled professions, including teaching, engineering, welding, and accounting, account for 18% of those household

members employed, yet challenges such as credential recognition and formal employment restrictions limit these opportunities, necessitating vocational training, certification programs, and work permits. Informal and unskilled labor comprises 7%, indicating job instability and reliance on low-wage, short-term employment, which could be mitigated through training programs and structured job placement services. Despite Uganda's agricultural potential, only 2% of the other household members are engaged in farming, pointing to land access constraints, resource limitations, and skills gaps, which may be

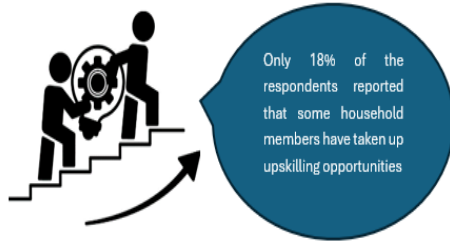


addressed through land allocation policies and agricultural training. Finally, 8% are involved in volunteering or education, suggesting potential for skill-building but limited immediate income generation, reinforcing the importance of structured pathways from volunteering to paid employment. Further analysis on the jobs taken on by other family members as summarized in the graph below highlights significant misalignment in the current work and their skills, qualifications, and experience, with 46% uncertain about their job relevance, 34% facing complete

mismatch and being forced into low-paying or informal jobs, 10% in partially aligned roles that require upskilling for career growth, and only 7% in fully aligned jobs, reflecting limited access to formal employment opportunities. Addressing these challenges through economic empowerment, financial inclusion, job creation, and formal job market integration is crucial for improving Sudanese refugee livelihoods in Uganda.

3.4.12: Upskilling into new skills set or trades Sudanese refugees have taken on to adapt to the local job market

Understanding the skills refugees are adopting or lacking can help identify how they can be better integrated into the local economy more so guide the design of tailored vocational training programs that

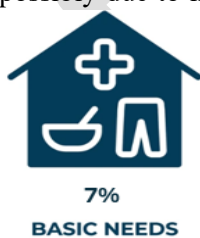


meet both local market demands and refugees' needs, improving their chances of securing sustainable employment. Upskilling can enhance their employability, reducing dependency on aid and fostering economic self-sufficiency. Assessment findings revealed that 83% of assessed respondents reported that no household members has taken up new skills or trades to adapt to the local job market, suggesting that the majority either feel no need to change their

skills or face barriers to accessing new opportunities, while only 18% of the respondents reported that some household members have taken up upskilling opportunities, majority 38% in business-related skills, focusing on local ventures like small shops, trading, and specialized businesses such as baking and poultry, while 8% have improved their language and communication skills, especially in English, to enhance market access and integration. Additionally, 4.8% have developed agriculture, animal care, and craftsmanship skills, reflecting a demand for practical, trade-based capabilities crucial for livelihood sustainability, and smaller portions 3% and 2% have focused on healthcare and medical skills, as well as technical skills in ICT and device maintenance. Food and beverage skills, particularly in restaurant businesses, also show a growing entrepreneurial spirit. These findings highlight a diverse range of adopted skills, with a strong entrepreneurial inclination, particularly in business and trade-related fields, suggesting a response to local market demands, but there is a need to assess whether these skills align with available opportunities and if respondents receive sufficient support to scale their ventures.

3.4.12 Basic needs and Status of Household Remittances from Outside Uganda.

Understanding the basic needs and status of household remittances from outside Uganda for refugees more specifically the Sudanese refugee is very critical as it can provide insights into the economic stability of households and their ability to cope with local challenges. The finding revealed that 18% of the Sudanese households receive support from family members living outside Uganda, including those in Sudan, indicating that a smaller portion of the population relies on international assistance to maintain family welfare, which may be crucial given limited local opportunities, while 82% do not receive external support, suggesting that the majority are not reliant on outside remittances or assistance, possibly due to limited access to such networks. On the basic needs only 7% of assessed households



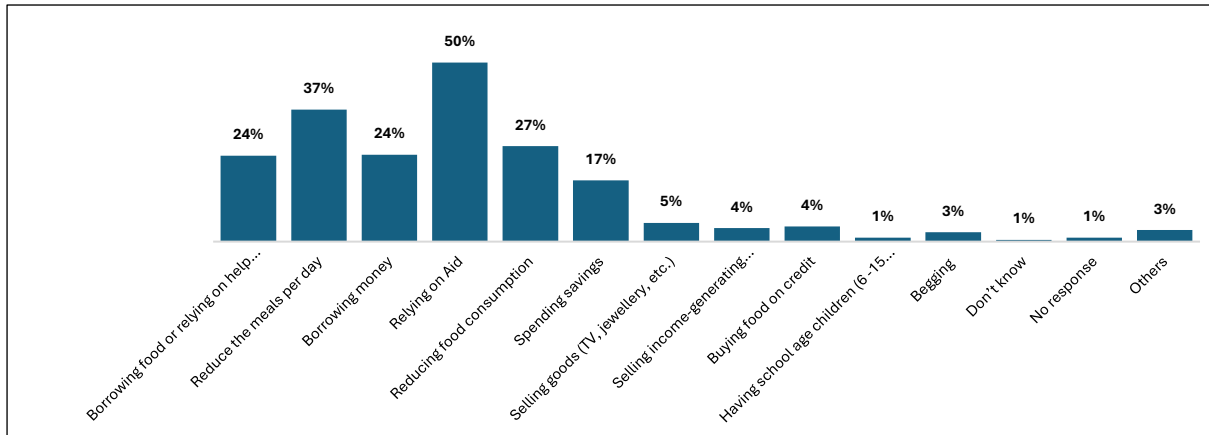
reported that the income earned by all family members is sufficient to meet their basic needs, this is early distributed between Kampala and in Kiryandongo indicating a small proportion of families who are financially stable and able to meet their essential expenses. However, the remaining 93% of respondents report that the income is not sufficient, reflecting a widespread economic vulnerability and significant struggles to cover basic necessities, likely due to low wages, limited employment opportunities, or high living costs. This large gap suggests the need for interventions that improve income opportunities, access to training, and social

support systems to alleviate financial hardship for the majority of families.

3.4.13: Sudanese Household coping Strategies.

Analyzing and understanding refugee household coping strategies can help in providing insight into the severity of economic hardship refugees are faced with and further help in the identification of the most vulnerable groups within the refugee population. Understanding these coping mechanisms further helps in gauging the overall well-being of refugees and whether their basic needs are being met. Analysis of the livelihood and employment access revealed that majority 50% of households are relying on aid to cope with economic difficulties, highlighting the critical role of external assistance in meeting household basic needs, while 37% are reducing meals or food consumption, reflecting significant food insecurity. Additionally, 24% of households are borrowing food or relying on help from friends and relatives, and another 24% are borrowing money, indicating both community support and increasing debt. 17% are using savings, but this offers only a temporary solution, and 5% are selling personal

belongings like TVs or jewelry, while 4% are selling income-generating assets like transport means (cars), underscoring the desperation for immediate resources as a sacrifice of long-term livelihood. 4% are buying food on credit, potentially leading to future financial strain, and only 1% have school-age children involved in income generation, which may affect education. 3% have resorted to begging, a sign of severe hardship, while another 3% are using other unspecified coping strategies, and 1% either don't know or did not respond, reflecting uncertainty or unwillingness to disclose their coping mechanisms.



From the above findings and given the fact that 3% are resorting to begging or have children involved in income generation suggests that the most vulnerable are experiencing extreme hardship. Overall, the data points to significant economic distress and highlights the need for immediate interventions in food security, income generation, and social support systems to prevent further deterioration of living conditions.

