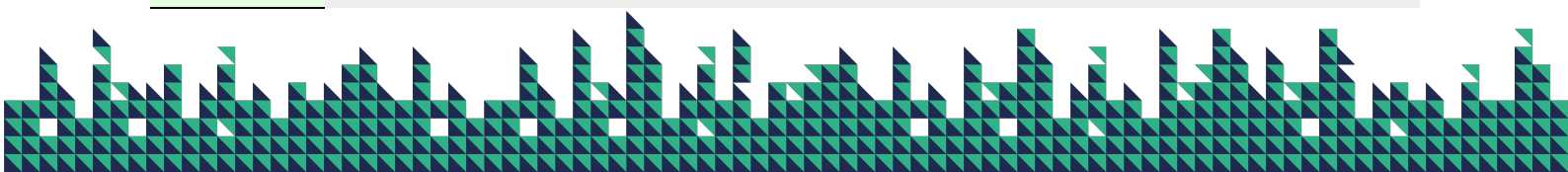


Challenge Fund for Youth Employment

Responses to clarifying questions

| Topic | Question | Answer |
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| Applicant's contribution | Is it possible to bring in existing projects as the applicant's contribution? | Any other funding can be proposed if it is not earmarked or has already been spent on other projects. |
| | Can grant funding from donors count as co-financing? | Yes, as long as the grant does not come from the Dutch Government, except for venture capital or debt finance originating from the Dutch Government including the Dutch Good Governance Fund or FMO. The idea is that this would lead to an increase in impact. We will assess the level of additionality for each project. |
| | We have access to an impact investment fund. Is the contribution of that fund through loans or equity eligible as match-funding from the partnership? | Yes. |
| | How should the applicant value in-kind support as part of its contribution to the project? For example, company staff that participates in setting up training or human resources programs? | In-kind support should be valued at market rates, and staff time budgeted as in-kind support must be reasonably justified as related to the project. |
| | Can the fund provide guidelines with regards to eligible vs. ineligible costs? For instance, can we include costs for local transportation, purchase of equipment such as vehicles, ICT, or for office rent? Is there a maximum portion allowed for coordination and management? | We do not have any budget restrictions at this stage. |
| Fund's contribution | The guidelines specify that the minimum contribution by the Fund will be Euro 100,000. Is there a maximum contribution? | We have not set a maximum contribution by the Fund. |
| | The guidelines state that the Challenge Fund contribution, either through co-investment, technical assistance or a combination of both, will range from 10% to 50% of the total budget. Could you please elaborate? | The 10% to 50% contribution of the Challenge Fund is the total contribution, including technical assistance provided by the Fund. The remainder of the budget must be covered by the applicant, either through existing or external funding, and includes both cash and in-kind support. |



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| | Do projects need to apply for a combination of financial investment and technical assistance, or one or the other? | Applicants are invited to apply for a financial contribution, technical assistance contribution, or a combination. We don't expect to receive many proposals solely for technical assistance, but this is possible. It is also possible to request technical assistance later in the project. |
| | What type of technical assistance support is offered? | The type of technical assistance (TA) depends on the need and type of project. The range of types of TA is wide, e.g. financial management, decent work, monitoring & evaluation, etc. |
| Overall fund design | The CFYE is 6 years in total. This first round for Uganda has a project duration of 2-3 years. Will there be another 2nd round for Uganda? | Yes, there will be a second round in Uganda at a later stage. |
| | What is the total amount the Challenge Fund expects to make available in Uganda? | We have not allocated a certain amount per country. |
| | Do you have or will you also develop an overall objective as fund-manager for Uganda? | We do not have a Uganda-specific objective beyond our overall fund objective of supporting 200,000 youth including 100,000 young women to work in decent jobs across the focus regions. |
| | What is the planning for the future countries? | Our next calls will be in Egypt and Nigeria. |
| Results and Impact | How does the Fund define "decent work"? | <p>"We are following the ILO's definition, which states, <i>"Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives, and equality of opportunity and treatment for all women and men."</i></p> <p>Decent work will be defined and addressed as relevant for each project context. It may not always be a static assessment, but rather a process towards improvement across various specific areas such as working hours, productivity, income, better prospects, etc."</p> |
| | Are there specific guidelines or standard indicators that should be referenced for measurements of youth employment (i.e. full-time, part-time, self-employed)? | While there are no standard indicators required at concept note stage, it would be helpful to have clear understanding of the nature of the jobs to which the proposed interventions would lead including a description of full time vs part time, self-employed vs. wage-earning, seasonal, etc. The only firm requirement is that the job must meet a certain standard of decency |

