



Refugee Law Project

School of Law, Makerere University
A Centre for Justice and Forced Migrants



ANNUAL REPORT 2016





Our profile

Vision

That all people enjoy their human rights, irrespective of their legal status. This vision is supported by relevant international laws as well as the Constitution of Uganda.

Mission

To empower asylum seekers, refugees, deportees, IDPs and host communities to enjoy their human rights and lead dignified lives.

Mandate

To promote the protection, well-being and dignity of forced migrants and their hosts.
To empower forced migrants, communities, and all associated actors to challenge and combat injustices in policy, law and practice.
To influence national and international debate on matters of forced migration, justice and peace in Uganda.
To serve as a resource for forced migrants and relevant actors.

Values

Independence
Innovation
Non-discrimination
Rigour
Respect
Professionalism
Accountability



List of Acronyms Used

ACTV	African Centre for Torture Victims
AICI	Assessment, Intake and Community Interpreters
ASSOFRA	Association of Refugee Women in Uganda (Association de Femmes Réfugiées en Uganda)
AMERUV	Association of Women with children born out of rape
CI	Community Interpreter
CSO	Civil Society Organisation
TJ	Transitional Justice
EFA	English For Adults
JRS	Jesuit Refugee Services
KCCA	Kampala City Council Authority
NMPDC	National Memory and Peace Documentation Center
ICC	International Criminal Court



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Introduction

As you read through this Annual Report, you will see that 2016 was another busy year for Refugee Law Project. Programme work continued to develop apace. One of the big steps forward was the launch of the first “Introduction of Basic Video Advocacy” course. This was put together by our own video advocacy staff, it targeted refugees, and it generated high levels of interest and productivity in the learners. Happily, as you will see from the report, this went hand-in-hand with a gradually strengthening social media presence as the relatively new thematic programme, Media for Social Change, worked on the challenging task of clarifying its role in a fast-changing technological and media environment.

We were happy to host the sixth Institute for African Transitional Justice under the provocative title “Too little too late – or too much too soon?” The Time and Timing of Transitional Justice, and to welcome a sophisticated group of participants and guest speakers. Research on conflict-related sexual violence also progressed, including a visit from Swedish collaborators from University of Gothenburg, and we were pleased to welcome for the first time a CERAH-sponsored group to meet with activist members of refugee survivor support groups with which RLP works closely. 2016 was also a year in which, with new funding support from the British Government, we were able to enter into a working relationship with the Uganda People’s Defence Forces, providing a training on the Documentation and Investigation of Sexual Violence to Ugandan Peace-keepers due to be deployed in Somalia. With the same grant we were able to also provide trainings to the Uganda Police Force, as well as Women’s Rights Activists on the International Protocol on the Documentation and Investigation of Sexual Violence in Conflict.

In terms of human resources, 2016 was memorable as the year in which, in the space of just a few weeks in late July and August, no less than four senior staff were offered fully-funded scholarships to pursue their Masters studies overseas – they had to go. While their successes were highly motivating to everyone, they also raised the pressure, a situation not helped by the abrupt closure of Makerere University by Presidential directive for the whole of the months of November and December. Refugee Law Project was not spared in this closure, and we were deeply grateful to partners and donors who helped us to wait out the closure and re-open in January 2017. We were particularly grateful to two donors who had signed new grant agreements just days before the closure; they did not withdraw their funding, and we look forward to completing the projects in 2017.

Dr Chris Dolan
Director - Kampala, January 2017



Conflict, Transitional Justice and Governance Programme

Promoting Local and National Healing

Two new victims support groups (Uketu wa Kwene and Lugoro Tute) were established, and supported with over 245 members. All the six (06) existing groups were capacitated, and regularly engaged with and have become viable survivors' associations. In total, BJP III has supported ten (10) victims support groups. The project successfully facilitated 02 support group leaders exchange visits, and held a mobile legal clinic with victims of the Omot massacre in Agago district. Instead of 01, the project convened 03 multi-dimensional therapeutic sessions in Omot, Lukodi and Bucoro. These reached 664 survivors. These victims support groups have already become critical change agents in their communities, providing peer counselling, making referrals and lobbying for assistance and demanding for justice and accountability. Some support group members, like Julius Okwera and Bosco have joined politics and assumed key local council positions. Julius Okwera for example has been elected LC III representative for the Elderly, a position he is using to highlight the plight of conflict-affected persons in Lugulu sub-county, Nwoya district.