3.4.14: Relationship with community and Refugee perception on host community.

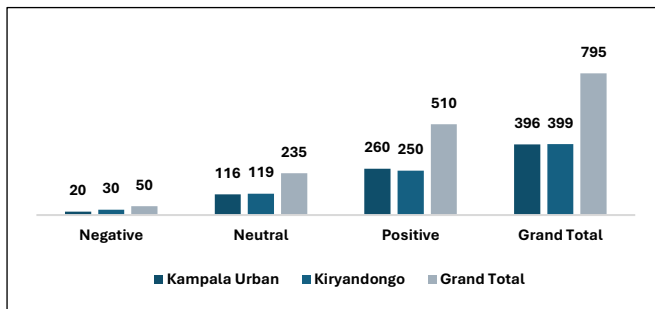
Understanding the extent to which refugees, specifically the Sudanese refugees, are connected to community support networks can help in revealing how well refugees are integrating into the local economy, and whether they have the support to secure sustainable employment, it also helps in identifying the gaps in their accessing of livelihood resources, probably highlighting areas where interventions or new initiatives are needed. The assessment findings revealed that in Kampala metropolitan, 85% of assessed respondents have not heard of or are not part of any community groups or organizations supporting employment or livelihoods, with only 15% engaged with specific groups



or community structures and have received support in terms of finding or adapting to jobs including from UN organizations, other refugees' members, International organizations (NRC, LWF, Red Cross etc.), Private sector, office of the prime minister, my relatives outside and here in Uganda, local organizations, government agency/ local government and host community members. These

findings indicate limited access to employment support, possibly due to the informal economy or lack of visibility of such networks. In Kiryandongo, 67% reported no engagement, while 33% are aware of or involved in livelihood support networks, reflecting higher community involvement, possibly due to more organized support systems in refugee settlement. Overall, 76% of respondents across both locations lack access to such networks, highlighting the need for greater visibility, outreach, and development of support structures, employment referral pathways to improve access to employment and livelihood opportunities, especially in Kampala metropolitan Area.

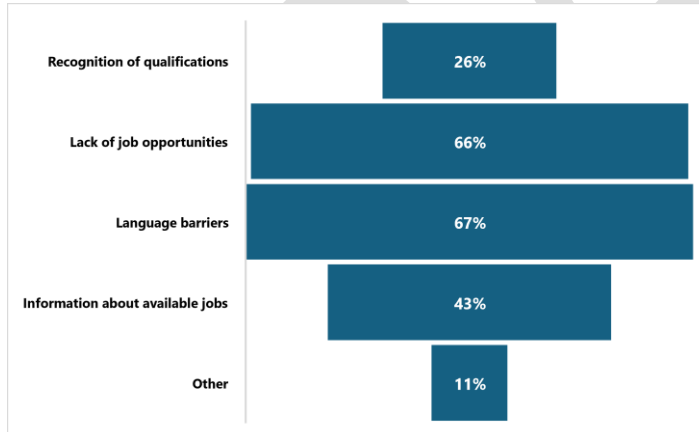
On the perception of Sudanese refugee on the host community as summarized in the graph below majority 64.2% of respondents perceive the relationship between refugees and host communities as positive, suggesting a strong level of social cohesion and peaceful coexistence. However, nearly a third 29.6% view the relationship as neutral, indicating a lack of significant interaction or mixed experiences. A small but notable 6.3% describe the relationship as negative, which may point to underlying tensions, competition for resources, or social integration challenges. While perceptions are largely similar in both Kampala and Kiryandongo, Kiryandongo has a slightly higher percentage of negative responses



7.5% compared to 5.1% in Kampala, which could indicate localized challenges in refugee-host relations that need further exploration. These findings highlight that while the overall positive refugee-host relationship presents opportunities for economic collaboration and integration, the significant neutral perceptions and pockets of negativity highlight the need for targeted interventions to bridge gaps in social and economic inclusion. Addressing these challenges through skills development, equitable employment access, and strengthened refugee-host engagement will be critical in fostering sustainable livelihoods for Sudanese refugees in Uganda.

3.4.15: Barriers and Solutions to better livelihoods and employment opportunities.

Understanding employment barriers for refugees more so urban refugee is very critical as it can work as a foundation in designing interventions that enable refugees to become self-sufficient, reducing dependency on humanitarian aid and support advocacy initiative for inclusive labor policies, improved legal frameworks, and better access to financial and business resources for refugee economic independence. From this assessment the most common barrier to employment for Sudanese refugee is



language barrier reported by 67% of the respondent and followed lack of job opportunities reported by 66% of the respondent, indicating that communication challenges and limited job availability as the primary obstacles. Insufficient information about available jobs recorded at 43% further limits access to employment, suggesting gaps in job market awareness or ineffective dissemination of opportunities. Recognition of qualifications 26% remains a significant issue, particularly for individuals with foreign credentials

struggling to have their skills acknowledged. The remaining 11% cite other barriers ranging from economic, social, to structural barriers hindering individuals from securing employment, these included dependency on external support, such as food assistance or financial help from relatives, reducing the urgency to seek employment; limited job opportunities, a shrinking job market, low customer demand, and lack of platforms for job openings, financial and resource constraints, such as lack of capital, savings, or essential work tools like sewing machines, lack formal education, vocational training, other hindrances include health related issues, disabilities, caretaking responsibilities, security and legal barriers, such as personal safety concerns, violence, or insufficient documentation, with some considering relocation for better opportunities.

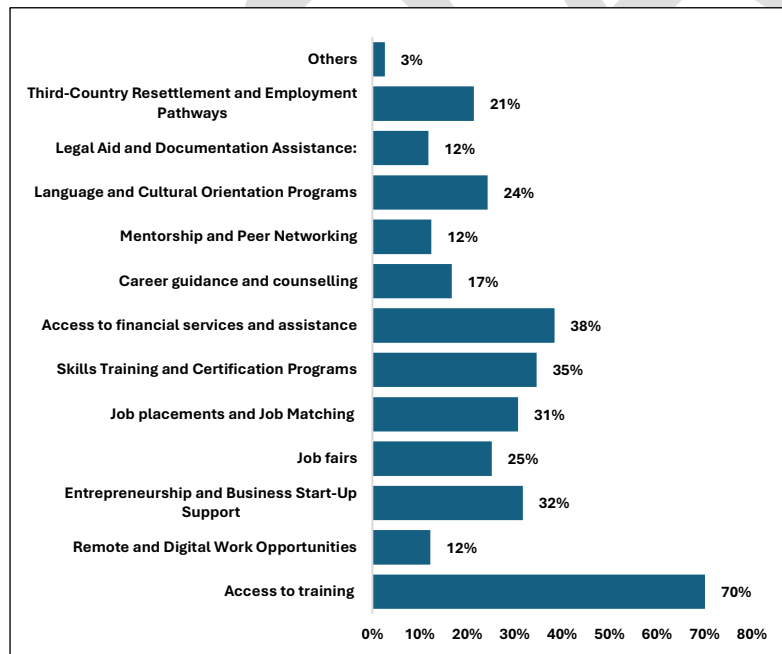
Overall, the key takeaway is that many individuals face economic dependency and job market limitations, while others grapple with financial constraints, skills gaps, family responsibilities, or security concerns, requiring targeted efforts in job creation, training access, financial inclusion, and support to vulnerable groups.

3.4.17: Support needed to secure a job or start a business.

