

Research Terms of Reference

Monitoring Urban Refugee Influxes due to Food Assistance Changes in Uganda.

UGA2305

Uganda

June 2023

Version 1

REACH Informing
more effective
humanitarian action

1. Executive Summary

Country of intervention	Uganda					
Type of Emergency	X	Natural disaster	X	Conflict	<input type="checkbox"/>	Other (<i>specify</i>)
Type of Crisis	<input type="checkbox"/>	Sudden onset	<input type="checkbox"/>	Slow onset	X	Protracted
Mandating Body/ Agency	European Union Civil Protection and Humanitarian Aid (ECHO)					
IMPACT Project Code	25AZV					
Overall Research Timeframe (<i>from research design to final outputs / M&E</i>)	26/06/2023 to 30/10/2023					
Research Timeframe <i>Add planned deadlines (for first cycle if more than 1)</i>	1. Pilot/ training: 14/07/2023			6. Preliminary presentation: N/A		
	2. Start collect data: 24/07/2023			7. Outputs sent for validation: 09/08/2023		
	3. Data collected: 28/07/2023			8. Outputs published: 11/08/2023		
	4. Data analysed: 31/07/2023			9. Final presentation: N/A		
	5. Data sent for validation: 07/08/2023					
Number of assessments	<input type="checkbox"/>	Single assessment (one cycle)				
	X	Multi assessment (tentatively 5 cycles planned)				
Humanitarian milestones <i>Specify what will the assessment inform and when</i> <i>e.g. The shelter cluster will use this data to draft its Revised Flash Appeal;</i>	Milestone		Deadline			
	X	Donor plan/strategy: Information to inform allocation decisions regarding extension of assistance to urban centres	30/10/2023 (ongoing)			
	<input type="checkbox"/>	Inter-cluster plan/strategy	_/_/_/____			
	<input type="checkbox"/>	Cluster plan/strategy:	_/_/_/____			
	X	NGO platform plan/strategy: Various NGOs and the NGO forum have discussed the need to advocate more for urban refugees and extend assistance, information on influxes can inform their decision-making and advocacy	30/10/2023 (ongoing)			
Audience type			Dissemination¹			

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Audience Type & Dissemination <i>Specify who will the assessment inform and how you will disseminate to inform the audience</i>	<input checked="" type="checkbox"/> Strategic <input checked="" type="checkbox"/> Programmatic <input type="checkbox"/> Operational <input type="checkbox"/> [Other, Specify]		<input checked="" type="checkbox"/> Targetted Product Mailing (e.g., mail to NGO consortium; UNHCR; Donors) <input type="checkbox"/> Cluster Mailing (Education, Shelter and WASH) and presentation of findings at next cluster meeting <input checked="" type="checkbox"/> Presentation of findings to key stakeholders <input checked="" type="checkbox"/> Website Dissemination (Relief Web & REACH Resource Centre) <input type="checkbox"/> [Other, Specify]																						
Detailed dissemination plan required	<input type="checkbox"/>	Yes	<input checked="" type="checkbox"/>	No																					
General Objective	The general objective of the assessment is to understand whether there is an increase in the number of refugees in urban centers as a result of the general food assistance (GFA) changes effective from July 2023. This will inform the European Civil Protection and Humanitarian Aid Operations (ECHO) allocation decisions regarding extension of assistance to urban centres																								
Specific Objective(s)	The assessment has 3 specific objectives: <ol style="list-style-type: none"> 1. To establish whether there is an increase in the number of refugees migrating from the settlements to urban centers in Uganda due to GFA changes from July to October 2023. 2. In the case of influxes, understand why and where newly arrived refugees in urban centres are settling. 3. In the case of influxes, understand the immediate needs of newly arrived refugees in urban centres. 																								
Research Questions	<ol style="list-style-type: none"> 1. Is there an increase in the number of refugees migrating from the settlement to the urban centers in Uganda due to the GFA changes? 2. Where are the newly arrived refugees in the urban centers settling and why did they choose this area? 3. What are the immediate needs of the newly arrived refugees in the urban centers? 																								
Geographic Coverage	The assessment will be conducted in 12 urban centers/secondary cities easily accessed by the refugees. <table border="1" data-bbox="448 1429 1401 1709" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th colspan="3">Locations per Region</th> </tr> <tr> <th>Southwest</th> <th>West Nile</th> <th>Northern</th> </tr> </thead> <tbody> <tr> <td>Mubende</td> <td>Moyo</td> <td>Gulu</td> </tr> <tr> <td>Hoima</td> <td>Koboko</td> <td>Kitgum</td> </tr> <tr> <td>Kiryandongo</td> <td>Yumbe</td> <td></td> </tr> <tr> <td>Fortportal</td> <td>Adjumani</td> <td></td> </tr> <tr> <td>Mbarara</td> <td>Arua</td> <td></td> </tr> </tbody> </table>				Locations per Region			Southwest	West Nile	Northern	Mubende	Moyo	Gulu	Hoima	Koboko	Kitgum	Kiryandongo	Yumbe		Fortportal	Adjumani		Mbarara	Arua	
Locations per Region																									
Southwest	West Nile	Northern																							
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Kiryandongo	Yumbe																								
Fortportal	Adjumani																								
Mbarara	Arua																								
Secondary data sources	Secondary data will be used to triangulate data collected for the assessment and will be used throughout the data collection period. These sources include: <ol style="list-style-type: none"> 1. NRC policy brief published in June 2023, Failing the “Uganda Model”: Why donors must urgently bridge Uganda’s refugee financing gap NRC 2. Information of prioritisation on general food and cash assistance to refugees and assylum seekers in Uganda. 																								

