

QUESTIONS AND ANSWERS FOLLOWING INFORMATION MEETINGS

Contract title: SKILLS DEVELOPMENT FOR INCREASED EMPLOYABILITY OF
VULNERABLE YOUTH, WOMEN AND GIRLS IN BUSOGA REGION

Reference: UGA22007-10045

The information meetings were held between 6th and 7th of May 2024 in Jinja and Kamuli districts.

N°	Issue / question raised	Response
1.	In section 2.1.1: Admissibility of applicants and co-applicants, you indicate that "the applicant must satisfy the following conditions: Be established or represented in Uganda". We are currently in the process of registering our NGO in the country but the registration of the NGO is not yet finalized. Is that enough to answer your call as an applicant, or do you need the registration process to be finalized before submitting a proposal?	Applicants has to submit their registration in the country in order to be eligible.
2.	<p>1. In reference to the call for proposals above, we would like to find out if it is fine to partner with private vocational/technical institutions in districts where there are no government institutions. This clarity is needed because private institutions pay fees and there is a very thin divide between profit making and not for profit.</p> <p>2. Secondly, we would like to inquire where there is a limitation on the number of districts or regions one organization can apply for.</p>	<p>1. Legal entities of private law for which profit maximization is not the priority objective are eligible as co-applicants. The way Enabel verifies if profits are not their 'priority objective' is through registration: they have to be registered in Uganda as entity limited by guarantee and not as limited by shares</p> <p>2. There is no limit on the number of districts and regions one organisation can apply for provided they are part of the implementation districts specific to the call. Organisations can apply once per lot in every eligible region where SDF call for proposals are launched</p>
3.	If I am not able to make it to the information session in the west on the days mentioned, is it possible to obtain this information here in Kampala at Enabel office?	We do not foresee an information session in Kampala. The PowerPoint used during the information sessions will be uploaded on the website together with questions raised and their answers.
4.	Is it a must to have co-applicants? Clarify on the aspect of not working alone? How many co-applicants can one accommodate per district? Is it possible for an NGO to just work alone as a lead applicant	No, there must be a joint venture/ partnership of a lead-applicant and at least one or maximum two co-applicants. Any

	especially if it can demonstrate that it has worked successfully before?	entity that submits a concept note without partnership will be ineligible.
5.	Deadline: 4 th June, 2024. 2 stages (concept note and proposal stages): does the deadline apply for concept note stage or the proposal stage?	The deadline of 4th June 2024 applies only to the concept stage (PART A of the application file).
6.	Applicable legislation (Belgian law or Ugandan law): Why not Ugandan Law	Enabel is funding activities in Uganda on behalf of the Belgian government hence application of the Belgian laws. These provisions are set out in the bilateral agreement between Enabel and the government of Uganda for the portfolio.
7.	Can the lead applicant be a public research and development institute/university	No, training or research institutions qualify only as co-applicants
8.	On eligibility of location: the guidelines mentions Hoima, does this include both Hoima city and Hoima district? Is Kamuli municipality considered as part of Kamuli district? What of Kasese municipality?	Yes, eligible locations include both district and the city. Therefore, Hoima district and Hoima City are both eligible. And the same applies for Jinja and Fort portal city. Kamuli and kasese municipalities are also included.
9.	If lead applicant qualifies but co-applicant does not qualify, can lead select another co-applicant and still be eligible?	No, the partnership has to remain the same for the entire application process and project duration. Once one of the applicants is not eligible, then entire application will be ineligible. Applicants cannot switch co-applicants after proceeding to proposal stage.
10.	Is the production department of a district (public entity) eligible to apply?	Enabel is already partnering with districts at top management level and they are responsible in playing an oversight/supervision role over all interventions in the district. Therefore, it is not possible for districts to also implement under this call for proposals.
11	If the applicant has an office in Masindi district, can they still apply? Entity is based in Hoima and implementing in 9 districts, are they eligible to apply?	Yes, reference is made to the region and hence all the applicants in the respective districts of the mentioned regions qualify.
12	Do the lead and co-applicant need to have the same trades or not? Does the lead and co-applicant have to be in the same lots or different lots? Main applicant in agriculture, can the co-applicant be in tourism?	Yes, the lead and co-applicant form a partnership and submit one concept note. Hence, they have to be in the same lot and target the same trades per application. The partnership between Lead and co-applicants is to optimize the accumulation of complementary expertise