Refugees face a range of unique barriers that hinder their ability to access stable employment or start businesses. Understanding the types of support the need to secure a job or start a business is critical in addressing key barriers to their employment and entrepreneurship, tailoring interventions that respond to their diverse needs, ensures that they are aligned with the evolving needs of refugees in a rapidly changing global landscape and empower them for long-term independence through designing effective policies and programs. The assessment reveals a diverse range of support needs that would enhance individuals' ability to secure employment or start a business, with varying levels of demand across key areas. The highest demand, at 70%, is for access to training, underscoring the importance of gaining new skills and knowledge to improve employment prospects or entrepreneurial opportunities. Access to financial services and assistance follows at 38%, reflecting the need for financial support such as loans, grants, or other forms of financial aid critical for business start-up and sustainability. Skills training and certification programs were preferred by 35% of respondents, aligning with the demand for increased qualifications to improve employability or entrepreneurship outcomes. Support for entrepreneurship and business start-ups was identified by 32% of respondents, showing a strong desire for assistance with business planning, financing, and management. Job placement and matching services were preferred by 31% of respondents, emphasizing the need for tailored support in securing employment opportunities aligned with individual skills. Job fairs were highlighted by 25% of respondents, indicating that in-person or virtual networking opportunities with potential employers are considered valuable.

Language and cultural orientation programs were identified by 24% as necessary, particularly for those facing language barriers or cultural adjustment challenges in new work environments. Third-country resettlement and employment pathways were preferred by 21%, reflecting interest in exploring employment options outside of the current location due to limited local opportunities.

Career guidance and counseling were preferred by 17%, underscoring the value of expert advice on career choices and job market navigation. Remote and digital work opportunities were sought by 12%, pointing to a growing demand for flexible work arrangements in the digital economy. Mentorship and peer networking were important for 12% of respondents, highlighting the value of gaining insights from



experienced professionals and peers, especially for refugee youths. Legal aid and documentation assistance were preferred by another 12%, indicating a need for support with legal or bureaucratic challenges in securing employment or establishing a business. Finally, 3% of respondents offered other suggestions not covered by the categories above, reflecting specific additional needs.

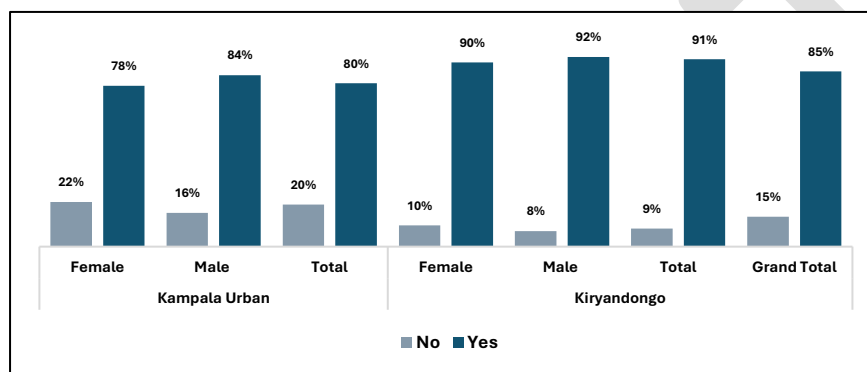
The findings clearly shows that access to training and financial support are the most vital factors for Sudanese refugees seeking employment or wishing to start their own businesses. These

needs are followed by opportunities for skills certification, job matching, and entrepreneurship support. Additionally, while some respondents express interest in more specific forms of support such as remote work opportunities, career counseling, and legal assistance, the overall demand points to a strong desire for more hands-on, practical assistance in both skills' development and financial backing. Providing a comprehensive, multifaceted support system that addresses these key areas would likely lead to a substantial improvement in job security and business success for the participants.

3.4.18 Willingness to Take on employment opportunity is outside Uganda.

Understanding this willingness of refugees to take on jobs outside country can help in identify the potential for talent mobility, which could be crucial for both individuals and employers. It enables organizations and governments to plan better for cross-border job placements, migration policies, and international collaboration in talent development and expands the employment market beyond national borders. From the needs assessment findings revealed that in Kampala metropolitan area only 20% of respondents 80% female expressed that they are not willing to take employment outside Uganda. On the other hand, a significant majority, 80% and 74% female respondents indicated a willingness to pursue employment opportunities abroad. This demonstrates a clear inclination among respondents in Kampala Urban toward seeking work opportunities outside Uganda, with only a smaller portion 20% showing reluctance.

In Kiryandongo, the findings reflect a similar trend but with a higher level of openness to international job opportunities. Only 9%, 51% female respondents indicated they would not take employment outside Uganda, whereas 91% and 43% females respondents expressed their willingness to do so. This shows a higher willingness in Kiryandongo compared to Kampala Urban, suggesting that refugees in

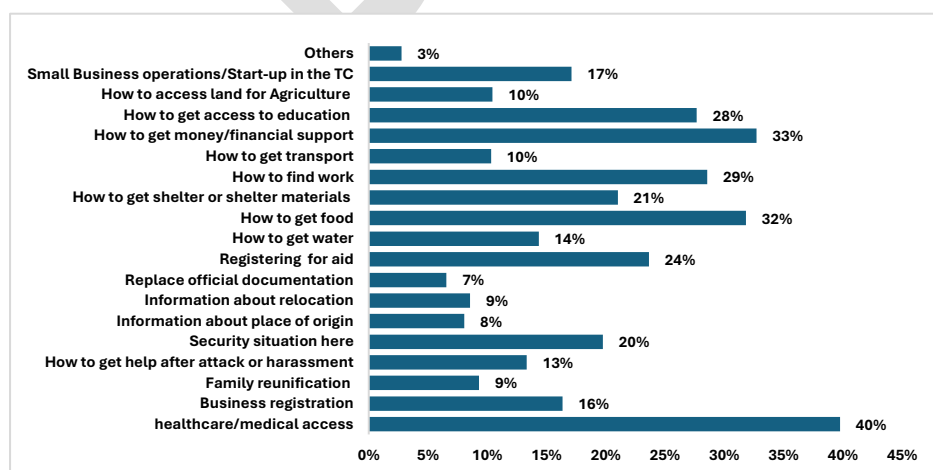


Kiryandongo may be more open to exploring employment opportunities abroad. Overall, 85% of respondents across Kampala Urban and Kiryandongo indicated a willingness to take employment outside Uganda, while 15% expressed unwillingness to do so. This overall trend

highlights that a substantial majority 85% of refugees in these two locations are open to international job opportunities, underscoring the potential for external labor market integration. Further findings highlighted that other adult household members are willing to take on any job outside Uganda if an opportunity a raise. Overall, the findings reflect the significant desire among Sudanese refugees to explore international employment opportunities. By aligning programmatic interventions with this interest, Uganda's refugee response can better support refugee livelihoods and economic integration both within Uganda and on the global stage.