RLP has also established strong collaborations with about 13 partners'/psychosocial service providers particularly Caritas, Patongo Community Counselling Outreach, Victim Voice (VIVO), Cavendish University-Gulu, Gulu Women Development and Globalization (GWED-G), International Service Volunteer Association (AVSI)-orthopedic workshop, Child Voice and Gulu Regional Referral Hospital-Mental Health Unit in course of achieving this objective.

Strengthening the NMPDC

The NMPDC continues to work at developing into Uganda's premier peace museum. It has grown in strength and reputation and is attracting high-level delegations and visitors. It has documented,



archived and displayed over 306 conflict significant artifacts and materials as part of a permanent exhibition at the Centre in Kitgum. It continues to hold regular thematic, traveling and public exhibitions creating awareness and preserving memories of conflict and peace in Uganda. The Centre is also inspiring community led documentation, memorialization, and exhibition of lost-cultural heritage. NMPDC's contribution has been acknowledged by the Uganda National Museum. The Centre has supported five (05) cultural institutions of Patiko, Paibwore, Pawel, Lamogi and Kabala clans. The Centre has received extensive support from communities and researchers alike.



Over 1,300 books were donated to the Centre and made available at the Library as part of its growing resource centre. The NMPDC also documented a cleansing ritual locally known as "Lwongo Dano ma Or-



wenyo” organized by the Chief of Paibwore in Dure, Pader district, documented community views on justice from survivors within Lukodi, Odek, Pajule and Abok sites of ICC Ongwen’s case.

A new documentary, “Another Injustice” was produced based on victims’ consultations on the ICC’s Confirmation of Charges hearing held in January 2016 for Dominic Ongwen. The Centre also supported commemoration of the 12th anniversary of the Lukodi Massacre.

1,215 copies of the Compendium of Conflicts were disseminated in 08 sub-regions (75 districts, 15 key institutions including Parliament, Universities, Public Libraries and tertiary institutions). 06 CSO TJ national level advocacy platform meetings reached 162 participants. A CSO advocacy event on the “Right to Know Campaign” held in Kitgum highlighted the plight of missing persons on World Human Rights Day. A database and listserv of 150 TJ actors was created and shared with the African Transitional Justice Network. However, there was no Sub-granting to viable support groups initiatives and key local CSO TJ initiatives due to limited funding. Civil society voice for justice and accountability is emerging throughout the country. This ranges from local victims’ groups, survivor associations, non-governmental organizations, activists and civil society activists demanding for TJ and reparations, including arrest and prosecution of alleged perpetrators of war crimes and crimes against humanity. Many of these activists were identified and capacitated through our sub-regional and national level civil society platforms on TJ. Sub-regional groups played a key role in disseminating the Compendium of Conflicts in Elgon, Bukedi, Rwenzori, West Nile and Teso.

Action Oriented Research and Advocacy

The planned thematic research on PTSD and victims’ participation in TJ processes has just been concluded, but its findings could not be validated and disseminated within the nine-month project timeline. NMPDC is also collaborating with the University of Tennessee in a pilot research on “agency of the dead” investigating the perception around the unburied human remains in post-conflict northern Uganda. Both researches are yet to be finalized and published. Therefore, no thematic research report was published on a critical TJ issue like PTSD. However, other existing reports like Forgiveness and Peacebuilding were disseminated and a series of community dialogues were held discussing SGBV in conflict and post-conflict situation within northern Uganda. Therefore, there is increased awareness on critical post-conflict TJ issues including SGBV, alcoholism and domestic violence, PTSD.

Advocacy on Legal and Policy Frameworks

At a continental level, RLP participated in the 59th ordinary session of the African Commission on Human and Peoples Rights in Gambia. It was a platform to advocate for reparations for victims of conflict related sexual violence at Regional level. The session started on 18th October to 26th October 2016 with a panel discussion held on reparations for victims of Sexual violence based on Uganda’s experience.