13	Documents on the website are in pdf – can we also get versions in Word?	Word version of the documents have been uploaded on the website.
14	The 2000 target beneficiaries are they for Albertine region only or for all regions?	2000 target beneficiaries are for one call per region i.e., Rwenzori & Albertine region or Busoga region.
15	Since the guidelines mention local needs/market analysis, can applicants budget for this activity?	Yes, it's among the mandatory activities that have to be budgeted for.
16	The guidelines say that start-up kits need to depend on feedback from graduates, but how can we fund all those choices? At budget level, it is not always possible to agree with all the choices. Startup toolkits only determined at the end so how can we budget for them? Is there a % we can give to this budget line?	The guidelines indicate that budget amount for start-up kits can be maximum 15%. A detailed breakdown is not necessary at concept level.
17	Does the 6 months post-training support have to fall within the duration of the project?	Yes, it has to be completed within the 18 to 24 months of implementation.
18	Is Masindi part of the eligible districts of implementation? Specific to Busoga; Must the target beneficiaries come from only Jinja and Kamuli alone	Masindi is not an eligible implementation district, the eligible ones for (1) Albertine Rwenzori are Hoima, Hoima city, Kabarole, Kasese, Fort portal city & Kyegegwa, and for (2) Busoga, Jinja, Jinja city and Kamuli. These are the eligible districts from which the beneficiaries should be residing from
19	During the 6 months post-training support period, how best we can trace graduates?	It is up to applicants to propose actions for post-training support that they believe will best support graduates to access employment (either self-employment or wage).
20	If a lead applicant is an international organization (Belgian organization), can it qualify? There are NGOs that are based outside Busoga but have interventions in the region. Are such NGOs eligible? If I am based in Kayunga but have an office in Kamuli, do I qualify to apply as a lead applicant? Can I apply as co-applicant when am based in Mayuge? There are BMOs like FSME, USSIA with headquarters in Kampala and branches in other districts. Can such BMOs apply for the grants?	Yes, NGOs and BMOs are eligible as long as they adhere to all the other eligibility criteria under section 2.1.1 of the guidelines and as long as either themselves or their co/lead-applicants have a physical presence in the region.

21	<p>The indigenous organizations and CBOs in the region, how are they catered for in this call? Local actors cannot be eligible because they have never managed 150K Euro before. How can they be considered for this call?</p>	<p>The minimum threshold was lowered to 150,000EUR to cater for local organization (i.e., no audit required). Additionally, the call also foresees capacity development for co-applicant to further strengthen local actors. If local actors are unable to manage 150,000EUR, we propose they apply as co-applicant. CBOs and international NGOs go through the same evaluation and scoring process. The focus should be on demonstrating that you have the experience, knowledge and capacity to implement in the specific proposed region, whether you are CBO or international NGO.</p>
22	<p>Exchange rate fluctuation, how do applicants have to deal with them? Are exchange rate losses really ineligible costs? Can they be covered under contingencies? What happens when the exchange rate goes too low to affect implementation? What happens when an organization makes an exchange gain?</p>	<p>Enabel provides a guidance to use an FX rate of UGX 4000: 1 EUR. However, this is not mandatory, and applicants may use another FX rate of their choice from other reliable sources.</p> <p>Exchange rate losses are ineligible costs and should be covered by the grantees themselves (e.g. through structure costs). Additionally, since the purpose of the grant is not to make money, any gains (exchange or interest) made on the funds received from Enabel must be re-used for the activities after Enabel approval.</p>
23	<p>Is there a budget ceiling? Is the 2million euros targeting 2000 beneficiaries or is every applicant targeting 2million?</p>	<p>The 2million EUR budget is to benefit the total target of the Call for Proposals (2000 beneficiaries). Applicants can only apply for grants between 150,000 and 500,000 EUR.</p>
24	<p>Purchase of land is not allowed but is renovation allowed?</p>	<p>Yes, renovation is eligible at a limited % of the grant amount but proper justification should be provided.</p>
25	<p>Are international standards of financial reporting required? It is hard to comply with this and would cash based accounting also be allowed?</p>	<p>International standards of accounting are required. Grant/financial reporting should be done based on accrual basis of accounting. Reporting procedures are clarified to successful applicants before the start of the implementation of the action.</p>
26	<p>(a) Audits and financial reports: what does it mean when it mentions most recent last available financial statement/financial last closed financial year? Can 2022 be</p>	<p>(a) This means the latest approved financial statement from the organisation. Yes, 2022 or 2023 are eligible.</p>