3.4.19: The most Current pressing Needs for Sudanese Refugees

Refugee situations are often fluid, with needs changing rapidly based on a variety of factors such as security conditions, livelihoods, health, political developments, and humanitarian aid availability. By understanding the current pressing needs of refugees, aid organizations and stakeholders can ensure



they are addressing the most immediate challenges in the short term, such as access to healthcare, shelter, food, or security. This is particularly important in crisis situations, where refugees may experience sudden disruptions in their lives, altering their

needs significantly which is the case for the newly arriving Sudanese refugees. As summarized below, the needs assessment highlights a range of current pressing needs categorized into several key areas of concern depicted in the order of relative urgency. Healthcare or medical attention come out as the current most pressing of the Sudanese house holds with 40% of the respondents indicating a high demand for guidance on accessing medical services, likely driven by health challenges. Household basic needs including food, shelter, and water were recorded at 32%, 21% and 14% respectively as major or current pressing concerns, with food being the top priority, followed by shelter and water, essential for survival and health. Another element was financial support, with 33% of the respondents registering it as a current pressing need, highlighting ongoing economic challenges and the need for financial stability. Employment opportunities was recorded at 29% of the respondent, suggesting many individuals are struggling with unemployment or underemployment. Registration and documentation recorded at 24% and 16% remain an important aspect for the respondents, especially for those seeking to formalize businesses, replace lost documents, or register for aid. 20% and 13% of the respondent mentioned security and protection concerns and the need for help after attacks or harassment. 9% and 8% of the respondent mentioned relocation and routine information about the situation in Sudan respectively, reflecting the uncertainty of living conditions and the need for clarity on displacement. 10% and 28% mentioned agriculture and education indicating the desire for empowerment, particularly through agricultural opportunities for self-sufficiency and access to education. Small business operations were a preference for 17% of the respondents highlighting the entrepreneurial aspirations within the Sudanese community and lastly 3% of the respondents mentioned other pressing needs potentially reflecting various personal or community-specific issues.

4. Conclusion and Recommendations.

4.1 Conclusion

The findings of this assessment underscore the significant challenges and opportunities faced by Sudanese refugees in Kampala and Kiryandongo as they seek economic self-reliance and social integration. While many refugees have arrived with high levels of education and professional experience, systemic barriers such as limited English language proficiency, lack of credential recognition, financial constraints, and restrictive labor policies continue to hinder their full economic participation. These challenges create a cycle of dependency that not only affects the refugees but also limits their potential contributions to Uganda's economy. Despite these obstacles, there is a strong willingness among Sudanese refugees to engage in meaningful employment, upskill, and integrate into Uganda's labor market. The private sector, humanitarian organizations, and government agencies must collaborate to implement policies and programs that enable refugees to leverage their skills and expertise. Enhancing access to job opportunities, vocational training, and financial services will be instrumental in bridging the employment gap and fostering economic inclusion.

Moreover, access to essential services such as healthcare, education, and legal documentation must be strengthened to ensure a holistic approach to refugee self-reliance. Addressing these key areas will not only improve the living conditions of Sudanese refugees but also contribute to social cohesion between refugee and host communities, reducing tensions and fostering inclusive economic growth.

The assessment findings call for an evidence-based, multi-sectoral approach that aligns humanitarian support with sustainable livelihood solutions. By removing systemic barriers and promoting economic inclusion, Uganda can transform the refugee crisis into an opportunity for national development. Moving forward, strategic interventions must be continuously monitored and adapted to ensure long-term impact, making Uganda a model for refugee integration and self-reliance in the region.

4.2 Recommendations

Based on the findings of this assessment, a set of strategic recommendations have been suggested to address the critical employment, livelihood, and integration challenges faced by Sudanese refugees in Kampala and Kiryandongo. These recommendations aim to promote economic inclusion, enhance self-

reliance, and foster sustainable development for both refugees and host communities. By implementing these targeted interventions in employment access, vocational training, financial inclusion, legal support, and social protection, stakeholders can create an enabling environment that maximizes the potential of refugees while contributing to Uganda's economic growth and stability.

1. Enhancing Access to Employment Opportunities

- Establish targeted job placement programs in partnership with the private sector to match Sudanese refugees with employment opportunities.
- Develop or enhance the skill recognition frameworks and credential conversion programs to facilitate formal employment for refugees with professional qualifications.
- Promote digital work opportunities and entrepreneurship training to increase self-employment among refugees.

2. Improving Language and Vocational Training

- Expand English language training programs, as 75% of refugees expressed the need for proficiency to access employment and services.
- Provide vocational training in high-demand sectors such as ICT, construction, tailoring, and healthcare, with a focus on certification and accreditation.
- Develop partnerships with training institutions to offer tailored skills programs aligned with labour market needs.

3. Enhancing Financial Inclusion

- Facilitate access to financial services, including microfinance and business grants, to support refugee entrepreneurs.
- Develop tailored financial literacy programs to improve money management and investment skills.
- Advocate for policy reforms that enable refugees to access banking services and formal credit facilities.

4. Strengthening Legal and Documentation Support

- Expand legal aid services to assist refugees in acquiring proper documentation, which remains a barrier to employment and financial services.
- Engage with policymakers to streamline work permit issuance for refugees and advocate for inclusive labour policies.

5. Addressing the current pressing humanitarian and social needs of refugees including

- Improve access to healthcare services, identified as the most pressing need (40% of respondents).
- Expand social protection programs to support vulnerable groups, including women, persons with disabilities, and the elderly.
- Strengthen integration programs to foster positive refugee-host community relations and mitigate social tensions.

List of annexes

1. Annex 1: Household data collection tool
2. Annex 2: Key informant interview tool
3. Annex 3: Focus group discussion tool
4. Annex 4:

Annex 1: Household data collection tool

Household Survey tool

Introduction

Good morning/afternoon,

My name is , and I am happy to be here with you on behalf of UNHCR and NRC to conduct a livelihoods-employment focused needs assessment. I kindly ask you to take part in this study. The purpose is to develop a 'Response Programme under the emergency response planning for Sudanese refugee in Uganda:

This study will be conducted to better understand the opportunities and needs of refugees.

You have been chosen randomly to participate in this survey. Your participation in the study is voluntary and you are free to stop the survey at any time or skip any questions you feel uncomfortable with.

This survey is divided into some sections, and I will go through them with you step by step to help you complete it. It will take about half an hour to complete. I really appreciate your time and thank you in advance for your valuable contribution to our study.

Do you have *any* questions before we start?

Do you consent to the interview? 1) Yes ☐ 2) No ☐ If No please stop the interview