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	Any relevant sources on GFA changes will be used during the data collection time.Regular checks will be made on the following platforms: a) WFP, https://www.wfp.org/news/wfp-prioritises-food-assistance-most-vulnerable-refugees-uganda-needs-outstrip-resources b) UNHCR and OPM websites. c) Uganda ReliefWeb .			
Population(s) <i>Select all that apply</i>	<input type="checkbox"/>	IDPs in camp	<input type="checkbox"/>	IDPs in informal sites
	<input type="checkbox"/>	IDPs in host communities	<input type="checkbox"/>	IDPs [Other, Specify]
	<input type="checkbox"/>	Refugees in camp	<input type="checkbox"/>	Refugees in informal sites
	<input checked="" type="checkbox"/>	Refugees in Urban centers.	<input type="checkbox"/>	Refugees [Other, Specify]
	<input type="checkbox"/>	[Other, Specify]		
Stratification <i>Select type(s) and enter number of strata</i>	<input checked="" type="checkbox"/>	Geographical #: 12 Population size per strata is known? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/>	Group #: N/A Population size per strata is known? <input type="checkbox"/> Yes <input type="checkbox"/> No
			<input type="checkbox"/>	[Other Specify] #: N/A Population size per strata is known? <input type="checkbox"/> Yes <input type="checkbox"/> No
Data collection tool(s)	<input checked="" type="checkbox"/>	Structured (Quantitative)	<input type="checkbox"/>	Semi Structured (Qualitative)
		Sampling method		Data collection method
Structured data collection tool (s) # 1	<input checked="" type="checkbox"/>	Purposive		<input checked="" type="checkbox"/>
	<input checked="" type="checkbox"/>	Snowballing		Key informant interviews with local government actors, CBOs, NGOs, RLOs and community leaders. (Target #):5 -10 per location.
	<input type="checkbox"/>	[Other, Specify]		<input type="checkbox"/> Individual interview (Target #):_ _ _ _ _
				<input type="checkbox"/> Focus group discussion (Target #):_ _ _ _ _
				<input type="checkbox"/> [Other, Specify] (Target #):_ _ _ _ _
Target level of precision if probability sampling		N/A		N/A
Data management platform(s)	<input checked="" type="checkbox"/>	IMPACT	<input type="checkbox"/>	UNHCR
	<input type="checkbox"/>	[Other, Specify]		
Expected ouput type(s)	<input type="checkbox"/>	Situation overview #: _ _	<input type="checkbox"/>	Report #: _ _
	<input type="checkbox"/>	Presentation (Preliminary findings) #:	<input type="checkbox"/>	Presentation (Final) #:
	<input checked="" type="checkbox"/>	Factsheet #: 1 per round		
	<input type="checkbox"/>	Interactive dashboard #:_	<input type="checkbox"/>	Webmap #: _ _
	<input type="checkbox"/>	[Other, Specify] #: _ _		
Access	<input checked="" type="checkbox"/>	Public (available on REACH resource center and other humanitarian platforms)		
	<input type="checkbox"/>	Restricted (bilateral dissemination only upon agreed dissemination list, no publication on REACH or other platforms)		
Visibility		REACH		
		Donor: ECHO		
		Coordination Framework: None		
		Partners: None		