	<p>accepted. will you require the one from 2023?</p> <p>(b) What standards are expected of auditors. Can they be local or International?</p>	<p>(b) Audit reports are accepted from legally registered auditors whether local or international.</p>
27	<p>Can you clarify on previous financial experience especially when I have never handled such big volume of funds?</p>	<p>Previous experience in managing donor funds reflects an organisation's capacity. Therefore, applicants are advised to apply for amounts for which they have capacity to manage effectively. Otherwise, this is considered during the scoring.</p>
28	<p>Is the SDF call for proposals a one-off or the calls will be made every year</p>	<p>At this moment, we only envision another call for proposals in Kampala for this year. More information on other potential calls will follow in the coming months.</p>
29	<p>There are so many organizations that will express interest as Lead applicants and many of these will seek to partner with VTIs that are just a handful. How shall we manage that?</p>	<p>Indeed, we would recommend full transparency between lead and co-applicants during the concept note stage since only one co-applicant can be awarded a grant. However, the call does not require applicants to partner with VTIs so when and if relevant, applicants can also organize trainings outside of VTIs as long as quality standards are upheld, the curriculum is relevant to the labour market and nationally recognized certification is part of the program.</p>
30	<p>The proposed age group for beneficiaries as per guidelines is 15-35 years. Are we not promoting child labour especially for young people below the age of 18 years?</p>	<p>As per the Employment Act, any individual between the ages 12- 18 can work under supervision of an adult and can-do light work that is commensurate with their age.</p>
31	<p>It is clear that applicants have to apply for 1 lot but can an applicant integrate the lots at application level? For instance, one can use bamboo (lot 2) to do beehives for apiary (lot). One applicant can apply on the 2 lots? Can the lots be combined in implementation? How many partners per sector? Can an applicant submit a concept for each lot? can you apply in one concept note for 2 lots?</p>	<p>Applicants will have to indicate which lot they are applying for and can submit one concept note for each lot. Each application can only lead to one grant agreement and during implementation, each grant agreement would be monitored separately. Depending on the outcome of the concept notes and proposed actions, Enabel can advise if 2 lots can be combined into one proposal leading to one grant agreement.</p> <p>If justified and elaborated in a coherent and well thought out program, applicants can also apply for a particular lot and include some trades from the other lot within the same action. If the proposal is</p>

		very well linking trades in both lots, applicants can apply to 1 lot and explain, rationale and justify linkages with lot 2. If their selected trades per lot are not well-connected, then they should and can apply to both Lots through 2 separate applications.
32	Need to be guided on certifications so that we do not deviate from the expected especially given that certifying bodies like City and Guild are a bit specific in the way they handle certifications. Employment and certification, why is it mandatory to get certification? can certificates of attendance also work? What of those from makarere?	What is provided in the guidelines are simply examples of nationally or internationally recognized certifications. If applicants use other types of certifications that provide equal chances for graduates to find employment (e.g., nationally or internationally recognized), they can also be used.
33	Are companies that are registered as limited by guarantee eligible to apply for the grants	Yes, Enabel considers registration as limited by guarantee as proof of entities that are 'not for profit' or for which 'profit maximization is not the priority objective'.
34	Will organizations be required to submit bank statements for the last 12 months or they can get an authentic letter from their respective banks to confirm that they have actively run accounts for the last 12 month in order to prove their financial capacity? In asking for the bank statements, Is Enabel looking for the annual turnover of applicants?	<p>A bank letter to prove that the organisation held a bank account in the past 12 months is sufficient. During, organisation assessments, the assessors will verify the availability of the bank statements. If the amount requested by the applicant is above 200,000EUR, the lead applicant has to annex to the concept note an external audit report produced by an approved auditor, certifying the lead applicant accounts for the last available financial year. If the amount requested by the applicant is below 200,000EUR, a copy of the lead applicant's most recent approved financial statements (income statement and balance sheet for the last closed financial year) is sufficient.</p> <p>Only lead applicants will have to submit financial statements. There is no standard on annual turnover for lead applicants, however, applicants are advised to apply for money that they are able to absorb effectively.</p>
35	How big should the private sector companies being recommended be in terms of size? Clarify on the involvement of profit vs. not-for-profit entities especially private sector companies that are for profit? Role of private sector throughout the implementation but not	Private for-profit entities (such as companies) that are registered as limited by shares cannot be involved as lead or co-applicants but are encouraged to be involved throughout implementation as associates or contractors through public