01	Date of the assessment	
02	Name of the Enumerator	
03	District of assessment	
04	Settlement	
05	Block	

Section A: Demographic and Background Information

Assessment Question	S/n	Questions	Responses	
1. What is the affected.	A 1.0	Name of the Respondent (optional)		
	A 2.0	Do you possess identification documents	☐ Yes ☐ No	
	A 2.1	If yes in A 2.0 Specify:	☐ Refugee card ☐ National ID ☐ Other: specify	
	A 2.2	If yes in question A 2.0 above, what is your household number / refugee card/ ID number You will need to specify the # you are capturing	HH # Refugee card # N ID # Other #	
	A 3.0	Sex of the Respondent	☐ Male ☐ Female	
	A 4.0	Age of the Respondent		
	A 5.0	Marital Status of the respondent	☐ Single ☐ Married ☐ Divorced ☐ Widowed ☐ Separated ☐ Cohabiting	
	A 6.0	Is the respondent having any disability	☐ Yes ☐ No	
		A 6.1: If yes in A 6.0 above, please specify/ select the type of disability (Multiple select)		
		Key guidance 1. Physical Disability affect a person's physical functioning, mobility, or endurance. e.g Cerebral palsy, muscular dystrophy, spina bifida, amputations, and mobility impairments (e.g., paralysis, limited range of motion). 2. Sensory Disability Involve impairments in the senses (such as vision and hearing). E.g Visual Impairments: Includes blindness, low vision, or partial sight deafness, hard of hearing, and auditory processing disorders and sensory processing disorders affecting the way the brain processes sensory information (e.g., touch, taste, and smell). 3. Intellectual and Developmental Disability (IDD) this Impacts the intellectual functioning and adaptive behaviour, often identified in childhood. This includes Down syndrome, autism spectrum disorders (ASD), fetal alcohol syndrome, and intellectual disabilities affecting learning and reasoning. 4. Learning Disabilities which affect a person's ability to learn in a typical manner, particularly with reading, writing, or math including Dyslexia (reading), dyscalculia (math), and dysgraphia (writing). 5. Psychosocial (Mental Health) Disability relates to long-term mental health conditions that can limit social interactions, coping with stress, or decision-making abilities. These include depression, bipolar disorder, anxiety disorders, schizophrenia, and PTSD. 6. Neurological Disability which result from disorder of the nervous system that can affect movement, speech, thinking, or other bodily functions including epilepsy, multiple sclerosis, Parkinson's disease, and traumatic brain injuries. 7. Invisible Disability which is disabilities that are not immediately apparent or visible but affect daily activities and quality of life including chronic fatigue syndrome, fibromyalgia, chronic pain disorders, and diabetes (when it affects daily functioning).		☐ Physical Disability ☐ Sensory Disability ☐ Intellectual and Developmental Disabilities (IDD) ☐ Learning Disabilities ☐ Psychosocial (Mental Health) Disabilities ☐ Neurological Disabilities ☐ Invisible Disabilities ☐ Others Specify
A 7.0	Is the Respondent the HH head?		☐ Yes ☐ No	
A 7.1	If no in A 7.0, what is the Household head	Sex Age	☐ Male ☐ Female ☐ Below 18 years ☐ 18 – 35 years ☐ 36 – 45 years ☐ 46 – 55 years ☐ Above 56 years	

			Disability status		☐ Disabled ☐ Not disabled				
			Marital Status HH		☐ Single ☐ Married ☐ Divorced ☐ Widowed ☐ Separated ☐ Cohabiting				
	A 8.0	Previous Location in Sudan (e.g., Khartoum, Darfur):				☐ North Darfur e.g El Fasher ☐ West Darfur e.g Geneina ☐ Khartoum ☐ South Kordofan (Kadugli or Nuba Mountains) ☐ Blue Nile state ☐ Northern Sudan border regions ☐ Eastern Sudan ☐ Others			
	A 9.0	Length of Stay in Kiryandongo:				☐ Between 1 – 6 months ☐ Between 7 – 11 months ☐ One year ☐ Two years ☐ Three years ☐ Four years ☐ Five years ☐ Over six years			
	A 10.0	Arrival Date in Uganda: Month/Year (First household member arrive at this location?)							
	A 11.0	How many members are in this household? In number							
	Household members by age and gender (number):								
	A 11.1	Age group in Yrs.	Below 1 Yrs	1-5 Yrs	6-12 Yrs	13-18 Yrs	19-35 Yrs	36-55 Yrs	Above 55 Yrs
		Female							
		Male							
		HH members in this age group are disabled							
			How many are currently in sch						
	A 11.2	Are all the household members listed here having identification documents to prove they are Sudan nationals						HH head	☐ Yes ☐ No
								All HH Members ages below 18	☐ Yes ☐ No
							All HH Members ages Between 18-35	☐ Yes ☐ No	
							All HH Members ages 35+	☐ Yes ☐ No	
A 11.2.1	What are some of the reasons why some members do not have identification documents to prove they are Sudan nationals								
A 11.3	Are there any members of this household who are under foster care						☐ Yes ☐ No		
	A 11.3.1: If yes in A 11.3 above, How Many in Numbers						Male-----, Female-----		
A 12.0	Are some household members alive and are not here with you?						☐ Yes ☐ No		
	If yes in A12.1 above how many HH members are not here with you						Male-----, Female-----		
	A 12.2: If yes in A 12.0, where are they						☐ Back home in Sudan. ☐ On their way to Uganda. ☐ With relatives in Uganda. ☐ With other relatives in other countries (but not Uganda). ☐ Do not know their whereabouts;		
A 13.0	Primary reason for choosing to come to current location (Rank the responses starting with the Main reason for choosing to come to live at this current location?) (Multiple selection)						1. Family / friends are here 2. Better employment opportunities 3. Only staying temporary until moving to next destination 4. Better security 5. Better access to services 6. Only destination we could afford. 7. Other (Specify)		
	A 13.1: If other is selected in A 13.0, specify here								
A 14.0	What is the most 3 common Languages spoken in this household and level of proficiency						Language	Guage the Proficiency	
	Use the codes for the Proficiency score (Levels: A1, A2 (Basic), B1, B2 (Independent), C1, C2 (Proficient).						1.	1.	
							2.	2.	
							3.	3.	

Section B: Assistance Received since entering Uganda

Since entering Uganda, what types of assistance have you received (e.g., shelter, food, healthcare, education, livelihoods support, complementary pathways i.e assistance to access Family reunification, third country	B 1.0	What assistance has the HH received in this current location? (Multiple selection)	1. No assistance received Shelter 2. Food assistance 3. Health care 4. Drinking water 5. Hygiene training / kits 6. Cash assistance 7. Education for children under 18 8. Psychological support 9. Family reunification 10. Third country resettlement
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education or employment opportunities), and what are your current priority needs to support your well-being and resilience in Uganda?			11. Third country education 12. Third country employment 13. Other (Specify)
	B 2.0	When was the most recent assistance received in the current location?	1. ☐ Within the last week 2. ☐ 1-2 weeks ago 3. ☐ 3-4 weeks ago 4. ☐ 1-3 months ago 5. ☐ More than 3 months ago 6. ☐ No assistance received in the current location 7. ☐ Don't know / Can't remember
	B 3.0	What was the quality and appropriateness of the most recent assistance received in the current location?	1. ALL HH in need received TOO LITTLE assistance 2. SOME HH in need received LESS assistance than others 3. SOME HH in need received NO assistance because they don't have identification 4. SOME HH in need received NO assistance due to other reason (Specify) 5. HHs NOT IN NEED received assistance 6. Type of assistance was not the one needed 7. Other (specify)
	B 4.0	Do you plan to remain in this location? (Imminent/Short-term plans)	1. ☐ Yes 2. ☐ No
		B 4.1: If no in B 4.0 above, where do you plan to move	1. ☐ To another settlement in Uganda 2. ☐ To a different country (specify which country) 3. ☐ Back to Sudan (specify region or city) 4. ☐ To an urban area in Uganda (e.g., Kampala) 5. ☐ I don't know yet / undecided 6. ☐ Other
		B 4.2: If no in B 4.0 above, what is the main reasons why you plan to move away from this location?	1. ☐ Safety and security concerns 2. ☐ Access to better services (e.g., healthcare, education) 3. ☐ Employment opportunities 4. ☐ Reuniting with family 5. ☐ Better living conditions 6. ☐ I don't feel supported in this location 7. ☐ Other (please specify)
	B 5.0	What is the HH preference for a permanent place to live. (Long-term preference for where HH intends to settle)	1. Return to place of origin 2. Stay at current location (locally integrate) 3. Resettle somewhere else 4. Migrate abroad 5. Undecided 6. Other (specify)
B 6.0	What is the priority or the most pressing needs of your HH? (Multiple selection)	1. No needs 2. Employment 3. Training 4. Agricultural / livestock support 5. Food 6. Health care 7. Water / sanitation 8. Shelter 9. Legal advice 10. Security 11. Education 12. Land mine risk education 13. Psychological support 14. Other (specify)	

