

► TERMS OF REFERENCE FOR IMPLEMENTING PARTNER

To provide gender-appropriate socio-economic reintegration support to returned migrants in Greater Kampala Metropolitan area.

▶ Summary

Summary	
Project Title	Better regional migration management
Project Objective	Enhanced measures for labour market integration for returnees and potential migrants through improved skills, financial inclusion, MSMEs growth and job creation
Terms of Reference Title	Provision of sustainable gender-appropriate socio-economic reintegration support to returned migrants in Greater Kampala Metropolitan area
Objectives of the Terms of Reference	These terms of reference are developed to select an implementing partner to: Provide comprehensive economic reintegration support and facilitate creation of decent employment opportunities for 400 returned migrants in Greater Kampala Metropolitan Area
Specific Objectives	<ul style="list-style-type: none"> ▶ Provide business management and core skills training to 400 returned migrants and assist in business plan preparation. The skills include; <ul style="list-style-type: none"> • Generate your Business Idea (GYBI), • Start your Business (SYB), • Life skills. ▶ Assist 400 trained returned migrants in business registration, access to finance /loan services and negotiation of production and marketing places; ▶ Facilitate self-employment for at least 70% of trained returned migrants; and ▶ Provide Business Development Service (BDS) and mentoring support to returned migrants for 6 consecutive months.
Locations	Greater Kampala Metropolitan Area (GKMA), Uganda
Timeframe	July 2024 to February 2025

▶ 1. Background

1.1 Context of potential and returned migrants in Uganda

The Government of Uganda considers labour migration ('externalization of labour') as a short-term avenue to easing domestic unemployment.¹ With unemployment at 16.5 per cent among the youth in 2021 and the local labour market not able to absorb all new entrants, coupled with a youth population that continues to grow against few employment opportunities, labour migration provides an immediate alternative. In 2005, the Government rolled out the externalisation of labour programme whose main objective is to provide safe, orderly, and regular channels for Ugandans who choose to seek employment abroad. Since the inception of the programme, the number of Ugandans seeking and travelling for work abroad, particularly to the Arab States, has been growing. Between 2016 and October 2023, nearly 270,000 Ugandan migrant workers were placed for work abroad, mainly in the Arab states, many of whom placed for work in the care sector.

Migration flows from Uganda are fuelled by many factors, including the demographic characteristics of the country characterised by a youthful population, the social, economic, and (geo-)political context, and environmental pressures. Like elsewhere, the majority of migrants are driven by the search for better job opportunities. In practice, however, large numbers of migrant workers face decent work deficits during their stay abroad and return with significant vulnerabilities.

Returned migrant workers may have health and psychosocial challenges related to their migration journeys, and some may have experienced abuse and/or exploitation. On the other hand, returned migrant workers may also bring positive migration experiences, new skills, new networks and opportunities to improve their livelihoods and that of their families and communities. Forcibly returned migrants are often in a desperate state with no resources beyond the clothes on their backs and encounter severe medical and psychosocial problems due to lack of access to health services and unpreparedness before deportation. Women migrants tend to be more vulnerable than men, experiencing different health, social and economic challenges. Circumstances such as COVID-19 pandemic, further inflates these challenges, as migrants are one of the first to be affected because of precarious and short-term contracts, lack of social protection and their vulnerable status in the sectors they are working in, usually low paid and informal. In all cases, it is important to note that sustainable reintegration plays a key role in enhancing migrants' contribution to development.

1.2. Reintegration in Uganda

Since 2006, Uganda has experienced mass returns of Ugandans from the United Republic of Tanzania. These Ugandan migrants in irregular situations in the United Republic of Tanzania were expelled in 2006, 2010 and 2013. By the end of July 2013, the

¹ [Return and reintegration in Uganda: Lessons from the FAIRWAY programme | International Labour Organization \(ilo.org\)](#)

stock of migrants who were expelled in 2006 and 2010 stood at approximately 700². They were all living in a temporary site in the Isingiro district with no access to sanitation services and limited access to livelihood opportunities.

The return migration of skilled professionals has been suggested as a policy instrument suitable for reversing the large-scale emigration of skilled professionals from African countries. However, there are no empirical studies showing how migrant professionals from Africa are reintegrated into the labour market after they return. Studies have shown that returning migrants with university degrees and vocational credentials are more likely to be employed than their non-migrant and immigrant counterparts. However, this employment advantage was not observed among returning migrants with secondary schooling or below.