	eligible as for profit? How involved should the private sector be?	procurement (e.g., curriculum development, work-based learning, assessments, mentorship, etc). The call promotes engaging private sector in any size (small, medium to large companies) throughout the project. In order to maintain quality work-based learning activities, selected private sector entities should have relevant staff to supervise the trainees and have capacity and workload to provide learning opportunities. Applicants should clearly define the methodology and approach of selecting and engaging the private sector in the concept note.
36	Specific to Busoga; The guidelines that were published on the website had horticulture however, this does not feature in the presentation. Kindly explain the discrepancy. Why do you eliminate horticulture yet many youths prefer short term courses	There has been a modification to the guidelines and an amendment to that effect has been published on the website.
37	Can an applicant work in two locations (district) or they are limited to one location? Can partner implement in multiple districts?	Yes, applicants can propose to work in one or multiple eligible districts.
38	Is the Church eligible to apply?	As long as the applicants fit all the criteria mentioned in section 2.1.1 of the guidelines (“Admissibility of applicants and co-applicant(s)”) they are eligible (e.g., relevant experience managing skills development projects, registered as one of the categories in the guidelines, proof that they are not for profit, etc.)
39	In terms of maximum number of successful applicants, can we have two successful applicants per district on the same lot?	It is a competitive process and the number of successful applicants will be determined after the evaluation.
40	Can an NGO partner with a VTI like Nile Vocational Institute that is outside the region but near Jinja? If based in Kabarole can I implement in Kasese district? Can some activities such as trainings be implemented in other districts?	If the applicant can clearly demonstrate the relevance of implementing some activities outside the eligible districts, it would be possible as long as principles of efficiency and effectiveness are taken into account and the majority of the activities and impact of the action take place in the eligible districts. If applicants prefer to implement in other regions, they can also look at other Enabel call for proposals in those specific regions. Selected trainees

		should all come from the eligible districts and requirements related to physical presence of either lead or co-applicant(s) remain the same.
41	Are we free to add other trades under solar (Renewable energy)?	Yes, trainings in other sectors or occupations not listed in the guidelines can also be eligible if applicants can clearly demonstrate and substantiate the relevance of the proposed trainings to the local labour market and employment opportunities for the specific target group(s).
42	How should we manage inflation and price fluctuations during budgeting?	<p>For the submission of the concept note, grantees are advised to use an exchange rate of 4000 UGX: 1EUR but this is not mandatory and does not affect the scoring of your application. Applicants are free to use another reliable source to determine which FX rate to use for their application. Exchange rate losses are ineligible costs and should be covered by the grantees themselves (e.g. through structure costs). Additionally, since the purpose of the grant is not to make money, any gains (exchange or interest) made on the funds received from Enabel must be re-used for the activities.</p> <p>Please note that the budgets are submitted in Euros. During the proposal stage, guidance will be provided to the successful candidates on how to handle the budgets. In addition, disbursement of all funds to the applicant will be made in EURs and therefore, Grantees will be advised to find the best options for managing FX.</p>
43	Is an applicant allowed to outsource a company to provide a service?	Yes, these are contractors for services, works and equipment. They must be sourced through a procurement process using relevant procedures i.e. PPDA (public procurement law) for public entities and annex VIII of the Grant Agreement for private entities.
44	Can we maintain different books of account for the Enabel grant or these can be mixed up with other grants run by the applicant? Can Enabel books of accounts be audited separately?	For clear accountability and reporting to the donors it is advised to maintain separate books of accounts for the grant. During reporting, Enabel will require transactions to be identifiable, reconciled and verified from source documents and reports from the accounting system if any.