RLP participated in the Universal Periodic Review process through a live streaming that was held in Kitgum on 3rd November where Uganda as a state was being reviewed. Different representatives from Government and CSOs participated in the process in which NMPDC played a huge part in mobilization of participants. The purpose was to establish from participants what the review meant for post conflict communities.

RLP will continue to engage with Cabinet to ensure that the Transitional Justice Policy is passed. Similarly, RLP participated in a training organized by the Regional Training Facility on 5th to 6th December 2016 and presented a paper on utilizing the International Protocol on Investigating and Documenting Sexual Violence in Conflict. The training attracted participants from 12 countries in the Great Lakes region including medical officers, prosecutors, Judges, Human rights activists to understand the Protocol and its relevance in holding perpetrators accountable for serious crimes under International law.



Access to Justice for Forced Migrants programme Comprehensive Legal Aid and Psychosocial Support to Forced Migrants

A total of 631 clients were offered legal representation in court and quasi-judicial bodies. Additionally, 331 police follow-ups were done on clients' cases at the police.

Psychological and Social - 10 psycho education sessions were carried out; 7 in Kampala and 3 in Nakivale. Below is a breakdown of how the sessions were carried out

- Mbarara main prison with 81 males and 4 females
- PWDs 25 members to discuss the physical and psychological effects of torture, how and where to seek help.
- Adult Learners 90 – on prohibition of torture
- ASSOFRA Women's Group - 40 women and 50 copies of the anti-torture fact sheet were distributed.
- AMREV-Association of Women with children out of rape.
- Three (3) psycho-education sessions were done in Nakivale incorporated in the support group meeting for the new subgroups of survivors of torture.

Referrals for access to medical services

A total of 620 (272 females/ 348 males) victims of torture were supported to access medical care- The break down includes; 181(123 Female/58Male) clients referred to Kampala City Council Authority health centres; 130 (87 Female/43 Male) clients to KCCA Kisenyi for sexually transmitted infections, 26 (11 Female /15 Male) clients to KCCA Kawaala for other health complications. 15 female clients were referred to Naguru for Ante-Natal Care services, and Family Planning. 10 female clients were referred to Kitebi for Post Natal Care.

Forty-seven (17 F, 30 M) clients were referred to African Centre for Treatment and Rehabilitation of Torture Victims (ACTV). 6 (4 F, 2 M) clients were referred to Reproductive Health Uganda for treatment given that they presented to the program with Reproductive Health related complications such as temporary impotence, loss of sexual desires, miscarriage, failure to conceive, resulting from their experiences of sexual violence.

Another 63 (41 F, 22 M) SGBV clients were referred for HIV/AIDS support services in Kampala and out of these 12 were referred to AIDS Information Centre for Voluntary Counselling and testing, 40 were referred to KCCA HIV clinic Kisenyi. 4 clients were referred to Joint Clinical Research Centre (JCRC) Lubowa for a CD4 count. These were clients who were living positively with HIV.

Seven clients were referred to AIDS Information Centre for Post Exposure Prophylaxis (PEP). Two of the clients were attacked in their houses in the night and were raped in the process. One client was a child aged 8 years who was raped by a Boda-Boda man who was also residing in the same compound with the child.

A total of 89 clients were referred to InterAid Uganda; these are clients who presented with medical complications and required treatment or purchase of drugs after getting medicine prescriptions from the medical facilities they are referred to for support.

Referral for access to social service services

A total of 43 clients were referred to InterAid for livelihoods support, 3 to Windle trust for education support, 10 to HIAS for financial support, 4 to JRS for livelihoods support and 1 to Uganda Red Cross for family tracing.



Commemorating the International Day against Torture on June 26th
Week long activities from June 21 to 26th included activities on-Public dialogue, community dialogue, media campaign, and candle light dinner at Railway grounds. RLP translated the theme of the day ‘Together in the fight against Torture’ into French, Kiswahili and Luo and provided venue for some of the preparatory meetings.

