

Q&A during information session meetings held on 7th & 8th May 2025, Jinja

Call title: Skills development for increased employability of vulnerable youth, women and girls in the sustainable tourism and hospitality sector in Busoga region

Reference: UGA22007-10113

No.	Issue/question raised	Response
1.	How can the private sector participate in this call? Is it only through procurement, associates, etc.?	The private sector is critical in this intervention especially through offering quality work-based learning (WBL). Only private not for profit entities or foundations can apply as applicants. A private not for profit entity could be a cooperative or social enterprise for which profit maximization is not the priority objective. Entities will have to prove that profit maximalisation is not their priority objective through <ol style="list-style-type: none"> 1) Basic documents (statutes, mission, vision, business plan, ...) of the business clearly demonstrating the business pursues social goals, 2) There is transparency on profit distribution, and more than half of the profit is on average reinvested in the business and 3) The business reports externally on the achievement of the social goal(s) it is pursuing. If private sector that is for profit wants to participate in the project, they can do so but not as applicants but through procurement, associates, etc.
2.	You mentioned that Enabel is already partnering with UHTTI. Are we allowed to partner with them in this call?	Yes, applicants are allowed to partner with any eligible entity as co-applicant as long as they adhere to the criteria described in section 2.1.1 of the guidelines.
3.	Regarding the age limit of 15-35years, are senior citizens (those outside the age category) allowed?	Yes, up to 20% participation. The call targets minimum 80% youth participation.
4.	The call targets 2 out of 12 districts in Busoga sub-region. Isn't this limiting in terms of scope especially when it comes to selection of target youth, including those at the periphery?	According to the bilateral agreement signed with the Ugandan government, WeWork project covers Jinja and Kamuli districts and targets youth residing in these 2 districts only. However,

		there is no strict ID requirement for those youth residing in either of the district.
5.	In addition, isn't the 50% women target for gender on the high side?	The project promotes gender by targeting 50% women and girls. Therefore, applicants should propose strategies for achieving the project target.
6.	Concerning the resource envelope of maximum 500,000 EUR, and seemingly targeting 1 applicant, which makes it competitive. how do we navigate about this?	The minimum amount is 250,000 EUR and maximum amount is 500,000 EUR for this call. The applicant is free to apply within this range according to their capacity.
7.	Does the 500,000 EUR cover one district or 2 districts? And can this amount be used for 1 district?	The 500,000 EUR covers both districts. However, the amount may be used for 1 district based on the project design.
8.	Following the split of Jinja into Jinja district and Jinja city, some of our organisations have been asked to register afresh with the city yet have been in existence over 8years. In your requirement of at least 2 years' experience, shall we be considered or penalised?	In this call, Jinja is considered for both Jinja district and Jinja city. Therefore, organisations that were earlier registered in Jinja district but are now in the city would still qualify. During evaluation, the experience of applicants is based on previous projects implemented not on the date of your registration permit.
9.	Are the target youth to be selected limited to one per household or open?	All vulnerable youth, from the same household or not, adhering to the criteria described in section 2.1.3 of the guidelines are eligible.
10.	What are the proportions for inclusivity of the vulnerable youth e.g. PWDs?	Vulnerable youths refers to (a combination of) different categories of youth (young women, youth with disabilities, youth with chronic diseases, youth in poverty, youth Not in Employment, Education or Training, etc.), who are low or non-skilled and face barriers to access employment and socio-economic integration. At least 80% of the targeted beneficiaries must be youth between the ages of 15 and 35 years. At least 50% of the targeted beneficiaries must be women and girls.
11.	Can you elaborate more on the eligible institutions to participate in this call? e.g. VTIs.	Accredited public or private non-profit technical and/or vocational skills training providers can only be