Section C: Educational Background and Qualifications

2. What are the highest levels of education and types of qualifications attained by the household head and other members, and how has displacement impacted their access to educational, vocational, and professional opportunities?"	C 1.0	What is the Highest Level of Education Completed by the Household Head.	☐ None ☐ Primary ☐ Secondary ☐ Ordinary Certificate ☐ Diploma ☐ Bachelor's ☐ Postgraduate (Masters/PDH etc.) ☐ Other:	
	C 1.1	If attained Diploma and above as in C 1.0 above, please specify	1. _____ 2. _____ 3. _____	
		1. The highest qualifications.		
		2. The Country of Certification:		
		3. Please also specify the profession/ Field of Study/Specialization:		
		C 1.2. Are the highest Qualification documents here with you	☐ Yes ☐ No	
	C 1.3. If not here with you in C 1.2 above, can you easily access them if required	☐ Yes ☐ No		
	C 1.4. If no in C 1.3 above, what are some of the reasons you cannot access them	1. ☐ Documents were seized or destroyed due to conflict or displacement 1. ☐ Unaware of where the documents are stored 2. ☐ Documents were never issued or are incomplete 3. ☐ Language or translation issues (if documents are in a different language) 4. ☐ Documents were left behind in Sudan 5. ☐ Documents were lost or damaged 6. ☐ Others /Specify		
C 2.0	Wha languages are spoken by the Household head (List and indicate proficiency):	Language	Proficiency	
	For the Proficiency score (Levels: A1, A2 (Basic), B1, B2 (Independent), C1, C2 (Proficient).	1. _____ 2. _____ 3. _____	1. _____ 2. _____ 3. _____	



			4.	4.				
	C 2.1	Is there a Need specifically for language training or literacy support	☐ Yes ☐ No					
		If yes in C 2.1 above which languages	1. 2. 3.					
	C 3.0	Does the Household head have any additional professional or vocational skills	☐ Yes ☐ No					
		C 3.1 If yes, specify skills (e.g., carpentry, tailoring, teaching, ITC, Welding, agriculture, crafts, teaching, healthcare, plumbing, masons, electricians, heavy machine operators, solar and fridge repairs and installation and digital work):	List here					
		C 3.2 Do you have certifications for all the above additional professional or vocational skills listed in C 3.1 above.	☐ Yes ☐ No					
	C 4.0	Does the HH head hold any certifications/diplomas that may need conversion in Uganda?	☐ Yes ☐ No					
		C 4.0.1 If yes in C 4.0 above, please specify:						
	C 5.0	Would the household head be interested in additional training or certification programs?	☐ Yes ☐ No					
		C 5.1: If yes, specify areas of interest:						
	C 6.0	Are there other family members currently here who have attained/ completed secondary level and above.	☐ Yes ☐ No					
		C 6.0.1 If yes, please list how many completed these levels before fleeing the conflict						
		Completed level	Secondary	Ordinary Certificate	Diploma	Bachelor's	Postgraduate (Masters/PDH etc.)	Others
		Male						
		Female						
		C 6.0.2 For those who completed Diploma, Bachelors and Postgraduate, list their profession based on the highest level of qualification.	1. 2. 3. 4. 5. 6.					
	C 6.1	Beside the qualifications above are their household members here with any additional professional or vocational skills.	☐ Yes ☐ No					
		C 6.1.1: Please list the other additional skill or profession possessed by the other HH members (e.g., carpentry, tailoring, teaching, ITC, Welding, agriculture, crafts, teaching, healthcare, plumbing, masons, machine operators, hotel industry, drivers, clean energy (e, g Solar panel installation), digital work, including remote jobs and electricians):	1. 2. 3. 4. 5. 6.					
		C 6.1.2 Do those who have the listed skills in C 6.1.1 have the relevant certifications	☐ Yes ☐ No					
	6.2	Have you or any member of this HH faced challenges in accessing education or skill development programs in Uganda?	☐ Yes ☐ No					
		C 6.2.1: If yes specify (e.g., language barriers, financial issues, lack of information):	List the challenges here					

Section D: Livelihoods, Economic Inclusion, Coping strategies

Employment Before the Conflict in Suda	D 1.0	What was your primary employment status before the conflict in Sudan?	☐ Full-time ☐ Part-time ☐ Self-employed ☐ Unemployed ☐ Others Specify	
		1.1: If employed (full-time, part time) who was your employer	☐ Private Sector ☐ Government	
	D 2.0	What type of work were you primarily engaged in?	☐ Agriculture ☐ Trade ☐ Education ☐ Healthcare	☐ Services ☐ Skilled trades ☐ Unskilled labor ☐ Other (Specify)
	D 3.0	Describe your occupation or role before coming to Uganda.		
	D 4.0	What specific skills or expertise did your job require? Select all that apply	Domain-specific expertise Technical Skills 1. Data Analysis 2. Project Management: 3. Computer Programming: 4. Software Proficiency: 5. Database Management: 6. Cybersecurity: 7. Cloud Computing: 8. Web Development: 9. Machine Learning/AI: 10. Financial Analysis: Industry-Specific Expertise 1. Healthcare: 2. Legal: 3. Education: 4. Engineering: 5. Marketing: 6. Human Resources:	Vocational skills 1. Construction and Carpentry 2. Automotive and Mechanical 3. Healthcare Support 4. Hospitality and Tourism 5. Information Technology 6. Agriculture and Horticulture 7. Manufacturing and Production 8. Beauty and Personal Care 9. Transportation and Logistics 10. Media and Creative Arts 11. Renewable Energy