		A separate cash book register and filling system that separates grants is advised.
45	Is there a percentage amount of funds capped for operational costs? About 88% of the budget will go to operational costs, is there need to apportion operational costs?	There is no cap on operational costs, however, best practice is to not exceed the maximum of 30% management costs. The logic is to minimise the management costs and maximise the operational costs.
46	Should applicants open up Euro bank accounts?	The contracting beneficiary will receive funds in Euros. In case the entity can't maintain a EUR bank account, it will be their responsibility to negotiate exchange rates with their bankers when funds are transferred from Enabel to their bank account. The guidelines require a separate account or a sub-account allowing for the identification of the funds received in euros.
47	If a staff`s level of effort cuts across management and structural costs, where should his/her salary be appropriately budgeted?	All costs related to the project staff should be budgeted under management and operational costs. It's up to the applicant to decide where to put the staff in their budget. Staff that are directly attributable to the project should be put under operational costs. No breakdown is expected under structural costs since it is simply a percentage of operational costs.
48	If an applicant already has prequalified suppliers supporting other grants, can such suppliers support the Enabel grant?	Yes, however, if the amount involved in the supply requires an ANO, then the grantee is required to submit the prequalification documents and it forms the basis of accepting or rejecting this supplier.
49	Is the money allocated per district	No, it is per lot i.e. 1million for agriculture and 1million for green economy
50	Are co-applicants expected to submit requirements like criminal record checks and other statutory requirements like TCC, NSSF? Do we need to put financial statements for co-applicant? If the above requirements are still valid, can they be submitted to Enabel the way they are or applicants need to obtain fresh requirements? Can these requirements be submitted at concept level or proposal level	No, it only applies to lead applicant. And if they are still valid (i.e., not older than 2 years), there is no need to obtain new ones. To be submitted at full proposal level except the financial statements, which will be needed at concept level.
51	Given the mobility of youth, a member recommended that 70% of the target beneficiaries come from Jinja and Kamuli	All (100%) trainees have to be residing in the eligible districts.

	while the others (30%) can be sourced from neighboring districts	
52	Clarification sought on what we mean by official documents confirming the designation of the authorized representative	This is to highlight the structure of the organization e.g., representatives within the organization that are allowed to sign grants. An organisation structure showing the representative and or a letter from the board authorising the representative to act on their behalf.
53	Considering that many young people do not have national IDs or birth certificates, what will applicants use to verify the age and nationalities of prospective beneficiaries?	There are other options like use of local council letters to identify youth residing in districts.
54	In circumstances where an applicant registers low completion rates and pass rates of youth, will the applicant be penalized financially, what does Enabel consider the appropriate pass rate and completion rates?	A grantee shall define the percentages in the log frame during proposal stage, which shall be the guide in monitoring. The call encourages applicants to put in place control and social inclusion measures that increase/ensure completion rates.
55	Can trades like apiary, fish farming etc. be certified?	Yes, and certification is mandatory for all graduates to increase their chances of finding employment (either self-employment or formal employment)
56	Is the lead applicant expected to attach/submit supporting documents of the co-applicant at the time of responding to the call?	Yes, the lead applicant is responsible to also submit for the co-applicant the following: 1) Statutes or articles of association 2) Legal entity file (see Annex D of these guidelines) duly completed and signed along with the supporting documents requested
57	I have 3 projects and do not wish to recruit new staff. Can I use the existing staff and allocate percentages say 50%?	This is possible. However, make sure you have an appropriate allocation key for each staff to show percentage of time spent e.g. timesheets.
57	Aren't the criteria limiting for the target youth when you talk of NSSF and tax clearance certificate?	The KYC criteria involving NSSF and tax clearance are for the applicants only. This is different from the selection criteria for the target youth (e.g. age, vulnerability, gender, etc.)
58	Is there a template for co-applicants?	No, there is only one template that needs to be submitted. Information about the co-applicant is filled in the same template or annexed. Both the lead and co-applicants are encouraged to jointly fill the templates.