Human Rights Training

2 trainings on legal and human rights for survivors of torture groups were carried out. These took place in Nakivale and Kyaaka refugee settlements. Topics discussed were on SGBV related crimes like defilement, rape and domestic violence, and what the Uganda law says about them. Participants were also educated on the importance of reporting back to court for case hearings once one has been given bail. They were given information on land and refugee rights.

Information Sessions Five (5) information sessions were carried out in Kampala and these included:

- ❖ An information session carried out by Living with Hope on ART, adherence, positive living, Hepatitis B and methods of prevention
- ❖ Information session “On Guidelines for Operating Business in Kampala” facilitated by KCCA City Hall Officials (131 refugees attended)
- ❖ Session on prohibition of torture: 90 learners of level one and four were reached and 200 copies of Anti Torture Act facts sheet were distributed
- ❖ A session was held with 25 PWDs members during which physiological and psychological effects of torture were discussed.
- ❖ Session with 135 Refugees from Burundian community, 12 support group leaders, 11 peer counsellors and staff from all RLP programs attended.
- ❖ A total of 13 Information sessions were conducted in the refugee settlements (Nakivale, Kyaka and Kyangwali) reaching a total of 3,555 people (1,573 F, 1,982 M).

Capacity Building of State and Non - State Institutions

RLP had multiple engagements with different government bodies including the Uganda Police, the UPDF and immigration as well as legal aid service providers. With funding from the UK Foreign & Commonwealth Office, 56 Uganda Battle Group (UGABAG) military officers were trained at Singo military training school.

A total of 60 police instructors were trained at Kabalye, the police training school in Masindi district. 40 Chieftaincy of Military Intelligence (CMI) officers were trained at Royal Suites Hotel in Bugolobi while 50 Women activists were trained at the Grand Imperial Hotel in Kampala city. 32 LASPs (Legal Aid Service Providers) were trained on refugee law, SGBV and Anti Torture Act. Basic rights of LGBTI people have remained under threat.

Empowering Forced Migrants on their rights and duties

English For Adults

In 2016, 1437 learners were enrolled for the English for Adults course. Of these 133 dropped out and 1304 (681 men and 623 women) completed the full course. Additionally, RLP has developed a new screening tool for selecting refugees for ‘English for Adult’ classes, to ensure gender and special groups like torture survivors, youth, SGBV survivors, PWDs are considered.





Mental Health and Psychosocial Wellbeing Programme

Treatment and Care

During the year, 599 clients were offered individual in-depth therapeutic counselling for depression, PTSD, anxiety, grief, suicidal idealization and psycho-social issues including loneliness, livelihoods and access to basic needs for survival in Kampala.

A total of 66 families were counselled to deal with issues of parenting, effective communication, resource sharing, role transition and access to basic needs. Of these 22 were sessions on disclosure on SGBV experiences, sexual dysfunction, communication, resource mobilization, sharing and role transition.

12 therapy groups were conducted. The groups comprised of 10-12 participants each and each ran for 8 sessions meeting once a week. These were to reduce severe symptoms of depression and PTSD among group members.

Two traditional healing sessions were carried out in Kampala. A sport named ZHANGO was used by one support group (AMRV-Women with children born out of rape). This sport facilitates physical, psychological and psychosocial healing. It started as a casual physical exercise and then members decided to form a team. The group has been able to connect with other women from different refugee communities and so far, two Zhangos exist.

In Kampala office, 281 clients received counseling in 360 sessions while 25 families were counseled in 35 sessions. Results show 30% of all the clients report fundamental decrease in distress as a result of counselling. This is majorly attributed to an increase in the number of sessions for each client.

Resilience and Self-reliance

RLP delivered activities through support to refugee social groups. Throughout the year, 22 meetings were held with support groups on business ideas. In regards to this, the following was achieved

