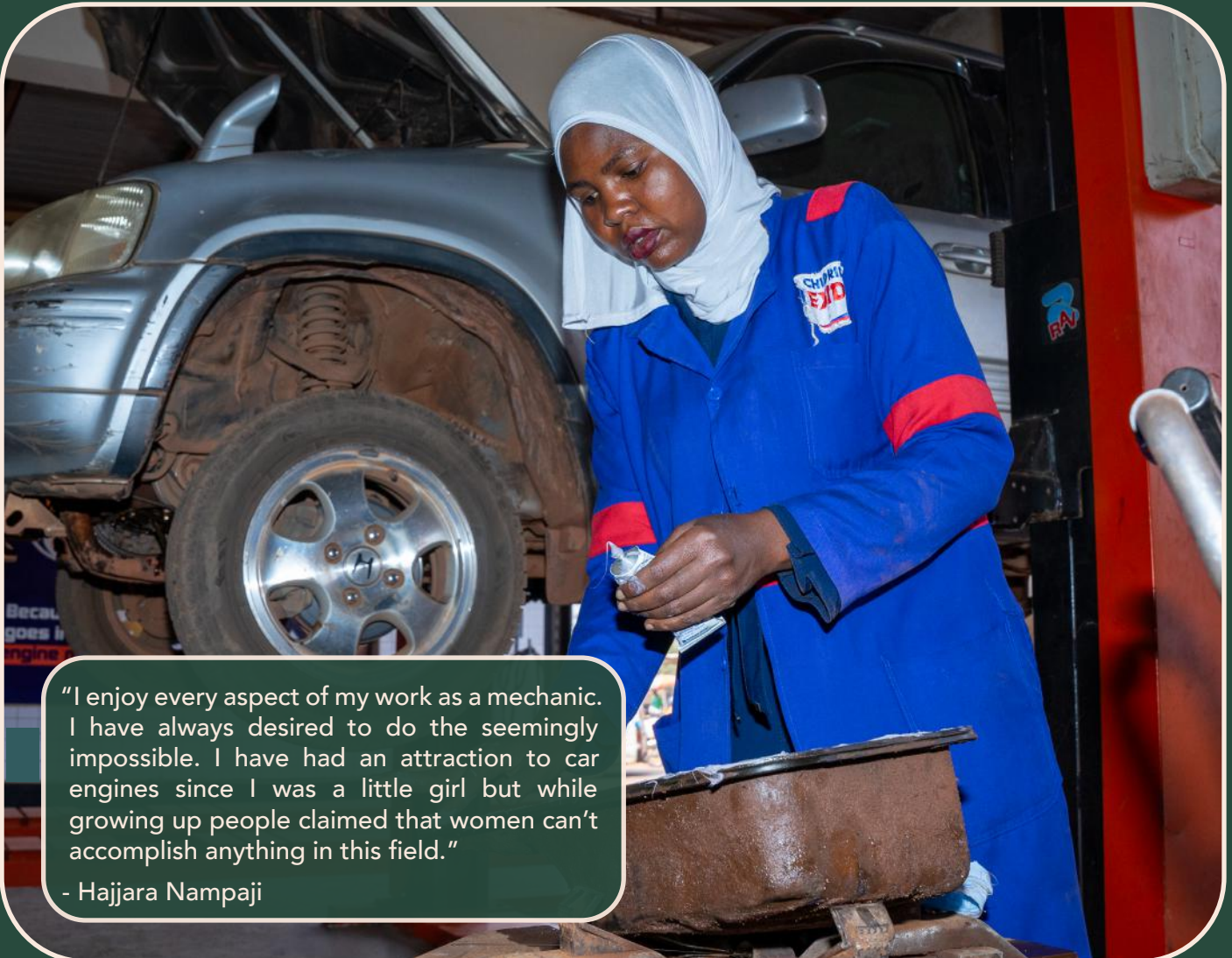


REBUILD

Boosting Livelihoods



"I enjoy every aspect of my work as a mechanic. I have always desired to do the seemingly impossible. I have had an attraction to car engines since I was a little girl but while growing up people claimed that women can't accomplish anything in this field."