		eligible as co-applicants as long as they adhere to the criteria mentioned in section 2.1.1 of the guidelines.
12.	Are the facilitators or mentors/role models involved in training delivery age limited?	No, facilitators are not age limited.
13.	In the project design, can the project be experimental or quasi-experimental in terms of impact?	Any project can be designed experimental or quasi experimental as long as it adheres to the criteria related to targets, duration and action as described in the guidelines. Baseline and endline assessments to determine the impact of the project are encouraged.
14.	You mentioned the project duration of 18-24 months plus 6 months of post training support. Is post training support included in the project duration of 18-24months?	The post training support duration of 6 months is inclusive of the total project duration of 18-24months.
15.	Can I use my structural costs to pay staff bonus?	Yes, structure costs can be used for any purpose, without accountability required.
16.	Can you clarify on the 15% results and 25% activities modification. Is it during project formulation or implementation?	This relates to budget modification during project implementation. The allowable percentages are 15% between results and 25% between activities. Note that changes higher than that can still be done but require an official amendment to the grant agreement.
17.	Are we at liberty to negotiate the variations of structure costs, since you said it varies? e.g. 5%, 6%, 7%, etc.	No, the structure costs are determined by Enabel based on the analysis of the applicant's audited books of accounts for overhead operational costs of the previous and current periods. And this will be confirmed at the organisation capacity assessment stage. The actual rate will be considered but not exceeding maximum 7%.
18.	How do we go about the currency exchange losses?	Enabel will disburse funds in Euros and will also accept reporting in Euros. 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. 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. In the event of losses, this will call for project implementation action acceleration without compromising the achievement of results and the losses can be covered from the structure costs.
19.	Clarify more on the 5% contingency? Can it be used to handle miscellaneous items, etc.	5% contingency can be reflected separately in the budget only to be used when an emergency or unforeseen event occurs. This money can only be used after prior authorisation by Enabel.
20.	What if there are tax changes that affect the budget upwards, what happens to the budget or what do we do?	Money allocated to partners cannot increase from the amount mentioned in the grant agreement during implementation to cater for tax changes. However, budgets can be modified (15% between results and 25% between activities) to manage such changes if necessary.
21.	Is there a limit on the organisation budget? Can my organisation apply for the maximum of 500,000 EUR?	Yes. Any applicant is free to apply within the range between 250,000 EUR and 500,000 EUR.
22.	In case of per diem, you have stated that maximum is 80k while in the organisation it could be 150k, how will this be handled?	In this case, the maximum eligible amount as per Enabel rates will be considered (80k) and the rest of the balance can be catered for by the applicant/partner using other alternatives including but not limited to structure costs. Note that Per diem in this case relates to only meals and drinks (i.e. 80k excludes accommodation cost which UGX 150k in cities UGX. 100k in the rest of the districts/towns). The applicant is required to apply their own rates not exceeding the above indicated rates.
23.	Will there be additional funding to cover the period of WBL & how will that be framed?	All mandatory actions mentioned in the guidelines should be catered for in the action proposal and budget. There is no additional

		funding for specific aspects of the implementation.
24.	Having participated in previous Enabel calls, my concern is that no feedback is given to applicants. This is not motivating to participate in future calls for proposals / tenders.	Enabel provides feedback to all applicants via their communicated email address. Applicants can contact uga_csc_grants@enabel.be for questions.
25.	Please clarify further on the definition of district focus on Jinja and Kamuli. Does this include current Jinja City? Is this about the eligibility of targeted beneficiaries and their NIN details, usual residence, planned employment location, planned business location? Is it about location of physical training sessions?	For this call, both Jinja city and Jinja district are eligible. Targeted youths have to reside in either Jinja town, Jinja district or Kamuli district and most of the activities should equally take place within these locations.
26.	Is it fine if the Co- applicant or consortia partners be a fully for-profit company Especially if they are big in the sustainable tourism and hospitality sector and will greatly contribute to the objectives.	Co-applicants must meet the admissibility criteria 2.1.1 in the guidelines. For-profit companies are not eligible as applicants.
27.	Is it fine if youth are selected and skilled in the target districts but get jobs in areas outside the districts of Jinja and Kamuli?	Considering the labour market dynamics, yes, this is acceptable.
28.	Is the applicant supposed to implement in all the two districts or in one?	The applicant is required to implement in at least 1 of the 2 districts.
29.	Is it okay if the lead applicant is well versed with all the themes except tourism. But it has a co applicant that is a tourism and hospitality entity?	It is a requirement for the lead applicant under admissibility criteria 2.1.1 in the guidelines.
30.	We are an INGO; we are registered locally in Uganda, but another antenna of our INGO located elsewhere would like to be implied and potentially provide additional fund for the other project. Can they be applicant or co-applicant with us?	The guidelines require both lead and co-applicants to be established or represented in Uganda. This means that if the articles of association of an entity were created in another country, they must be registered in Uganda
31.	Would costs for post training support outside Jinja and Kamuli be eligible if they get jobs out of those zones?	Yes, as long as the project design is feasible and well-explained.
32.	Are we eligible even when we don't have the required 2-year old bank account in existence?	This may cause ineligibility since it may also mean lack of required 2 years' experience implementing skilling projects in this sector.
33.	Can associates be based outside Uganda?	The selection of associates is entirely in the hands of the applicant in line with what they are proposing as action. However,

		while it is not a requirement for associates to be based in Uganda, the restrictions in terms of financial compensation allowable for associates (only per diems and transport refund) may face challenges for their participation.
34.	As applicants, must we need to be experienced in tourism and hospitality in either of the two districts alone or even if we are experienced in other districts like Bugiri?	The experience required in the sustainable tourism and hospitality sector relates to Uganda and is thus not restricted to the targeted districts.
35.	Please define a vulnerable youth according to Enabel.	Vulnerable youths refers to (a combination of) different categories of youth (young women, youth with disabilities, youth with chronic diseases, youth in poverty, youth Not in Employment, Education or Training, etc.), who are low or non-skilled and face barriers to access employment and socio-economic integration.
36.	I'd like to suggest that Enabel consider implementing an online grant management system to enable applicants to submit their proposals digitally.	Enabel already has an online grant management system, and the application will be submitted through this system.
37.	Does the gender inclusion criterion have any bearing on the gender balance in the deployed team on the proposal?	No, the criteria is only applicable for the target groups.
38.	Is the 7% indirect cost shared amongst all the applicants (Lead applicant and co-applicants)?	Enabel provides up to 7% of the operational costs of the action as structure costs to the lead applicant. Enabel does not directly give funds to co-applicants. It is the responsibility of the lead applicant to manage the project and its finances.