- ❖ 25 group leaders were trained in understanding the impacts of different forms of torture, the effects, identifying symptoms of PTSD, appropriate referral and peer counselling
- ❖ Three groups were formed, composed of 24 members each
- ❖ AMREV group conducted one community awareness raising event on sexual violence in three phases at Bondeko Center, attended by a total of 120 participants
- ❖ The PWD group was trained on SGBV
- ❖ RLP facilitated two support groups to secure grants (Men of Hope and Men of Courage 5,000\$ and 3,000\$ respectively).
- ❖ The Living with Hope members were supported to think through the business idea of cultivating mushrooms.
- ❖ Three support groups are in the process of registering their groups as associations to enable them source funding for their activities. These include the Foundation for rehabilitation for survivors and victims of torture, Rendezvous (youth), and the PWDs.
- ❖ Foundation for Rehabilitation of Victims of Torture Support group has members engaged in livelihoods activities: 30 in soap-making, 25 in tailoring, Rendezvous in facilitated video screening where they use provocative, informative and educative videos to generate discussion of key issues like torture, SGBV, social support among refugee populations. So far, they have carried out seven sessions reaching 230 people.
- ❖ One savings group of 15 women was formed. Out of the livelihood support given to 50 women in Kampala and 40 in Nakivale, savings groups have started showing progress in financial aspects but also trust amongst members, which makes the livelihood scheme sustainable. The two groups meet every Thursday and save between 5000-2000. They lend out money at an interest of 10% and show a lot of mutual social support to the members.



The empowerment and trainings given to the groups have had major outcomes which include: a boost in the working relationship between the program and groups, improvement in interpersonal skills, skills in dealing with pressure as well as skills in facilitating film screening

Strengthening Community and National Structures

Influencing Policy and Practice

One petition to the African Commission was drafted and filed. The draft general comment is under review by the committee on the prevention of torture of the African Commission on Human and People's Rights, which will provide a basis for pushing for compensation for victims of torture.

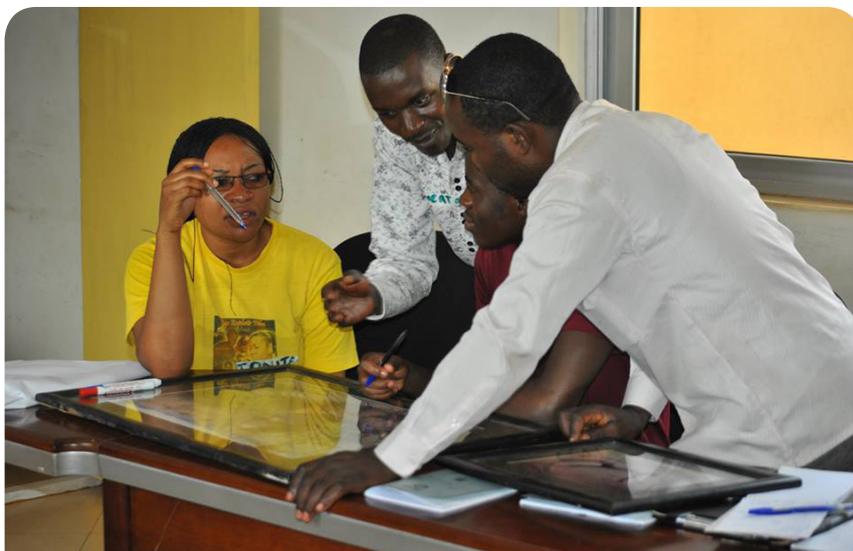
The team successfully completed and launched a research study on the challenges faced by refugee women and girls in Nakivale refugee settlement



Media for Social Change Programme

Amplifying voices of forced migrants

The Programme carried out one Video advocacy training for forced migrants that targeted 20 learners selected from EFA graduates. The training offered learners skills in basic videography and photography. It was based on 4 modules (Mapping, Story Telling, Safety & Security). Learners were able to produce a video clip for World Refugee Day after the training.



- A three days' capacity building workshop for 21 refugee youths under the Rendezvous support group was held with Co-facilitators from Steps for the Future. The training aimed at equipping youths with skills in facilitating film screenings

Media for engagement and Influence

- ❖ Increasing RLP social media engagements

There has been a concerted effort to ensure constant social media engagement. Notable was the increase in activity during IATJ & World Refugee Day.