- Hajjara Nampaji

In partnership with:

Re:BUiLD in Action

Year 3, Quarter 3, 2023 Newsletter

the IKEA Foundation



www.rebuild.rescue.org



MESSAGE FROM THE PROGRAM DIRECTOR

Priscilla Dembetembe



I hope this message finds you well and filled with the same enthusiasm for change and progress that has always defined our remarkable work. As we receive yet another edition of Re:BUiLD In Action newsletter, it is an absolute pleasure to share with you the exciting developments and program planning for the upcoming year, as well as our incredible campaign for “Decent Work for Refugees” in Kampala and Nairobi.

Looking ahead, we remain committed to our mission of empowering communities, fostering resilience, and driving positive change. As we get into the final quarter of the program’s third year, it’s clear that collaboration and partnerships, adaptability, and innovation will be pivotal to our success. We have always strived to respond effectively to emerging needs, and we will continue to do so in the year ahead.

Program Planning for Next Year

Our program planning for the coming year is guided by the feedback and insights, learnings, and evidence we’ve gathered from the communities we serve. We are committed to refining our existing programs and exploring new avenues for impact. With a focus on sustainability and best use of resources, we will work diligently to ensure that our initiatives are responsive to the evolving challenges faced by refugees and the communities that host them.

We are actively exploring partnerships with local organizations, refugee led organizations and government officials to create a more comprehensive support network for refugees and finding suitable approaches to enable access to livelihood opportunities. Moreover, we will invest in capacity building within our team and the partners to ensure that our programs continue to be effective and relevant.

Decent Work for Refugees Campaign in Kampala and Nairobi

The Decent Work for Refugees campaign headlined our activities in this quarter. In the urban areas of Kampala and Nairobi where a significant refugee population resides, the need for dignified employment opportunities is acute. Refugees bring talent, resilience, and entrepreneurial spirit with them, and it is our responsibility to facilitate their integration into the local workforce.

Our campaign morphed into critical conversations with refugees, government officials, city authorities, private sector, employers, aid agencies, INGOs and host community leaders. This engagement culminated in the launch of a [decent work policy brief](#) whose recommendations we believe will form part of the pledges at the [Global Refugee Forum](#) in December 2023. Through this campaign, regional actors will undertake to facilitate training, skills development, and ultimately decent employment opportunities that allow refugees to support themselves and their families while contributing to the local economy.

The success of this campaign will not only transform the lives of refugees but also promote diversity and social cohesion in the cities we work in. The gains will offer learnings and case studies to be replicated in the region and beyond. We believe that when people from diverse backgrounds work side by side, it creates a vibrant and inclusive society where everyone can thrive.

As we move forward, your participation, ideas, and resources are invaluable in helping Re:BUiLD to bring about positive change in the lives of those we serve. Together, we can make a difference. Let’s continue to work hand in hand and write the next chapter of Re:BUiLD’s inspiring journey.

Thank you for your unwavering commitment to our mission. Together, we are truly Re:BUiLD In Action!

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Our Results as of October 2023

8,376 clients Clients accessing services	4,920 clients Female clients offered services
1,669 clients Reached with vocational training	141 clients Reached with green energy training
4,241 clients Mentees reached with microenterprise Support	413 clients Reached with digital skills training
616 clients Reached with apprenticeship	137 clients Engaged in clothing and textile value chain addition
112 clients Prior skills certified	96 USLA groups formed & trained



25 September 2023-Kampala, Uganda. Members of USLAs formed by KOWED touring Capsicum Valley Products farm during a training of hydroponic farm setup and vertical farming management. 61 individuals representing 6 USLAs in Kampala were trained to be Trainers of Trainees, TOTs. (PHOTO: KOWED)

The Re:BUiLD Program's new partner, Kandaakiat for Women Empowerment & Development, KOWED, in September 2023 kicked off activities aimed at promoting sustainable agricultural practices in Kampala. KOWED conducted a comprehensive training program focusing on hydroponics and vertical farming, benefiting 61 individuals who were trained as Trainers of Trainees (TOTs).

These 61 individuals are representatives from 6 Urban Savings and Loan Associations (USLAs) whose membership comprised of urban refugees and hosts in Kampala. The training equipped participants with environmentally friendly farming methods for economic empowerment, development, and food security—especially critical for both refugees and host communities in Kampala. The TOTs would later train members of their different savings groups on setting up hydroponic farms and the best practices in managing them. In the case of hydroponics – the growing of vegetables such as lettuce and spinach, the KOWED Program Officer says trained community members will grow their own food within small portions of land since hydroponic farm do not require larger pieces of land which is a huge setback for urban refugees in Kampala.