59	At what stage does the lead decide to work with the co-applicant?	Before you apply, the lead is required to identify a co-applicant to work with to implement the proposed project. Hence, the decision should be made early before application stage.
60	How do we engage BDS providers who are profit-oriented?	These can be considered and engaged throughout the project but not as lead or co-applicants. They can already be mentioned in the proposal stage as associates and/or contractors. Hence, the conditions for associates and contractors will apply in this case.
61	How many applications are you going to grant	Based on the grant volume of 2,000,000 euros and the range applications of 150,000 – 500,000, it means between 4 to 13 applications.
62	In the event that the co-applicant has stronger capacity than the lead, how does it work? Isn't the co-applicant left to the mercy of the lead and won't this cause conflict?	The call wants to promote a partnership but does not dictate the power balance between lead and co-applicant as long as they adhere to eligibility criteria and the partnership demonstrates a culmination of expertise. Roles and responsibilities between lead and co-applicant should be clear and highlighted at concept note stage already. To manage this partnership, we recommend the use of signed MoUs with clear roles and responsibilities to mitigate conflicts.
63	Can co-applicant in one application be barred from being with another applicant?	Applicants with the same co-applicant will not be ineligible, however, only one co-applicant can be awarded a grant.
64	Please clarify on the age structure of target youth as those 38 years are likely to miss out? Youth with disability also considered? Youth under detention, can they also benefit? What are the levels of vulnerability that we are targeting? People that are in school can still be vulnerable, can they still be targeted? Target can also be for non-Ugandans?	Reference is made to annex H, Vulnerability criteria. However, alternatives can be proposed with justification in the concept note. The target is youth who are residing in the eligible districts (this can include refugees). 80% of the targeted youth should be between 15- and 35-year-old. 20% can be above, so including those of 38 year or older.
65	Share more clarity on ineligibles as we have not heard about purchase of motorcycle and other transport means?	All proposed purchases should be relevant and absolutely necessary for quality implementation. Including items like motorcycles are costly and will raise

		your unit training cost. Management costs should never be higher than 30% the operational costs because the project should benefit the beneficiaries and not the organization.
66	Which of the entities (Lead/co-applicant) will be considered for OCA?	Only the lead applicant will be targeted for an OCA as part of the selection process. If applicants are successful and start implementing, the lead is supposed to assess the co-applicant especially in view of enhancing their capacity. Enabel can also decide to do an OCA or request the OCA report of the co-applicant if it's necessary.
67	How will the costs of the co-applicant be catered for in the budget of the lead applicant?	The costs of the co-applicant are covered in the same one budget that is submitted by the lead applicant. It is up to the lead and co-applicants to internally agree on who will be responsible for which activity.
68	Is staff medical insurance covered or eligible? Is student insurance ineligible	Yes, staff insurance costs are eligible only for those working on the project. Beneficiary insurance will be covered by Enabel
69	Clarify on structural costs and reserve if applied to co-applicant?	<p>Structure costs are max 7% of the direct costs and this can be shared between the lead and co-applicant based on the ratio of expenses. This will be determined at budget level the share of structural costs between the two entities and the MOU signed between them. In calculating the structural costs, Enabel will put into consideration the documents submitted by the lead applicant.</p> <p>For the reserve fund, it is meant for activities and in case the activity involves the co-applicant, then it applies. There is no separate structural costs and reserve for co-applicants. The entire intervention is covered in one budget submitted and managed by the lead applicant.</p> <p>Applicants should be realistic in determining their structural costs based on their previous financial statements.</p>
70	Can the lead terminate the contract of co-applicant along the way during implementation?	No, the lead and co-applicant are in a partnership that has to cover the entire project. Applicants should do all due diligence to ensure they get the right partner. In cases of disagreements, MOU should determine how such is resolved.