2. Rationale

2.1 Background

Uganda hosts more refugees than any other nation in Africa, with almost 1.5 million people being sheltered from conflicts in countries including the Democratic Republic of Congo (DRC), South Sudan, Somalia. This makes Uganda the country with the third largest number of refugees globally. Most refugees are from South Sudan (roughly 60% of refugees) and the Democratic Republic of the Congo (DRC) (roughly 30%).² Uganda first began hosting Sudanese refugees in 1955 and Congolese refugees in 1959.³ Refugees continue to arrive in Uganda, with sizeable influxes as more arrivals were in January 2023 because of fighting in the DRC.⁴

Uganda has been praised by the international community for promoting self-reliance, freedom of movement, and strong integration between refugee and host communities. Yet these efforts are being threatened by a funding gap that has forced humanitarian agencies to cut down services and food baskets once again in refugee settlements in Uganda.

According to the recently published Norwegian Refugee Council (NRC) policy brief “Failing the Ugandan model”, it indicated that in 2022, Uganda’s refugee response received less than half of what was required, and four months into 2023 the funding landscape looks just as bleak, with less than 13% secured for the response. In recent years, the Ugandan government and its implementing partners have consistently raised the alarm that funding available is not of the scale or predictability required to allow them to plan for and implement an effective response.

To optimize the utilization of limited resources, World Food Programme (WFP), United Nations High Commission for Refugees (UNHCR), and Office of the Prime Minister (OPM) have implemented a system focusing on food and cash assistance cuts for refugees in Uganda. This approach aims to guarantee that the most vulnerable refugees and recent arrivals receive the highest recommended provisions, while gradually transitioning the less vulnerable and self-sustaining households away from the monthly general food assistance.

In a country where evidence⁵ shows that most refugees still rely on humanitarian aid to access food, the GFA changes may have devastating impacts. There is an anticipation that there may be high level of movement of refugees from the settlement to urban centers and secondary cities where they are not officially recognized as refugees in a bid of finding opportunities to provide for their families, this may increase pressures on these urban centers as they are not included in the central planning and budgets.

IMPACT/REACH is therefore developing a monitoring system to determine if there is an increase in the number of refugees moving to the urban centers, the impact of their movement to these communities and the different needs associated with their movement, this will provide adequate information to the local government authorities, International non-Governmental Organizations (INGOs), Community Based Organizations (CBOs) and Refugee Led Organizations (RLOs) for planning and advocacy purposes.

2.2 Intended impact.

To further understand linkage between (GFA) changes and migration of refugees from the settlements to the different urban centers, IMPACT/REACH is planning to set up a monitoring system with the aim of monitoring refugee influxes from the settlements to urban centers.

The findings of the assessment will be used by local government authorities to advocate for more funding from the Ugandan government based on the information on the numbers of the refugees who have migrated to their respective districts/municipalities. Furthermore, different partners including INGOs, development partners, CBOs, RLOs among others will use the information in their planning and advocacy for the urban refugees in Uganda.

² UNHCR, “Uganda Comprehensive Refugee Response Portal,” see [here](#).

³ Mulumba, Deborah, “[Humanitarian assistance and its implications on the integration of refugees in Uganda: Some Observations](#),” 2014.

⁴ UNHCR, “Uganda Refugee Response Influx Dashboard,” see [here](#).

⁵ ANIF report, [Presentation PowerPoint \(impact-initiatives.org\)](#)

3. Methodology

3.1 Methodology overview

The methodology for the planned monitoring system will collect quantitative data with key informants (KIs) using a structured data collection tool. The tool will ensure consistent data collection across all participants.

The structured tool is comprised of a series of targeted questions designed to gather specific information related to the research objectives. These questions will provide participants with predefined response options, enabling easier comparison and analysis of the data. While the majority of the tool is structured, a subset of open-ended questions will be included to allow participants to provide additional information, explanations, and insights. Although these open-ended questions are not mandatory, they are valuable in capturing more nuanced responses.