			7. Sales: 8. Operations: 9. Real Estate: 10. Nonprofit/NGO:	
	D 5.0	Did you hold any certifications, licenses, or qualifications for your profession? 5.1 If yes, specify the certifications/licenses held:	☐ Yes ☐ No	
	D 6.0	How many years of experience did you have in this role?		
	D 6.1	What was your average monthly income in this role in USD?		
		D 6.2 How satisfied were you with your work before the conflict? (1–5 scale, where 1 is very unsatisfied and 5 is very satisfied)	1. Very Unsatisfied 2. Unsatisfied 3. Neutral 4. Satisfied 5. Very Satisfied	
		D 6.3 Are you still earning an income or benefits from the previous role you held while in Sudan.	☐ Yes ☐ No	
		D 6.1: Are you currently actively looking for a job or do you want to develop a new income-generating activity?	☐ Yes ☐ No	
		D 6.2: If yes in D 6.1 above in which fields, do you want to pursue or the type of employment you are pursuing in Uganda		
	D 7.0	Were other members of your household also employed in Sudan? D 7.1: If yes, what types of jobs did they have?	☐ Yes ☐ No 1. Skilled job 2. Unskilled job 3. Semi skilled job 4. Professional services private sector 5. Professional services public sector 6. Self employment and entrepreneurship 7. Others/ Specify	
	D 8.0	What skills or professions do they bring?		
		D 8.1. Has the household head worked outside Sudan before the conflict	☐ Yes ☐ No	
		D 8.2 Are their household members here who have worked outside Sudan before the conflict. Including the respondent if not hh head	☐ Yes ☐ No	
Current Employment Status	D 9.0	What is your current employment status in Uganda? D 9.1: If employed, what type of work are you doing?	☐ Employed ☐ Self-employed ☐ Volunteering ☐ Unemployed	
		If unemployed in D 9.0, are you actively seeking work?	☐ Yes ☐ No	
		If self-employed in D 9.0, what type of business? Give details		
		If self-employed in D 9.0, what challenges are you facing in sustaining or growing this business?	☐ Access to capital ☐ Market demand ☐ Access to Space ☐ Supplies ☐ Language Barrier ☐ Transportation ☐ Other (Specify):	
	D 10	If given the opportunity, what type of work would you like to pursue?		
		D 10.1: What support do you think would be most helpful in achieving your career and employment goals in Uganda?	☐ Skills training ☐ Financial support ☐ Job placement services ☐ Other (Specify):	
	D 11	If currently employed as in D 9.0 above, how does your current work compare to the work you did in Sudan?	Skill level comparison ☐ Similar ☐ Lower-skilled ☐ Higher-skilled ☐ completely different skills	Sector of employment ☐ Similar sector ☐ Somewhat similar ☐ completely different sector
	D 12	What is your current average monthly income from this work in USD?		
	D 13	If currently Employed as in D 9.0 above, how stable is your current job or income source?	☐ Formalized permanent position with a contract ☐ Formalized temporally position with a contract ☐ Temporally position with no contract. ☐ Other (Specify)	
		D 13.1 For Other in D 13, (Specify) can include specific comments like, "I'm on unpaid leave but expect to return," or "I'm transitioning to a new role, so my income is currently uncertain."		
D 14	Are you able to use any of the skills from your previous job in your current work?	☐ Yes ☐ No		
D 15	If Unemployed in D 9.0 above Based on your skills and experience, what kind of work would you prefer to do in Uganda?			
D 16	Are there barriers preventing you from finding employment in your preferred field? D 16.1: If yes, specify the barriers:	☐ Yes ☐ No ☐ Recognition of qualifications ☐ Lack of job opportunities ☐ Language barriers ☐ Information about available jobs ☐ Other (Specify):		
D 17	Are other working-age members of your family currently employed in Uganda? If yes in D 17 above, what types of jobs are they doing?	☐ Yes ☐ No		
D 18	For the majority of HH members, how do their current work align with their skills, qualifications and experience?	1. Well aligned 2. Partially aligned 3. Not aligned at all 4. Do not know		
D 19	Are there new skills or trades you or your family have taken up to adapt to the local job market? D 19.1 If yes in D 19 above, specify the skills or trades.	☐ Yes ☐ No		
D 20	Does any member of the HH including the HH head earn or receive and support from other family members living outside Uganda including those in Sudan	☐ Yes ☐ No		



	D 21	Is the income earned by all the family members sufficient to meet your family's basic needs?	☐ Yes ☐ No
	D 22	If no in D 20 above, how is the household coping with economic difficulties since they arrived? (Check all that apply) Please specify	1. Borrowing food or relying on help from friends or relatives 2. Borrowing money 3. Relying on Aid 4. Reducing food consumption 5. Spending savings 6. Selling goods (TV, jewellery, etc.) 7. Selling income-generating assets/means of transport 8. Buying food on credit 9. Having school age children (6 -15 y) involved in income generation 10. Begging 11. Reduce the meals per day 12. Other (Specify) 13. Don't know 14. No response
	D 22.1	Are you part of or have you heard of any community groups organizations or networks that support employment or livelihoods?	☐ Yes ☐ No List here
	D 22.2	Have you or any HH member received support specifically on finding or adapting to jobs? D 22.1 If yes in D 22.2 above, From which entity	☐ Yes ☐ No ☐ From my relatives here in Uganda ☐ From my relatives outside Uganda ☐ From other refugees' members ☐ From host community members ☐ UN Organizations ☐ INGO ☐ Local base NGO ☐ Government agency/ local government ☐ OPM ☐ Others specify
	D 22.3	How would you describe the relationship between refugees and the host community?	☐ Positive ☐ Neutral ☐ Negative
	D 23	Is there any other information, needs and preferences that you would like to share with us	☐ Yes ☐ No
	D 24	What are the most pressing information needs requested by the community?	1. How to get healthcare/medical attention 2. Finding missing people 3. How to get help after attack or harassment 4. The security situation here 5. Information about place of origin 6. Information about relocation 7. How to replace official documentation 8. How to register for aid 9. How to get water 10. How to get food 11. How to get shelter or shelter materials 12. How to find work 13. How to get transport 14. How to get money/financial support 15. How to get access to education 16. How to access land for Agriculture 17. Business registration 18. Small Business operations/Start-up in the TC 19. Other (Specify)

Section E: Key Challenges and Opportunities

Opportunities for Support and suggestions on the employment status for refugees in the country	E 1.0	What are the main challenges you face in finding or maintaining employment while in Uganda?	☐ Language ☐ Limited platforms for information sharing ☐ Recognition of qualifications ☐ Transport ☐ Lack of connections (Peer Networking) ☐ Poor and costly ICT facilities for remote and digital Work ☐ Discrimination ☐ Limited access to financial services/ support ☐ Other (Specify)
	E 2.0	What types of support would improve your ability to secure a job or start a business?	☐ Access to training ☐ Entrepreneurship and Business Start-Up Support: ☐ Job fairs ☐ Job placements and Job Matching ☐ Skills Training and Certification Programs ☐ Access to financial services and assistance ☐ Career guidance and counselling ☐ Mentorship and Peer Networking ☐ Language and Cultural Orientation Programs ☐ Legal Aid and Documentation Assistance: ☐ Third-Country Resettlement and Employment Pathways ☐ Remote and Digital Work Opportunities ☐ Other (Specify):
	E 3.0	Incase the employment opportunity is outside Uganda are you willing to take on such a job matching your profession.	☐ Yes ☐ No
	E 4.0	Will any Adult family member take on a job outside Uganda if an opportunity a raise	☐ Yes ☐ No
	E 5.0	Based on your experience, what types of programs or support should be prioritized to help refugees secure employment while in Uganda including employment outside the country?	

End

Key Informant Interviews (KII) Guide.

Purpose: To collect insights on access to livelihood opportunities, employment, qualifications, and community cohesion among Sudanese refugees in Kiryandongo. The tool has integrated perspectives related to gender, vulnerable groups, and youth

Informed Consent: Before proceeding, please identify a key informant (ie. OP/Sudan refugee leader, School district production officer etc.).

“My name is ----[say your name] ----- and I am working with-----[say organisation] ----- . We are conducting an assessment on the livelihood and employment situation of Sudan refugees. This interview cannot be considered guarantee for any direct or indirect support to this community, but the information you provide will help us define aligned priorities and programs. We would like to ask you some questions about the situation of livelihood and employment here. Your identity will be kept strictly confidential and personal information will not be shown to others unless your prior approval is obtained. Your participation is voluntary, and you can choose not to answer the questions or stop the interview at anytime.”

Date of the assessment		Names of the Key informant (opt)	
Name of the Enumerator		Designation / role	
District of assessment		Name of Organization	
Settlement		Field of the organization	
Block			
Section A	Questions	Response	
1. Access to Livelihood Opportunities (What are the livelihood needs and opportunities for Sudanese refugees in Kiryandongo?)	1.1	What are the major educational needs among refugees in Kiryandongo?	
	1.2	Are there existing programs to support skills recognition and certification for refugees?	
	1.3	What roles are youth playing in community leadership or decision-making?	
	1.4	Are there examples of how youth agency has impacted the community positively or negatively?	
	1.5	How accessible are current education programs for youth and other vulnerable groups from Sudan?	
	1.6	What are the main sources of livelihood for Sudanese refugees in Kiryandongo?	
	1.7	What livelihood support programs are available for refugees here? Are they accessible to all groups (e.g., youth, women, vulnerable individuals)?	
	1.8	What are the most significant challenges refugees face in accessing livelihoods and economic opportunities?	
	1.9	How can these challenges be addressed to improve access to livelihood opportunities for all groups?	
2. What types of employment are accessible to refugees, and how can their economic inclusion be supported?	2.1	What types of employment are available to refugees in this area? (e.g., formal jobs, casual labour, self-employment)	
	2.2	Are there employment support services, such as job placement or skill development programs?	
	2.3	What barriers prevent refugees from securing employment? (e.g., language, legal documentation, lack of skills)	
	2.4	In your opinion, how can refugees' employment prospects be improved?	
	2.5	Are there specific challenges that women and youth face in finding employment here?	
3. How are refugees' qualifications and skills being recognized and utilized?	3.1	What types of qualifications and skills do refugees typically bring with them from Sudan?	
	3.2	Are there systems in place to assess and recognize these qualifications?	
	3.3	How can existing qualifications or skills be better recognized to enhance employment opportunities?	