While there is no international legal definition of sustainable reintegration, according to the UN Network on Migration-working group on return and reintegration, sustainable reintegration can be understood as a process which enables individuals to secure and sustain the political, economic, social and psychosocial conditions needed to maintain life, livelihood and dignity in the country and community they return or are returned to, in full respect of their civil, political, economic, social and cultural rights. This should include targeted measures that enable returning migrants to have access to justice, social protection, financial services, health-care, education, family life, an adequate standard of living, decent work, and protection against discrimination, stigma, arbitrary detention and all forms of violence, and that allows returnees to consider that they are in an environment of personal safety, economic empowerment, inclusion and social cohesion upon return.³

Recognizing the numerous challenges faced by returned migrants, a comprehensive approach to the support is critical to ensure their sustainable reintegration. The ILO support considers the challenges faced by returned migrants during their migration journey as well as upon their return. It also capitalizes on the skills acquired in destination country.

Returned migrants require a range of support at the different stages of the return such as pre-return, immediate post-return, short-term and long-term reintegration. Such a phased approach enables the sustainable reintegration of returned migrants into the society and the labour market as well as maximizes their contribution to the development of the country of origin.

The ILO's approach to reintegration used in other countries such as Ethiopia and Kenya recognize the heterogeneity of returned migrants and the importance of a holistic and comprehensive reintegration support, accordingly, addresses individual needs and combines the socio-culture, economic and psychosocial/health reintegration. Moreover, ILO's approach also has a rehabilitation stream for returned migrants with mental health concerns, physical trauma and occupational disease as well as disabilities. For improved impact, the support is mostly gender sensitive and implemented in line with existing policies and strategies on labour migration or reintegration of the country, and in collaboration and partnership with relevant government and non-government

² IOM (2015), Migration in Uganda: A RAPID COUNTRY PROFILE 2013

³ [position paper - ensuring safe and dignified return and sustainable reintegration.pdf \(un.org\)](#)

institutions. The support is also community-based to avoid preferential treatment and conflict between returned migrants and the local society.

With this approach, the ILO has wide experience in providing different support services to returned migrants in collaboration with relevant government institutions, social partners and civil society organizations. Most of the support is focused on the immediate post-return service with the delivery of cash transfer and psychosocial support; and with short- and long-term reintegration assistance, by improving access to training and access to finance to enable beneficiaries engage in income generating activities.

1.3 The Better regional migration management project

With the financial support of the Foreign Commonwealth and Development Office of the United Kingdom, the ILO is implementing the second phase of the project entitled “*Better Regional Migration Management*” (BRMM), which continues the work carried out under BRMM project phase I and focuses on strengthening the capacities of countries in East and Horn of Africa to govern labour migration by using evidence-based policies, enhancing migrant workers’ qualifications and skills, and actively engaging the social partners.

BRMM phase II, will work on improving employment services for labour market integration of potential and returned migrants, with a focus on developing MSMEs and social finance, in Ethiopia, Kenya and Uganda. In this context, the BRMM project is seeking to collaborate with an implementing partner in Uganda to provide gender-appropriate socio-economic reintegration support to 400 returned migrants in Greater Kampala Metropolitan Area.

This initiative entails the provision of entrepreneurship training with the use of the ILO skills development training programmes namely the Start and Improve Your Business (SIYB) programmes and assist 70% of trained beneficiaries establish a sustainable livelihood, through wage or self-employment. Hence, this activity is meant to reinforce the entrepreneurial and business management skills of returned migrants for a more integrated approach.

▶ 2. Objectives and expected results

2.1 Overall objectives

The general objective of the project is to provide gender-appropriate socio-economic reintegration support and create decent employment opportunities for 400 returned migrants in Greater Kampala Metropolitan Area. The project will support returned migrants establish a sustainable livelihood, through self-employment, by providing entrepreneurship skills training using the ILO Start and Improve Your Business (SIYB) tool and life skills training to enhance the personal and professional development of beneficiaries.

Hence, the project will have the following outcomes:

- ▶ Entrepreneurship skills of 400 returned migrants are strengthened;
- ▶ 400 returned migrants have attitudinal change and the motivation to engage on income generating activities;
- ▶ 400 returned migrants have developed viable business plans;
- ▶ At least 70% of trainees have established a sustainable business.
- ▶ Returned migrants have access to 6 months BDS and mentoring support.