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| | | and income, which will be assessed on a project-by-project basis. |
| | Is the Fund only looking to support formal wage-earning jobs or can self-employment count? | Self-employment can count (see above question). |
| | Can you please elaborate on the 50% women target? | The Fund has a specific goal to support young women to find and gain decent employment. This does not mean that 50% of the people reached in each individual project must be women, or that 50% of the funding should go to women, but rather that 50% of the people gaining employment across the Fund's overall portfolio should be women. |
| | What are the criteria to make sure women benefit? | At concept note stage, the project needs to demonstrate that it has considered the specific context of women, explain how women are able to benefit, and have a clear strategy for maximising this. |
| | Are projects eligible that create jobs for people older than 35? | Projects must demonstrate how they will create, match, or improve employment for people aged 15-35. If projects also aim to create jobs for people older than 35, they would still be eligible, but the Fund's employment target refers only to people aged 15-35. |
| | When do the projects need to report on results? | Projects will need to report on progress towards results targets at least biannually. The jobs target should be achieved by the end of the project (in principle, after 2-3 years), along with a plan for sustainability. |
| | Are you accepting proposals that aim to create indirect jobs? | Yes, this is possible as long as the project can demonstrate that it contributed to the indirect jobs, and that they can be measured and verified. |
| | Do you accept proposals that create casual jobs, and or seasonal jobs? | That depends on the context. Not any temporary or part-time job will qualify. There will have to be a clear indication that these jobs can become more permanent or that they can contribute significantly to decent employment. |
| | Would extension services be considered as decent jobs? | This depends on whether these extension services can be provided in a sustainable way, are well-remunerated and meet other "decent work" requirements. |
| Selection Criteria | Can an institution based in Kenya apply for this? If not, will you be launching the same initiative in Kenya? | The present call is only open for projects in Uganda. We plan to launch a call for proposals in Kenya later in 2020. A non-Ugandan organization is eligible for this round if one of the partners in the consortium has or will have an operating presence in Uganda. |
| | Is targeting people with disabilities also a selection criterion? | No. |

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| | Do you prefer single applicants or partnership applications? | We do not have a preference so long as the applicant's consortium includes a private company. Private companies can apply on their own, whereas NGOs would need a partnership to include the private sector. |
| | Can an individual organization submit multiple project proposals? | Yes, it's possible as long as there is capacity in the organization to run multiple projects |
| | Is there a limit to the number of firms that can work in a consortium? | There is no limit, but it should be workable and there should be a lead partner. |
| | Is it mandatory for an NGO to partner with the private sector? | Yes. |
| | What kind of confirmation from private sector do you need in the concept note stage? | We need a written confirmation from all consortium partners with contact details at concept note stage. |
| | Can a self-employed person be considered the private sector? | The private sector partner eligibility requirement refers to having a private company as a part of the project consortium. Some projects might include supporting individual young people to become self-employed, or supporting self-employed people to grow their enterprises to create jobs for youth, but these would not meet the private sector eligibility requirement. |
| | Is there a cost-per-job requirement? | There is no cost-per-job requirement, but projects should demonstrate value for money by showing cost effectiveness. |
| | To what extent is it a plus if we are to scale up the project to Kenya? | This could be something we would consider, but the main objective for this call is to create decent employment in Uganda. |
| | Are partners required to abide by an outcome-based payment method, or are there other financial payment term options? | Partners are not required to abide strictly by an outcome-based payment method. We will consider payment based on a mix of output and outcome indicators, depending on the level of innovation/risk of the project. |
| | What is the expected typical project duration? | We expect most CFYE projects to be for approximately 2-3 years, but this depends on the type of intervention. |
| Selection Process | The 15th of February deadline is on a Saturday, not a Monday. Do you mean Monday the 17th of February being the final deadline? | The deadline is the 15th of February at 3:00PM CET. |
| | How many concept notes will be accepted and how many approved? | We are not setting a strict number of concept notes to be accepted or approved. |