	3.4	Are there training or certification programs that refugees can access to gain new skills?	
	3.5	Do refugees, particularly youth and women, have access to these programs?	
4. How well are refugees integrating into the host community, and what factors influence cohesion?	4.1	What is the current relationship like between refugees and the host community in Kiryandongo?	
	4.2	Are there any community initiatives aimed at fostering cohesion between the refugee and host populations?	
	4.3	Have there been any tensions or conflicts?	☐ Yes ☐ No
		If yes, what were the main causes?	
	4.4	How are vulnerable groups (e.g., women, youth, disabled individuals) impacted by community dynamics?	
	4.5	What steps could be taken to improve cohesion and reduce any tensions?	
	4.6	Are there any examples of successful integration? elaborate	
5. What specific challenges and opportunities do women, youth, and vulnerable groups face?	5.1	What unique challenges do women and girls face in accessing livelihoods and employment in this area?	
	5.2	Are there livelihood programs specifically tailored for women, youth, or vulnerable groups?	
	5.3	How are youth involved in community and livelihood activities?	
	5.4	Are there leadership opportunities for women and youth within the refugee community?	
	5.5	In what ways can support be improved for these groups to ensure equal access to opportunities?	
6. What successes or lessons have emerged from existing livelihood initiatives?	6.1	What are some success stories or positive impacts you have seen from livelihood and employment initiatives in Kiryandongo?	
	6.2	Do you have any further recommendations for improving economic inclusion and community cohesion among refugees?	

"Thank you very much for your time and insights. Your input is invaluable in helping us understand the livelihood needs, employment challenges, and integration experiences of Sudanese refugees in Kiryandongo.

End

Focus Group Discussion (FGD) Guide

Purpose: To gain group insights into the experiences, challenges, and perspectives of Sudanese refugees in Kiryandongo regarding access to livelihood opportunities, employment, skills recognition, and community cohesion. This guide aims to foster discussion around gender, youth, and vulnerable groups.

Introduction and Ground Rules

1. **Welcome and Purpose:** Briefly explain the purpose of the FGD and briefly mention the topics you'll discuss. Let participants know that this opening activity is to get to know each other and establish a sense of shared experience.
2. **Confidentiality:** Emphasize that responses will be kept anonymous and that participants are encouraged to speak openly.
3. **Participation:** Encourage everyone to share their opinions and remind them that there are no "right" or "wrong" answers.
4. **Respectful Listening:** Ask participants to listen respectfully to each other's experiences.

Moderator Notes

1. **Encourage Participation:** Ensure all voices are heard, particularly those of women, youth, and vulnerable participants.
2. **Probe as Needed:** Use follow-up questions to encourage deeper insights, such as "Can you explain further?" or "How does that affect you and your family?"
3. **Summarize Key Points:** After each section, briefly summarize the main points in the spaces provided to confirm understanding and transition smoothly to the next topic.

Note: For the Moderators to bring participants on Board and to encourage active participation you can adopt this methodology

1. **Share a Story Prompt:** Ask a few participants to share a brief story or experience around one of these prompts:

"A skill I brought with me from Sudan that I still use today."

"One challenge I faced when I first arrived in Uganda."

"Something I enjoy or appreciate about my community here."

Encourage Group Reflection: After each participant has shared, briefly summarize common themes, such as shared skills, similar challenges, or common sources of joy. Highlighting these common experiences will help in building a sense of shared identity and encourage openness for the rest of the discussion.

2. **Now you can transition to FGD Topics:** Once everyone has shared, thank them and explain how these shared experiences relate to the main topics of the FGD. This way, participants see the connection between their personal stories and the broader discussion topics.

Preliminary information of the FDG: this is a compulsory section and must be filled before the FDG is conducted

Date of the FDG				Category of the respondent			
Time of the FDG				How many participants	Male		Female
Location							Total
Names of the interviewer							
Name of the note taker							

The Broader focus discussion topics

Sections		Questions and Responses
1. Livelihood Opportunities and Access	1.1	What are the main ways people in your community earn a living here in Kiryandongo?
	Response	
	1.2	Are there any specific livelihood programs or support available to refugees? If yes, how accessible are these programs for different groups, such as women, youth, or vulnerable individuals?
	Response	
	1.3	What are the biggest challenges you face in finding ways to earn a living? (Prompt for barriers like language, legal documentation, lack of skills, discrimination, etc.)
	Response	
2. Employment and Economic Inclusion	1.4	What kinds of support or resources do you think would help you better access livelihoods or job opportunities here?
	2.1	What types of jobs are available for refugees in this area? (e.g., formal jobs, informal work, self-employment)
	Response	
	2.2	How do you feel about your ability to find work that matches your skills and experience?
	Response	
	2.3	Are there any specific difficulties faced by women, youth, or other vulnerable groups in finding employment?

	Response	
	2.4	What types of training or skill development programs would be helpful in improving employment options for everyone in your community?
	Response	
3. Qualifications and Skill Recognition	3.1	What qualifications or skills do people here bring from Sudan?
	Response	
	3.2	Are these qualifications or skills recognized here in Uganda?
	Response	
	3.3	Have you had the opportunity to use your previous skills or qualifications in any job or livelihood activity since arriving here?
	Response	
	3.4	What additional training or certification opportunities would help you and others make better use of your skills?
	Response	
4. Community Cohesion and Social Dynamics	4.1	How would you describe the relationship between the refugees and the host community in Kiryandongo?
	Response	
	4.2	Are there any initiatives or activities that help bring refugees and host community members together?
	Response	
	4.3	Have you noticed any tensions or misunderstandings between the two communities? If so, what do you think are the main causes?

	Response	
	4.4	How could relationships between refugees and the host community be improved?
1. Gender, Youth, and Vulnerable Group Perspectives	Response	
	5.1	What unique challenges do women and girls face in accessing livelihoods and employment here?
	Response	
	5.2	Are there programs specifically designed to help women, youth, or vulnerable individuals find work or develop skills?
	Response	
	5.3	How are youth involved in the community, especially in livelihood activities or leadership roles?
	Response	
2. Successes and Recommendations	5.4	What would make it easier for women, youth, and vulnerable individuals to participate fully in livelihood and employment opportunities?
	Response	
	6.1	Can you share any success stories or positive outcomes from livelihood programs or employment initiatives?
	Response	
	6.2	What would you recommend as the top priority to improve economic inclusion and community integration for refugees in this area?
	Response	

Thank you for sharing your thoughts and experiences today. Your feedback is incredibly valuable and will help us understand the challenges and opportunities around livelihoods, employment, and community cohesion. Before we finish, does anyone have any final thoughts or suggestions they would like to add?"

End