2.2 Target beneficiaries

Intended beneficiaries

The provision of gender-responsive socio-economic reintegration support will target the most vulnerable returned migrants. The selection of these final beneficiaries will be spearheaded by the Ministry of Kampala Capital City and Metropolitan Affairs (MKCC&MA), Ministry of Gender, Labour and Social Development (MGLSD), social partners, selected implementing partner, as well as the ILO. The total number of beneficiaries should be 400 vulnerable returned migrants, where 50 percent are women. Priority will be given to returned migrants with disabilities.

- ▶ The selected implementing partner will provide capacity to ensure strengthening the entrepreneurship and life skills of 400 beneficiaries using the ILO SIYB tools.
- ▶ The selected implementing partner will provide business development support to beneficiaries to establish sustainable businesses.

2.3 Expected results

The expected results of this assignment will be:

- ▶ 400 returned migrants in Greater Kampala Metropolitan Area are provided with core skills training, namely the GYBI and SYB training and life skills training and are assisted in business plan preparation and BDS support.
- ▶ 400 trained and equipped returned migrants are assisted in business registration, access to finance /loan services and negotiation of production, marketing trading spaces/places and have established a business.
- ▶ 70% of supported returned migrants that have established businesses have received mentoring and coaching support for 6 consecutive months.

2.4 Implementation strategy

The intervention logic is based on the integrated and sequenced approach to promote the long-term sustainable integration of returned migrants into the labour market through skills development and access to finance. In addition to extending and

harnessing partnerships, the ILO will work with the Ministry of Gender, Labour and Social Development and the selected implementing partner at the Greater Kampala Metropolitan Area level, to develop selection criteria and identify beneficiaries, and follow the provision of the integrated economic empowerment support.

Entrepreneurship and life skills of returned migrants are strengthened: Under this outcome the selected implementing partner will strengthen the entrepreneurship, and life skills of 400 returned migrants in Greater Kampala Metropolitan Area. Accordingly, the implementing partner will facilitate the provision of entrepreneurship training to returned migrants based on the ILO SIYB tool. SIYB is one of the largest global business management training programme, which helps small-scale entrepreneurs to start and grow their business. Accordingly, the programme will help reinforce entrepreneurial and business management skills of potential and returned migrants.

The entrepreneurship training component will be focused on the Generate your business idea (GYBI) and start your business (SYB) training packages, which include extensive content on business management topics – such as HR, marketing, finance, and business planning topics. These trainings will help beneficiaries assess livelihood opportunities in their localities and invest their meagre resources in more efficient, beneficial, and wise way. The selected implementing partner will engage certified national SIYB trainers in Uganda to deliver the training programme for a period of 8 days with 3 days dedicated for GYBI and 5 days for SYB. Following the training, beneficiaries will be assisted in establishing a business plan. In Uganda there is a pool of national SIYB trainers as well as SIYB master trainers and master trainer developers.

Trained/equipped beneficiaries are provided with extension services and have established sustainable business: Under this component the selected implementing partner will provide 6 months of BDS support to beneficiaries including, business registration and negotiating of production and marketing places. The service provider will also link interested beneficiaries with financial service providers in Uganda to access loan to finance their business.

Furthermore, the BRMM project phase II will also partner with a financial service provider (FSP) to facilitate cash transfer and loan for returned migrants. Therefore, all returned migrants that have attended the SIYB and life skills training, will open a bank account and be provided with cash of USD 150, equivalent in Uganda shillings. The aim of the cash transfer is for returned migrants to use it for consumption purposes until they engage in income-generating activities. The selected implementing partner, Ministry of KCC&MA and ILO will establish selection criteria to facilitate the cash transfer. Parallely, the ILO will also establish a dedicated loanable revolving fund for returned migrants with the financial service provider, and beneficiaries of this project will be prioritized.

Finally, the ILO will work together along with its national partners including MKCC&MA, MGLSD and Local Governments Community Development Directorates to ensure accountability and transparency in the delivery of service. They will closely follow up on the implementation of the gender-appropriate socio-economic reintegration support. They will both ensure that guiding principles of the ILO such as value for money, gender equality, inclusion of persons with disabilities, equity and participation are understood and exercised in the selection and deliverance of the service for the target group.