"One of our group members has land, we will use the land to establish our farm. We're looking at planting lettuce, spring onions, spinach and later we will start keeping chicken," said Colleter Abith, a member of Tree of Hope USLA.

Participants visited the Capsicum Valley Products' urban farming demonstration farm where they were exposed to hands-on experience to equip them with practical knowledge of hydroponics and vertical farming, farm waste management, different techniques of acquiring one's own seedlings, and the making of organic manure. Putting the learning into practice, KOWED has started constructing its hydroponics farms and planting fodder, fruits, and vegetables. The farms will serve as demonstration farms for the community-based trainers and help them to facilitate knowledge sharing to members of USLAs.

Apalang Yak, the KOWED Project Officer says promoting sustainable urban farming practices will ensure food security and generate income for urban refugee who are expected to fend for themselves without food assistance that their counterparts in settlements receive.

At least 150 interested members from the 6 USLAs formed with support from KOWED in the Re:BUiLD Program third year will be trained to establish their urban farms.

KOWED is refugee women-led foundation in Uganda dedicated to empowering refugee women to access basic needs, and advocate for their rights.

IRC Uganda employs more refugees as decent work campaign gains momentum

05



12 September 2023 - Kampala, Uganda. Josiah K Flomo, Head of Urban/Kampala Unit at UNHCR interacts with Priscilla Dambetembe, the Re:BUiLD Program Director during the decent work summit at Mestil Hotel. At the decent work summit, Re:BUiLD launched the Decent Work Policy Brief that highlights recommendations for policy makers and employers to address issues affecting refugees in accessing decent jobs in Kampala and Nairobi. (PHOTO: Nathan Ijjo Tibaku/TheIRC)

The International Rescue Committee (IRC) in Uganda has stepped up efforts to offer refugees befitting job opportunities with decent benefits. The move makes a shift from the traditional engagement of refugees as incentive workers. In September 2023, five additional refugees joined the IRC's Re:BUiLD Program in Kampala as regular staff.

Elijah Okeyo the Country Director of the IRC, Uganda said talented refugees should be considered for employment despite the inconsistent progress in the implementation of legislation and the execution of policies intended to ensure the inclusion and self-reliance of refugees in the region.

Mr. Okeyo spoke at the [Kampala decent work summit](#) convened by the Re:BUiLD Program in Kampala on Tuesday September 12, 2023 where he challenged the private sector and aid agencies to follow in the IRC's example. He said the IRC in Uganda had made a commitment and taken practical steps in providing jobs for refugees as regular employees.

"In Kampala, ten percent of the IRC's regular staff are refugees supporting our urban programs. We have a total of 21 refugees serving as regular staff across the country and they are eligible to all the benefits. We want to grow this number to a place where we can say we work for refugees and that they sit at the table where decisions are made." Stated Okeyo.

This year, the IRC together with refugee-serving agencies in Nairobi and Kampala joined forces with government and the private sector under the Re:BUiLD Program's decent work campaign advocating for access to decent work for refugees in the region.



13 September 2023 - Kampala, Uganda. Priscilla Dambetembe, Re:BUiLD's Program Director meeting newly recruited staff at the Livelihood Resource Center, LRC in Nsambya. Under the Re:BUiLD program, the IRC has recruited six refugees as staff in Kampala, Uganda. (PHOTO: Nathan Ijjo Tibaku/TheIRC)

The campaign brought together experts from government, Kampala Capital City Authority (KCCA), the Federation of Uganda Employers, Federation of Kenya Employers (FKE), Kenya Private Sector Alliance (KEPSA), Hotel Owners Association, the UN Refugee Agency (UNHCR) the International Labour Organization (ILO), trade unions and and refugee-led organizations culminating in the launch of the [decent work policy brief](#).

Mr. Okeyo called on the private sector and other employers in the region to take advantage of the existing legal frameworks and ensure that labour practices that safeguard refugees from exploitation are followed. Adding; "We have many refugees who are skilled and highly experienced. They only lack an opportunity to showcase their abilities and ultimately attain economic self-reliance. We are challenging all stakeholders to step up now and lead by example in offering refugees sustainable livelihood opportunities, not as incentives but as regular employees.