Key informant interviews (KIIs) will be conducted with various respondents who have specialized knowledge, expertise, and experience within their area of jurisdiction. They will be selected on the basis of this deeper knowledge of the areas of interest.

The data will be collected in five (5) rounds, with a space of three weeks interval between each round. This interval allows sufficient time for data analysis, evaluation, and any necessary adjustments to be made before proceeding to the next round of data collection. This will also allow capturing of more immediate and real-time changes in refugee movement patterns where we shall monitor any fluctuations or shifts in migration trends within a relatively short timeframe as well as cross-validation of the findings and ensuring the accuracy and reliability of the collected information.

It is important to highlight that despite its structured nature of the tool, due to the purposive sampling methodology and the small sample, findings will be indicative of the assessed communities and will not be representative. Additionally, this assessment will work to assess whether there has been increased movement to urban centre. It will not collect data with refugees themselves due to practical constraints. This will however be considered in the future dependent on the findings.

Key definitions relevant to the research

Refugees: “Refugees are people who have fled war, violence, conflict, or persecution and have crossed an international border to find safety in another country.”⁶ In the Ugandan context, refugees are typically defined as individuals or households that are registered as refugees by the Office of the Prime Minister and UNHCR in the settlements or in Kampala. For this assessment, a broader definition is adopted to include any individual or household that fled from their country of origin.

Urban refugees: These are a group of people who have left the traditional set of camps/settlements to urban or peri urban centers for various reasons such as to seek better economic opportunities, better education etc. It also involves those who flee from their country of origin and move direct to urban centers without passing through the settlements/camps.⁷

Urban centre: Urban centres for this assessment are defined as commercial centers with relatively high population concentrations. Urban centres include both towns and cities (such as Mubende, Kitgum, Kiryandongo etc).⁸

Secondary city: Secondary cities are small or medium size cities outside of the capital that have important functions within the national system of cities.

⁶ Definition adopted from UNHCR, see [here](#).

⁷ Definition of urban refugee adopted from: <https://www.nrc.no/what-we-do/speaking-up-for-rights/urban-displacement/>

⁸ Commercial centers are areas where commercial activities take place such as buying and selling of goods and services. In Uganda, any trading centre with more than 1,000 people was considered urban according to UBOS. https://www.ubos.org/wp-content/uploads/publications/11_2020STATISTICAL_ABSTRACT_2020.pdf

3.2 Population of interest

The planned assessment will be conducted in 12 urban centres/secondary cities in Uganda that are easily accessible to the refugees in the various settlements. Uganda has a total of 13 refugee settlements and each of these settlements are near an urban centre that can be accessed by the refugees.

The urban centres and secondary cities for this assessment was selected based on their proximity to the settlement and accessibility by the refugees in the settlement. A total 5 urban centres in Southwest, 5 in West Nile and 2 in the northern part of Uganda will be covered.

The Key informant interviews will be conducted with the local government officials, INGOs, RLOs, CBOs present in the respective secondary cities and urban centres.

Table 1: Areas of data collection

Locations per Region		
Southwest	West Nile	Northern
Mubende	Moyo	Gulu
Hoima	Koboko	Kitgum
Kiryandongo	Yumbe	
Fortportal	Adjumani	
Mbarara	Arua	

3.3 Secondary data review

There is limited information on the number of refugees and impact of the GFA changes. However, with the growing interest on urban refugees, various assessment such as the recent Movement and Livelihood intentions conducted by IMPACT, Makerere University is conducting a localised analysis of the effects of refugees in cities and urban areas in Northern Uganda to establish the presence, numbers and needs of refugees in urban centres but not the impact of GFA changes. Secondary sources will be used to triangulate data collected from the qualitative interviews.

1. NRC policy brief published in June 2023, [Failing the “Uganda Model”: Why donors must urgently bridge Uganda’s refugee financing gap | NRC](#)
2. Information of prioritisation on general food and cash assistance to refugees and assylum seekers in Uganda.
3. Any relevant sources on GFA changes will be used during the data collection time.Regular checks will be made on the following platforms:
 - a) WFP, <https://www.wfp.org/news/wfp-prioritises-food-assistance-most-vulnerable-refugees-uganda-needs-outstrip-resources>
 - b) UNHCR and OPM websites.
 - c) [Uganda | ReliefWeb](#).