2.5 Scope of work and methodology

Based on the above-mentioned information, the ILO is seeking for an implementing partner, meaning a legally recognized non-profit oriented entity, to lead the provision of gender-appropriate socio-economic reintegration support to returned migrants in Greater Kampala Metropolitan Area. The ILO has identified two categories of implementing partners:

- (a) a constituent of the ILO and/or an affiliated member of such a constituent, including governmental, employers' and workers' organizations⁴; and
- (b) an organization carrying out non-profit oriented work, including non-governmental organizations (NGOs), foundations, research institutions, educational institutions (including universities), intergovernmental organizations⁵, and any other entities of a similar nature to those listed in this subparagraph.

Activities to be performed by the selected implementing partner

1. **Marketing training tools:** The selected implementing partner needs to market the training package to be provided, i.e. SIYB and life skills training tools, to relevant partners involved in the implementation of the project as well as to potential beneficiaries in an inclusive manner. Accordingly, relevant partners are made aware of the training tools, and this is further advertised to inform potential trainees and attract them to take part to ensure that the provision of the training is needs-based. The implementing partner can make use of the SIYB marketing guide.
2. **Select beneficiaries:** The selected implementing partner will collaborate with MGLSD, Ministry of KCC&MA and with ILO to develop selection criteria to identify the 400 returned migrants that would receive the integrated economic empowerment support. From the 400 beneficiaries:
 - at least 50 percent are women;

⁴ if the implementing partner is an employers' or workers' organization, ACT/EMP or ACTRAV, as applicable, shall confirm that such implementing partner is duly recognized.

⁵ Intergovernmental organizations (created by an act of international law) other than UN agencies

- priority will be given to returned migrants with disability (a disability that does not impede them to engage in business or employment).
- Age and literacy level will also be assessed during the selection criteria.

As potential trainees of GYBI and SYB training tools, the following key selection criteria will also be considered:

- Motivation and availability to start business
- Have a concrete business idea
- Have technical skills to start the business

- 3. Preparation and design:** At this level, the selected implementing partner will make the necessary arrangements (booking a venue, inviting the participants, preparing materials and equipment, etc.) to carry out the trainings, i.e GYBI, SYB and life skills. It will also design the training programme based on the training needs analysis and following the different requirements for SIYB training tool. Hence, the selected implementing partner will design a training schedule that fits the needs of the target group, taking into consideration women and men different needs, accessible location, and childcare responsibilities.
- 4. Provide entrepreneurship training:** Using the ILO SIYB tool, the entrepreneurship training will enable returned migrants acquire entrepreneurial mindset; identify and recognize opportunities; assess the feasibility of ideas as well as familiarize them with basic economic and financial concepts and steps in business start-up and expansion. The training is supposed to strengthen entrepreneurial motives, values, and behaviours among beneficiaries. The selected implementing partner will use ILO SIYB national certified trainers to provide training to 400 returned migrants. The training will be comprised of GYBI and SYB modules and will be provided for a duration of 8 days (3 days for GYBI and 5 days for SYB). At the end of the 8 days training, beneficiaries will establish a viable business plan.
- 5. Provide Life Skills training:** Further to the SIYB training, the selected implementing partner will use its own life skills training program to aid target beneficiaries with practical skills such as effective communication strategies, decision-making processes, building confidence, fostering teamwork and managing stress.
- 6. Provide extension support for self-employment:** The selected implementing partner will further assist 70% of trained beneficiaries in BDS including, business registration following the country's legal requirements and also in the negotiation of production and marketing/ trading places with relevant government offices. Moreover, it will link beneficiaries with financial service providers to access loans based on needs and interest.
The implementing partner will assist interested beneficiaries in developing their request for loan. The ILO, through the BRMM phase II project, will also establish a revolving loanable fund, where beneficiaries of this project will be prioritized.

Finally, the selected implementing partner will provide six months mentoring and coaching service to ensure that beneficiaries establish a sustainable business and livelihoods.

- 7. Follow-up, documentation and reporting:** The selected implementing partner will use its Management Information System as well as its monitoring and evaluation system, aligned with the ILO M&E framework, as well as the SIYB M&E tools, to follow up on the support provided. The implementing partner will collect all needed documentation/information about the profiles of the beneficiaries and their progress. The reporting documents required to be submitted by the implementing partner will include the following:
- a. A detailed workplan and a baseline data of selected beneficiaries.
 - b. Progress report, including pictures, video, financial report, detailing the progress of project implementation, with a focus on the provision of training of at least 200 beneficiaries.
 - c. One final comprehensive report, including pictures, video, financial report, on the provision of the different services to selected beneficiaries. This report should include a tracer study to assess the sustainability of businesses established for beneficiaries. The SIYB M&E tool will be used to inform the tracer study where data is collected as a baseline upon selection of beneficiaries, then progress is assessed after the training and finally status of beneficiaries is assessed following the six months coaching and mentoring. Moreover, the report will provide details with sex and disability-disaggregated profiles. A template for reporting, including on the lessons learned will be provided by the ILO in advance.
 - d. Excel lists of beneficiaries using ILO template (gender, age, employment status, support provided, target group, socio-economic characteristic, etc.), to be submitted along with the progress and final report.