71	Is cost sharing required?	For this proposal, it's not mandatory to cost share. Cost sharing in terms of in-kind cost is an ineligible cost and may not be included as part of the budget. If cost share is necessary to achieve the proposed results, applicant should clarify this and show clearly the source.
72	Who handles the selection of the youth?	This is part of your project design and based on the disaggregation of roles and responsibilities between the lead or co-applicant based on your mutual agreement.
73	Are the target youth supposed to be residents of Kamuli or even from other districts? Clarification on youth, is there also a % for male and women. Target of 200 trainees, can I have different cohorts?	The beneficiaries should strictly come from the eligible districts. The target is 50% male and 50% female. Different cohorts are allowed.
74	Can youth be exposed outside of the region? Good training in bamboo not there in Albertine and Rwenzori	If the applicant can clearly demonstrate the relevance of implementing some activities outside the eligible districts, it would be possible as long as principles of efficiency and effectiveness are taken into account and the majority of the activities and impact of the action take place in the eligible districts. If applicants prefer to implement in other regions, they can also look at other Enabel call for proposals in those specific regions. Selected trainees should all come from the eligible districts and requirements related to physical presence of either lead or co-applicant(s) remain the same.
75	how did you select these trades? Market analysis and study? Can justify adding more trades in concept note, can it be done in concept note stage already?	The trades were selected taking into account the following elements: (1) inclusive/accessible, (2) conducive economical and technical conditions and (3) environmental impact. Applicants can propose other trades if they can clearly demonstrate and substantiate the relevance to the local labour market and employment opportunities for the specific target group(s).
76	Can we give funds/cash to beneficiaries?	Cash funds (sub granting) to beneficiaries is not eligible
77	20% adjustment is for overall budget?	This is applicable on the overall budget from concept level to full proposal.

78	Unit cost per trainee	Applicants should indicate their unit cost in the application form. Enabel's available budget for 2000 beneficiaries is 2million euro.
79	Private sector cooperatives that are not for profit, does this exist? More details on limited by guarantee versus limited by shares?	The way Enabel verifies if profits are not their 'priority objective' is through registration: they have to be registered in Uganda as entity limited by guarantee and not as limited by shares
80	Does Enabel provide protective wears like it did in previous calls?	No, all PPEs are to be provided by the grantees
81	How much time do they get to continue consulting for clarifications	Consultations for clarifications ends on 14 th May 2024.
82	If you have provided a letter of interpol before, can it still apply? ED and board members? Should it be all of them? Can there be an other options to get letters from local agents? Interpol is hectic? need co-applicants also get this?	The letter of Interpol is valid for 2 years. If it's still valid it applies. Only the lead applicant submit this letter. Its only needed for the signatories, not for all the board members
83	Can 6 months post training support also include salaries?	Salaries (sub granting) is not an eligible cost for beneficiaries.
84	Transport for vulnerable people, people need to be accommodated for effective training. Does project cover this?	Yes, these costs are eligible. They contribute to the inclusiveness of the training.
85	Salary should cover both lead and co-applicants?	Yes, salaries in the budget should cover both lead and co-applicant as long as they contribute to the project.
86	What is range for annual budget for co-applicants? Amount of money used before by co-applicant?	There are no financial requirements in terms of turnover or previous budgets for co-applicants
87	Is subletting to yourself allowed? For example, I have a school and also providing food to the trainees. Do I need to go outside?	Yes. But you must have sufficient evidence/supporting documents to prove that you are giving the best offer and that there is no conflict of interest. Otherwise, it will be ineligible.
88	What considerations are going to be made for CBOs who cannot ably compete with International NGOs but have fully developed systems and have handled huge sums of money before?	CBOs and international NGOs go through the same evaluation and scoring process. The focus should be on demonstrating that you have the experience, knowledge and capacity to implement in the specific proposed region, whether you are CBO or INGO.