Facebook

- ❖ 3,087 Page Likes (385 new); 161 posts

Tweets

- 400 tweets (1,123 total); 409 new followers (1,672 total); following 1,116

RLP Blog

In 2016, a page was created on RLP website for the blog, 7 articles uploaded and these attracted 192 total hits

Community engagement:

- Screened the film Life is a Dance during Kabbo ka Muwala art exhibition
- Engaged with MUK students on migration and refugee issues
- Building collaboration with College of Engineering, Design Art and Technology



- Screened Men Can Be Raped Too during Men of Hope meeting
- Engaged with new members of the group

ICT Support & Maintenance

The Programme supported the Migration to Plot 7 by moving servers and internet from Plot 9 and setting up of wireless connections for 20 desktops.

- ❖ Client screening tools
- ❖ The Programme designed an online tool to capture and store data (we had only forms at the beginning of the year)



Production of video documentaries

- ❖ “Bail Denied” completed and uploaded for the public to access

Audio-Visual Materials

- Comic on Rape in conflict was designed, produced and disseminated. The comic was based on a story of Hellen, a Congolese woman and her children who had been raped
- Designed a poster for the ‘Beyond Juba’ 8TH Annual distinguished memorial lecture
- Designed a report on the Mental Health State of Refugees in Prison. A case study from Western Uganda
- Courts can never solve problems in the community – A study of Informal Justice Structures in Refugee settlements in Uganda
- Designed a poster for the launch of Life is a Dance
- Designed a poster announcing the prosecution of Dominic Ongwen at the ICC

Cultivating Sustainability

Fundraising

- Finalizing MoU with Steps to fund 15 facilitated community film screenings by the refugee youths
- At advanced stages with 2 proposals (OSIEA & Indigo Trust)

Networking

- Steps – Co-facilitated capacity building



- Department of Industrial Arts and Applied Design



Gender and Sexuality Modelling Best Practices

The programme attended to 327 clients in Kampala (264 females, 48 males and 14 who were gender non-conforming). Below is a table breaking down the clients by gender and country of origin.

Count		Gender			Total
		Female	Male	Sexual and Gender Minority	
Country of origin	DR Congo	238	46	11	295
	Somalia	15	0	0	15
	Eritrea	1	0	0	1
	Sudan	0	1	0	1
	Rwanda	1	0	0	1
	Kenya	0	0	1	1
	Burundi	10	1	2	13
Total		265	48	14	327

Nature of sessions

Out of the 327 clients attended to, 92% (302) attended Individual sessions, 5% (16) Family sessions, and 3% (9) Couple sessions.

A total of 168 Medical Referrals were made to the following places

- ACTV, 21% (36)
- HIAS, 2% (3)
- IDI, 1% (2)
- InterAid, 11% (19)
- KCCA, 49% (83)
- Mbuya Outreach Centre, 2% (4)
- Mulago National Referral Hospital, 2% (4)
- Ntinda Family Doctors, 10% (16)
- MARPI, 0.5% (1)

Hotline Call Logs

The hotline phone registered 281 calls. Below is a breakdown of the calls

- Beeps – 49% (138)
- Inquiries – 23% (64)
- Emergencies – 2% (5)
- Medical needs – 13% (36)
- Seeking urgent appointments – 13.5% (38)



Documenting

- Baseline survey in 4 districts in Kenya & 1 in Uganda on the lived realities of gender minorities in East Africa (April-June)
- Working Paper on Medical Impacts of CRSV against Men - 15 members of MoHRAU participated in FGD - March
- 158 In-depth testimonies of SGBV survivors recorded (general testimonies including those for resettlement)

Monitoring Medical Recovery – 67

16m, 51f (17 home visits, 50 phone calls)

- 32 received medication (48%)
- 25 required further medical assistance (37%)
- 10 required money to buy the drugs prescribed (15%)
- 23 required livelihood support (34%)
- 17 required to speak to a counsellor and were given appointments (19%)

Documenting medical service satisfaction

Out of the 168 medical referrals, feedback was received from 69 clients (54f & 14m). The feedback focused on two aspects, the quality of the service and the waiting time.