2.6 Deliverables

The selected implementing partner will be required to deliver the following outputs for this assignment:

- ▶ **Output 1:** A comprehensive and updated work plan for the delivery of this intervention, in which all activities need to be scheduled, and a baseline data of selected beneficiaries. (One month following the signature of agreement)
- ▶ **Output 2:** Progress report detailing the progress of project implementation, focused on the process followed to provide training to at least 200 target beneficiaries. The report would also include a financial report, excel list of beneficiaries using ILO template (gender, age, employment status, support provided, target group, socio-economic characteristic, etc.), pictures and video and invoices (Three months following the signature of agreement)

- ▶ **Output 3:** One final comprehensive report on the provision of the different support provided to selected returned migrants. This report should include a tracer study to assess the sustainability of businesses established by beneficiaries. The SIYB M&E tool will be used to inform the tracer study where data is collected as a baseline upon selection of beneficiaries, then progress is assessed after the different core skills and technical skills training and finally status of beneficiaries is assessed following the six months coaching and mentoring. Moreover, the report will include the comprehensive excel list of beneficiaries using the ILO template (gender, age, employment status, support provided, target group, socio-economic characteristic, etc.) and should be submitted along with a financial report, pictures and video, and invoices. (One month following the completion of all activities)
A template for reporting, including on the lessons learned will be provided by the ILO in advance.

2.7 Sustainability

In order to ensure the sustainability of this initiative, the intervention will be implemented in close collaboration and partnership with various stakeholders of Greater Kampala, especially the relevant government ministries and social partners working in the area of reintegration of returned migrants. Stakeholders will extensively participate in the design, implementation, monitoring and evaluation of this project. In doing so, the project will be mainstreamed in the regular monitoring radar of respective offices which will help to sustain the action in the absence of any external actor.

During implementation, the ILO and its partners will closely monitor the implementation status of the project through regular field missions and evaluation meetings. Relevant stakeholders will meet on a need basis to review performance, identify challenges and advise on the way forward to improve performance and increase reach out of the project.

2.8 Eligibility

The eligible applicants should be an implementing partners as specified in 2.5 (scope of work and methodology) and meet the following requirements:

- ▶ Have SIYB certified trainers and/or are planning to engage SIYB certified trainers.
- ▶ Have office presence or operations in Greater Kampala Metropolitan Area
- ▶ Interested or already offering gender-appropriate and socio-economic interventions to vulnerable groups in the country, including returned migrants.
- ▶ Proven experience in supporting vulnerable groups in establishing sustainable livelihood through the creation of decent employment.
- ▶ Having been in existence for at least 7 years.

The ILO invites technical and financial proposals from qualified organizations/entities having relevant experience in providing gender-appropriate socio-economic reintegration support for vulnerable communities as stipulated in this Terms of Reference. Technically responsive and financially viable organizations/entities will be selected following ILO's procurement rules and procedures.

Cumulative evaluation methods will be used for this procurement exercise and the contract will be awarded to the candidate with the highest scorer(s) in cumulative analysis considering the technical and financial evaluation.

2.9 Supervision and logistical arrangements

All activities within the scope of these Terms of Reference will be carried out under the overall supervision of the BRMM Chief Technical Adviser in ILO Country Office for Ethiopia.

Deliverables shall be submitted in line with the requirements explained in these Terms of Reference in a timely manner, in concordance with the planned deadlines between the ILO and the selected implementing partner. All deliverables of these Terms of Reference are subject to the approval of the ILO.

2.10 Timeline

This assignment will be implemented over a period of eight months from the date of the agreement signature, including the preparation phase. This assignment should be implemented between July 2024 – February 2024.

The selected implementing partner is responsible for informing the ILO in advance in case of unforeseen delays.