5 September 2023 - Nairobi, Kenya. Panel discussion on barriers to refugees' access to decent work at the Decent Work Summit held at Trademark Hotel Nairobi. (PHOTO: Edgar Otieno/TheIRC)



16 August 2023 – Kampala, Uganda. Hajjara Nampaji 34, fits back a car air filter after cleaning it. Nampaji transformed from a nurse to a mechanic through Re:BUiLD's apprenticeship program. Re:BUiLD enrolled over 600 clients to gain hands-on skills to access decent employment opportunities since 2020. (PHOTO: Nathan Ijjo Tibaku/TheIRC)

As you get into the motor servicing centre at the bustling Hass gas station in Busega, a suburb southwest of Kampala's central business district, you receive a rare reception. It is not what most motorists in Uganda are accustomed to.

"The women you will find working in such a place are mostly pump operators," a grinning Hajjara Nampaji, divulges as she walks past a fuel delivery tanker like a formidable and determined lady in her mechanic armour.

"I enjoy every aspect of my work as a mechanic. I have always desired to do the seemingly impossible. I have had an attraction to car engines since I was a little girl but while growing up people claimed that women can't accomplish anything in this field. I loved engines," she says.

The 34-year-old says she does not regret having dropped her nursing career to pursue her passion. She only wanted mechanics. Unlike being on a career she had not chosen, she says, working on car engines has made her feel important and powerful as a woman.

She says: "My father wanted me to be a nurse. After two years at nursing school, I graduated and started working. My father had selected this career for me. I had to do it, but this could not get me the happiness I needed but now I am where I always wanted to be."

Nampaji's automotives dream

The cubbing vehicle mechanic attended nursing school and worked as a midwife for three years before switching gears. She is now getting closer to her dream.

Nampaji declares, "I want to run my own garage. I know I can. I will utilize it to train and dispel dread from the hearts of young ladies. If I can do this from the basics of wheel alignment, getting into that engine room, to engine overhauling, it means any girl can also do it. I am proud. Everyone gets surprised when they see me on the job as a mother and a Muslim woman."

She was among the refugees and host community members who the Re:BUiL Program supported with job placements and apprenticeships in Kampala. Employers like her manager, Hood Mukasa are engaged in this process to provide apprenticeship possibilities for skilled refugees and hosts, producing evidence and lessons that show what is effective and developing a model that can be duplicated in other locations.

"We want to offer more opportunities. We have learned that women are truly trustworthy and Nampaji has proven this. Each of the services we offer here require specialists. Her work has shown that women can also specialize and earn decent incomes from fields that are traditionally male. We only need to create an ideal environment for them to thrive," stated Mukasa told Re:BUiLD in Action.



Hood Mukasa is Nampaji's manager.

It is the first time working with a woman in his 12 years in the automotives business. At the garage, Mukasa and his partners offer a wide range of services which he says most women shun.

"We never imagined we could work with a woman. Most women are not interested in this work. This is a big industry. The jobs are there and that is why we have Nampaji. She came here three times asking for an opportunity. Her consistency was prove enough that she was serious."

"We want to offer more opportunities. We have learned that women are truly trustworthy and Nampaji has proven this. Each of the services we offer here require specialists. Her work has shown that women can also specialize and earn decent incomes from fields that are traditionally male. We only need to create an ideal environment for them to thrive," stated Mukasa.

Florence, Female Mechanic in Gogonya

"I also clean up and organize myself like every other woman. They should not fear joining this field because it is a dirty job. There are good things here. I'd like to continue and work with Toyota, but I am yet to get the qualifications required. If there's a way of pushing me ahead, I am ready to continue."

"Being an office assistant without clear qualifications and papers, it will not take me anywhere. I had to think of other professions. Although not, I needed to get something that can feed me. The first thing I thought of was to become a mechanic. I had seen a video on Facebook showing a lady mechanic from Nigeria. This motivated me. I am fighting to be like her. I wish to share my story like she did."