89	Is it possible to readjust the amounts of money to applicants? Especially lowering the minimum threshold of 150,000 to about 30,000 or 50,000 as this might be accommodative to CBOs?	Unfortunately, this is not possible and the figures will be maintained. If CBOs are unable to handle 150,000EUR, we propose you apply as co-applicant.
90	Is it a problem is the total project budget exceeds 500,000 with co-funding from NGO?	No, this is not a problem. The 500,000EUR limit only applies to the maximum funds received from Enabel.
91	The application guidelines are indicating “Associates actively participate in the action, but cannot be eligible for grants, except for daily allowances and travelling expenses.” If an associate is one of the main training providers, and provides the trainers who are part of its staff, is it expected, that the private sector partner contributes those expenses from his own pocket, or those are eligible cost?	Indeed, if the training provider is a for-profit entity and is included in the project as an associate, they can only be reimbursed for daily allowances and traveling expenses. Regardless of whether an entity for profit or not for profit, an associate cannot receive part of the grant but can be facilitated to participate in activities (daily allowances and travelling expenses) the same way we for instance work with district local government officials. If a training provider requires to be paid fees, they have to be identified during grant implementation as a contractor through procurement process.
92	Is it required that the beneficiaries are trained for 6 months permanently, or can we also train in clusters and let them do On-the-job training in their home areas under our supervision?	The call allows for clusters and encourages ‘on-the-job training’ as long as it fits within the training programs curriculum, the content is relevant and there is qualified supervision.
93	The estimated cost per trainee in the application file: Is this the estimated cost on how much we spend as operational cost of the specific object, or the total cost (including overheads and management cost) of this specific object divided by the number of beneficiaries?	The estimated cost per trainee looks at the total cost (including operational costs, overheads, management costs, etc) to train one trainee
94	Can further training and market access be considered as post-training support service	As mentioned in the guidelines, technical assistance and coaching to help graduates integrate in local markets, access value chain and business networks as well as actions to establish direct connections between graduates and local markets, business networks, customers, and employers with job opportunities are examples of post-training support activities.

95	<p>What is expected under Post-training support services? Full time trainings and support for additional 6 month, or just various training sessions/support over a time period of 6 months, but not regularly?</p>	<p>It is up to applicants to propose actions for post-training support that they believe will best support graduates to access employment (either self-employment or wage). The post-training support activities have to take place over a period of at least 6 months after the graduates have finished their training (which has to be between 6 and 9 months).</p>
96	<p>If I am based in another district in the region but have an office in an eligible district, do I qualify to apply as a lead applicant?</p>	<p>Yes, provided one of the applicants (either lead or co-applicant) is based within the district of implementation.</p>
97	<p>I am seeking clarification as to whether a for profit social enterprise can submit a concept note as a co-applicant for either Lot 1 or 2</p>	<p>Legal entities of private law for which profit maximization is not the priority objective are eligible as co-applicants. The way Enabel verifies if profits are not their 'priority objective' is through registration: they have to be registered in Uganda as entity limited by guarantee and not as limited by shares.</p> <p>For social enterprises specifically, we recognise this registration might be problematic so we additionally analyse (1) whether they aim to achieve a specific social added value (Income should not be an objective in itself, but a means to achieve social goals. There should be full transparency, including in the areas of general corporate policy, finance and internal and external relations) and (2) whether they provide goods and services for which there are customers and needs. In external relations, the goal is a win-win partnership in which costs and benefits are shared equally.</p>
98	<p>Under lot 1 of this call, do proposals need to include trainings/support for both employment and self-employment or can we only focus on self-employment/entrepreneurship (more relevant under this lot)? In case we are allowed to focus only on self-employment, some of the mandatory types of activities (page 13) don't seem relevant. E.g. Mentoring and monitoring of trainees by certified local private enterprises, provision of support to private enterprises</p>	<p>Applicants are not required to cater for both self-employment and formal employment. Indeed, depending on the trades selected, one might be more relevant than the other. However, even when focusing on self-employment, the mandatory activities remain relevant. When starting your own business, graduates will still benefit from mentorship of other businesses in the area that can guide them. Accommodating trainees in the workplace is also mandatory during training since at least</p>

	to accommodating trainees in the workplace.	30% of the training duration should be work-based learning
99	This is to seek clarification on Green Construction, particularly promotion of the use of Bamboo material. A scan of Busoga indicates that Bamboo is not a common material, yet its use would provide a better alternative to the construction and carpentry sector. Is it acceptable to promote bamboo farming alongside skilling carpenters and mansions on its use?	Indeed, the call aims to integrate green building and resource efficiency skills and promote the use of green construction materials such as bamboo. Therefore, both bamboo production as well as the use of (semi-processed) bamboo in other sectors such as carpentry and construction are relevant to the call.