3.4 Primary Data Collection

Primary data collection will be done to determine the movement intentions, role of remittances and livelihood intentions of urban refugees. The evaluation will consist of KIs with key stakeholders and IDIs with community members.

Method

Data will be primarily collected remotely through key informant interviews with local government officials, INGOs, CBOs and RLOs in the urban centers and secondary cities of interest.

This method will enable us to collect comprehensive information on the urban migration, to determine whether there is an increase in the number of refugees in the urban centers due to the reduction in the GFA. REACH field staff will be responsible for all the data collection. They will be trained by the assessment team in Kampala. The different urban centers and secondary cities will be divided amongst the Field Officers, each Field Officer will be responsible for two (2) locations. The team will be provided with both MTN and Airtel lines loaded with adequate airtime to facilitate the process.

Sampling

Locations have been sampled based on their proximity to the settlements. Respondents in each location will be selected purposively and snowballing will be used to recruit more. IMPACT/REACH has a wide database of the people in different positions in different locations who will be contacted and asked to provide more contacts of the required sample.

A total of 5 – 10 KIIs will be conducted in each location. The secondary cities will be divided into divisions so that information is got from all the corners of the city.

Table 3: Data collection targets for the Urban centers, KIIs.

Locations/ Urban centers	Number of interviews to be conducted	
	Local government officials	Implementing partners (INGOs, CBOs, RLOs)
Moyo	5	3
Koboko	5	3
Yumbe	5	3
Adjumani	5	3
Kitgum	5	3
Mubende	5	3
Hoima	5	3
Kiryandongo	5	3
Total	40	24

Table 4: Data collection for the secondary cities.

Secondary cities	Divisions	
Arua	Central	Ayivu Division
Gulu	Laroo-Pece	Bardege'Layibi
Mbarara	Northern	Southern
Fortportal	Central	Northern

A total of 5 interviews will be done in each division with the local government officials and 3 interviews done with the implementing partners in the secondary cities.

Tools

The KII tool will be developed and designed by the Senior Field Officer in consultation with the Assessment team. The tool will cover all research questions related to urban migration monitoring. The tool will be coded excel then uploaded on Kobo and downloaded in ODK app put in an easily accessible. Debriefing forms will be attached to the tools.

The tool will address all the three research questions consisting of the respondents perception on the number of refugees moving to the urban centers, where the refugees are staying, reasons for the choice of that particular area and the immediate needs of the refugees a particular district/city.

Triangulation, briefing, and de-briefing.

For the structured qualitative scripts, they will be reviewed on a rolling basis, with feedback loops where necessary. The field officers who conduct the interviews will also fill out a debrief form after each form of data collection to flag any pertinent issues. Since the data collection will be done remotely, regular briefing/debrief will be organized within the office premises. Checks will include location, duration of survey, outliers of numerical variables, and logical inconsistencies

3.5 Data Processing & Analysis

Data Cleaning will be done based on [IMPACT Data Cleaning Minimum Standard Checklist](#) and [SOP data protection](#). Data cleaning will be done on daily basis and will focus on correcting logical errors where necessary, deleting surveys that are

too short and dealing with 'other' responses in the survey. The cleaning log will serve to track any changes that need to be made.

Data analysis will be done in excel. Comparisons will be made on the data from different towns or urban centres to determine the variations in the responses received.

d) Key ethical considerations and related risks

The proposed research design meets / does not meet the following criteria:

<i>The proposed research design...</i>	Yes/ No	Details if no (including mitigation)
... Has been coordinated with relevant stakeholders to avoid unnecessary duplication of data collection efforts?	Yes	
... Respects respondents, their rights and dignity (<i>specifically by: seeking informed consent, designing length of survey/ discussion while being considerate of participants' time, ensuring accurate reporting of information provided</i>)?	Yes	
... Does not expose data collectors to any risks as a direct result of participation in data collection?	Yes	
... Does not expose respondents / their communities to any risks as a direct result of participation in data collection?	Yes	
... Does not involve collecting information on specific topics which may be stressful and/ or re-traumatising for research participants (both respondents and data collectors)?	Yes	
... Does not involve data collection with minors i.e. anyone less than 18 years old?	Yes	
... Does not involve data collection with other vulnerable groups e.g. persons with disabilities, victims/ survivors of protection incidents, etc.?	Yes	
... Follows IMPACT SOPs for management of personally identifiable information ?	Yes	