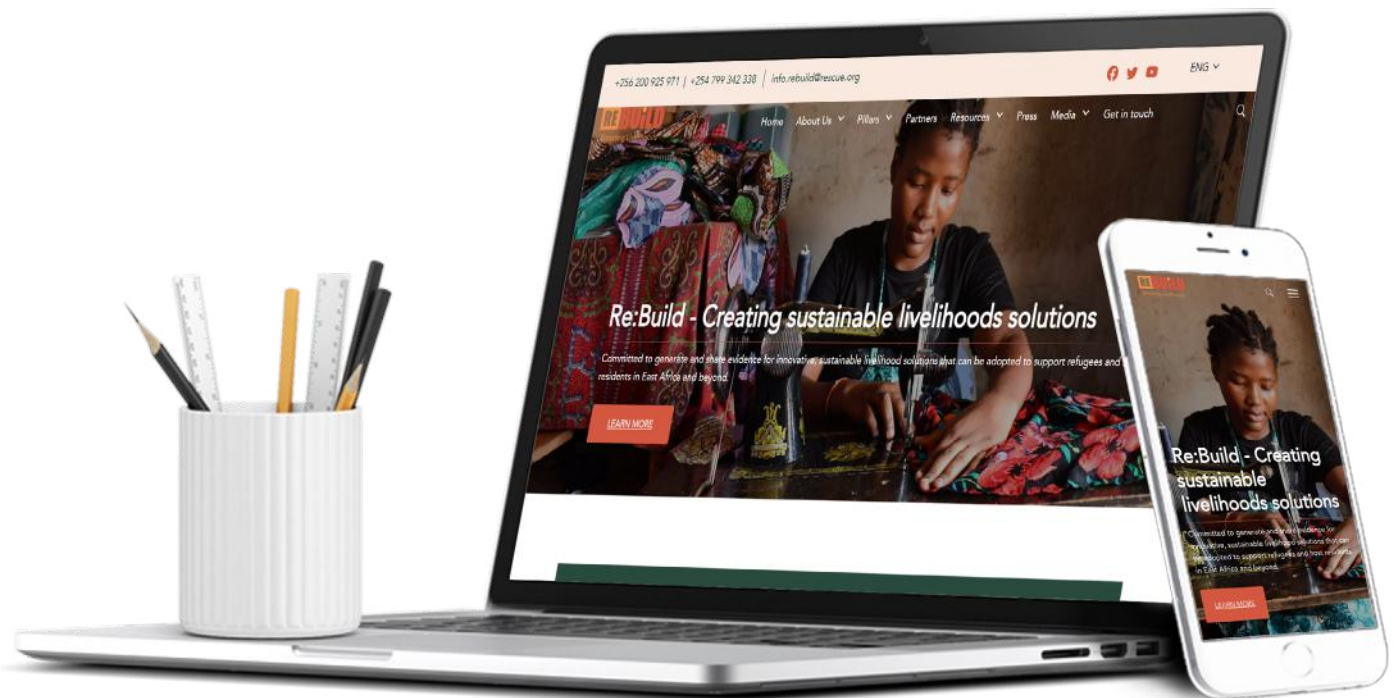
Anni Morisho - 36, Congolese

"Life was hard in Kampala. I do not know where I could have taken my children without Re:BUiLD's support. I used to hawk salted fish in the hot sun. It was always a headache. Right now, I have a physical shop with different food stuffs and customers can now trust me. They keep coming back since they know where to find me."

Caroline Njuki, Chief Technical Adviser on Jobs & Education
- The International Labour Organization (ILO)

"Agencies have helped refugees develop their skills, but to be employed and work, a refugee must have a work permit, which cannot be obtained without a refugee ID. However, there is a significant backlog in the production of this important document. It is an instance of the law offering up opportunities and administrative."





We are excited to share the latest updates, news, and resources from our program with you.

To stay connected and informed, we encourage you to follow our social media accounts and visit our website regularly.

By doing this, you will receive engaging content and valuable insights about the program. We share key program visibility materials, change stories and events that we get to be involved in.

Connect with us on:

Website: <https://rebuild.rescue.org>

Youtube: <https://www.youtube.com/@ReBuildEastAfrica>

Rescue.org: <https://www.rescue.org/topic/irc-partners-ikea-foundation-build-opportunities>

Thank you for your continued support, and we look forward to engaging with you on our platforms.



Upcoming Events

- **World Cities Day - 31st October**
- **European Microfinance Week 2023 (EMW) - 15th - 17th November**
- **16 Days of Activism Against Gender-Based Violence - 25th November - 10th December**
- **Global Refugee Forum 2023 - 13 - 15 December**