- 55% (38) were satisfied with the services
- 45% (31) were not satisfied

Advocacy and Lobbying

- Consultation for petition to the Uganda Human Rights Commission on unlawful arrest and detention
- Dialogue with Equal Opportunities Commission on Inclusion of G&S minorities - Feb
- Annual pride week preparation ahead of Pride week in August - March
- RLP's input to the CSO report on violation of G&S minorities persons for the Universal Periodic Review - March
- International symposium on Social Work – Responding to the Political Crisis Forcing People into Displacement & Refugee Status- Vienna Austria - March
- Consultation on filing the first G&S minorities violation test case at the UHRC-March
- International Rescue Committee EASIER Living Project Stakeholders' meeting - RLP made recommendations on inclusivity of the project - April
- International Conference on Conjugal Slavery in War; Histories, Marriage, Masculinity and Justice in Africa - Partners from 10 countries, researching on Enslavement, Marriage, and Masculinities – DRC
- Training on inclusion of refugees with disabilities into GBV programming – May – RLP is a member of the task force
- International Consultation on the establishment of the International Trans Fund – Europe & Cambodia - May
- Pan African ILGA – Human rights issues & discrimination – Cape Town - May

Lessons learnt

- Strategic networking is important in breaking institutional barriers and mandate limitations
- Holistic approach to tackling SGBV is crucial for effective healing and recovery
- Support groups are an effective means of enhancing healing and recovery
- Support group empowerment is key to sustainability and development
- Family support can play an important role in healing - but can also foster relapse and discrimination



- Survivor-led advocacy is a powerful means of causing attitudinal changes and service provision (e.g Medical students)

Operations and Programme Support

Assessment and Intake

Community Interpretation and Front Desk

13 court interpreters were trained on interpretation and court representation while 36 local councils (LC) leaders were trained on court representation. This was to enable refugees who don't speak English and often find difficulties in court to access justice.

Human Resources Unit

- ✓ 12 RLP staff participated in a training on Statistics Package for Social Sciences (SPSS)
- ✓ 20 RLP staff participating UNHCR handbook on resettlement
- ✓ 20 RLP staff participated in Writing for advocacy training
- ✓ 22 RLP staff participated in training on using film for advocacy for the refugees
- ✓ 42 RLP staff attended training on the use fire extinguishers

Number of refugees benefitted from Windle Trust Scholarship

- ✓ 5 refugee children got scholarships.

Supported performance monitoring

- ✓ 5 Monitoring sessions with different Programmes.
- ✓ 19/ 23 general staff meetings
 - Facilitated Performance reviews:
- ✓ 64/74 appraisal forms were received

Structural adjustments

- Salary structure review ongoing
- Acting and Interim appointment draft policy under review
- New employment structure agreed on: Trainee, Assistant, Officer 3, Officer 2, Officer 1, Senior Officer, Advisor, Senior Advisor
- Position of Volunteer no longer earns a stipend

Development, review and dissemination of HR manual

- ✓ 1 Policy draft developed (Acting and Interim Appointments procedures and guidelines).

Finance Unit

Income	Amount in US\$
Total Income (Grants)	1,240,396

Expenditure	Amount in US\$
Access to Justice	180,176
Gender & Sexuality	163,969
Conflict, Transitional Justice & Governance	357,122
Mental Health & Psychological Wellbeing	104,997
Media for Social Change	60,087
Operations & Programme Support	417,866
Total Expenditure	1,259,144



Grants Unit

Running Grants

1. University of Gothenburg 2015-2016 - Research
2. UNVFVT - January to December 2016
3. DGF A2J - June 2016
4. DGF BJP III - June 2016
5. FGHR - Core Funding Sept 2016
6. FGHR - ICC Monitoring Sept 2016
7. FGHR - A2J June 2016
8. York University - Dec 2016

Grant Proposals Successfully Submitted.

1. Foreign & Commonwealth Office (Magna Carta Fund for Human Rights & Democracy) – G&Så
2. Bureau of Democracy Human Rights & Labour (DRL) - BJP III (CTJ&G)
3. Bureau of Population, Refugees & Migration (PRM) - G&S
4. United Nations Fund for Victims of Torture (UNVFT) - Mental Health
5. Democratic Governance Facility (DGF) - CTJ&G
6. Democratic Governance Facility (DGF) - A2J
7. USAID-Expanding Participation of People with Disabilities - Mental Health
8. The IBA Foundation (A2J)
9. The African Centre for Media Excellence (ACME)
10. Anonymous/Core Funding