5. Roles and responsibilities

Table 3: Description of roles and responsibilities

Task Description	Responsible	Accountable	Consulted	Informed
Research design	Senior Field Officer	Country Coordinator	IMPACT HQ Research Design and Data Unit (RDDU), UNHCR Migration Unit	UNHCR, OPM and other key stakeholders
Supervising data collection	Senior Field Officer	Country Coordinator	IMPACT HQ RDDU	UNHCR, OPM and other key stakeholders
Data processing (checking, cleaning)	Country Coordinator	Country Coordinator	Senior Field Officer, Country Coordinator, IMPACT HQ RDDU	UNHCR, OPM and other key stakeholders
Data analysis	Country Coordinator	Country Coordinator	Senior Field Officer, IMPACT HQ Research Design and Data Unit (RDDU)	UNHCR, OPM and other key stakeholders
Output production	Country Coordinator	Country Coordinator	Senior Field Officer, IMPACT HQ Research Reporting Unit	UNHCR, OPM and other key stakeholders
Dissemination	Country Coordinator	Country Coordinator	IMPACT HQ Advocacy team	UNHCR, OPM and other key stakeholders
Monitoring & Evaluation	Country Coordinator	Country Coordinator	Senior Field Officer, IMPACT HQ Research Department	UNHCR, OPM and other key stakeholders
Lessons learned	Country Coordinator	Country Coordinator	Senior Field Officer, IMPACT HQ Research Department	UNHCR, OPM and other key stakeholders

Responsible: the person(s) who executes the task

Accountable: the person who validates the completion of the task and is accountable of the final output or milestone

Consulted: the person(s) who must be consulted when the task is implemented

Informed: the person(s) who need to be informed when the task is completed

6. Data Analysis Plan

Tools will be available as an annex.

7. Data Management Plan

“Data Management Plan available upon request”

7. Monitoring & Evaluation Plan

IMPACT Objective	External M&E Indicator	Internal M&E Indicator	Focal point	Tool	Will indicator be tracked?
Humanitarian stakeholders are accessing IMPACT products	Number of humanitarian organisations accessing IMPACT services/products	# of downloads of x product from Resource Center	Country request to HQ	User_log	X Yes
		# of downloads of x product from Relief Web	Country request to HQ		X Yes
		# of downloads of x product from Country level platforms	Country team		<input type="checkbox"/> Yes
	Number of individuals accessing IMPACT services/products	# of page clicks on x product from REACH global newsletter	Country request to HQ		X Yes
		# of page clicks on x product from country newsletter, sendingBlue, bit.ly	Country team		X Yes
		# of visits to x webmap/x dashboard	Country request to HQ		<input type="checkbox"/> Yes
IMPACT activities contribute to better program implementation and coordination of the humanitarian response	Number of humanitarian organisations utilizing IMPACT services/products	# references in HPC documents (HNO, SRP, Flash appeals, Cluster/sector strategies)	Country team	Reference_log	Yes
		# references in single agency documents			
Humanitarian stakeholders are using IMPACT products	Humanitarian actors use IMPACT evidence/products as a basis for decision making, aid planning and delivery	Perceived relevance of IMPACT country-programs	Country team	Usage_Feedback and Usage_Survey template	Yes
		Perceived usefulness and influence of IMPACT outputs			
		Recommendations to strengthen IMPACT programs			
		Perceived capacity of IMPACT staff			
		Perceived quality of outputs/programs			
	Number of humanitarian documents (HNO, HRP, cluster/agency strategic plans, etc.) directly informed by IMPACT products	Recommendations to strengthen IMPACT programs			

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Humanitarian stakeholders are engaged in IMPACT programs throughout the research cycle	Number and/or percentage of humanitarian organizations directly contributing to IMPACT programs (<i>providing resources, participating to presentations, etc.</i>)	# of organisations providing resources (i.e.staff, vehicles, meeting space, budget, etc.) for activity implementation	Country team	Engagement_log	X Yes
		# of organisations/clusters inputting in research design and joint analysis			X Yes
		# of organisations/clusters attending briefings on findings;			X Yes