2.11 Payment schedule

The disbursement of the fund will be as follows:

First payment: 30 percent of the agreement sum shall be made upon receipt of the original counter-signed Agreement and the remaining payments be paid in the following instalments:

Second payment: 30 percent of the agreement sum shall be made upon completion and submission of output 1 (comprehensive and updated work plan for the delivery of this intervention, in which all activities need to be scheduled, and a baseline data of selected beneficiaries) and ground preparation and facilitation for the provision of the training is finalized. The progress report will be accompanied by a detailed financial report and invoices on the use of the resources based on the ILO financial reporting template.

Third payment: 35 percent of the agreement sum shall be made upon completion and submission of output 2. This would include a narrative report detailing the provision of training to at least 200 target beneficiaries. The report should include details on the

process followed to select and train beneficiaries. Moreover, a detailed list of beneficiaries will be provided based on the ILO template. Finally, the narrative report is accompanied by a detailed financial report and invoices on the use of the resources based on the ILO financial reporting template.

Final payment: 5 percent of the agreement sum shall be made upon completion and submission of output 3. This would include a comprehensive final report on the provision of the different services to selected returned migrants. This report should include a tracer study to assess the sustainability of businesses established by beneficiaries. Moreover, the report will include the comprehensive excel list of beneficiaries using the ILO template (gender, age, employment status, support provided, target group, socio-economic characteristic, etc.) and should be submitted along with a financial report and invoices.

▶ 3. Requirements for application to the call for proposals

Interested implementing partners are required to submit their applications, which will include technical and financial proposals to apply using the format below.

3.1 Technical Proposal

Implementing partners should submit their application (technical and financial proposal separately) as per the instructions provided in the bidding documents.

The technical and financial proposal should be prepared in accordance with this ToR and the request for proposal. In particular, the technical proposal is expected to be submitted by the bidders using the following structure:

- ▶ Organization's profile demonstrating the required capacity as well as the organization's local presence and activities in Greater Kampala Metropolitan Area, summarizing the implementing partners experience in the provision of gender-appropriate socio-economic support to vulnerable groups.
- ▶ Detailed description of relevant past works and assignments related to economic empowerment and outreach to vulnerable communities in Greater Kampala Metropolitan Area.
- ▶ Summary of the proposed methodology, implementation plan and M&E.
- ▶ Detailed work plan with a timetable related to the different activities.
- ▶ CVs of Team leader and staff involved in the implementation demonstrating their capacity to conduct the assignment. CVs and certificates of SIYB and FE certified trainers.
- ▶ Foreseen challenges during the implementation of the project and mitigation methods.

The Technical Proposals will be evaluated in accordance with the following criteria, as indicated below.

Description of Technical Evaluation	Score
Previous proven experience of the implementing partner in the delivery of gender-appropriate and socio-economic support to vulnerable groups	25%
Feasibility of the workplan/scheduling of activities and capacity of implementing partner (availability of qualified trainers/BDS providers) to deliver results	20%
Previous experience of the implementing partner in the provision of entrepreneurship training based on the ILO SIYB tool	20%
Human Resources proposed for the assignment (qualification and experience) + detailed CVs + certification in SIYB (for trainers)	20%
Strong field presence in Greater Kampala Metropolitan Area	10%
Previous experience working with the international bilateral donors	5%
Maximum points	100%
<p>Only bids which achieve a minimum score of 70 % in their technical offer will be considered for evaluation of their Financial Proposals.</p> <p>The technical offer will be weighted 70% the financial offer 30%. (30*lowest bid /the bid being evaluated). The total score will be calculated by using the formula: <i>total score obtained in technical proposal + total score obtained from the financial</i></p>	

The financial offer should be submitted in UGX and should include all envisaged costs using the below template:

**Provision of gender-responsive socio-economic reintegration support to
returned migrants in Greater Kampala
Financial proposal**

	Unit of measurement	Quantity	Unit cost in UGX	Frequency	Total amount in UGX
Project implementation cost					0
1. Beneficiary selection					0
1.1.					0
1.2.					0
1.3.					0
					0
					0
2. Pre-training					0
2.1. Purchase of stationary					0
2.2. Printing of training material					0
2.3.					0
2.4.					0
2.5.					0
					0
					0
3. Training					0
3.1. Generate your business training (3 days)					0
3.1.1 Venue					0
3.1.2 Per diem/transport allowance					0
3.1.3.					0
3.1.4.					0
3.1.5.					0
					0
					0
3.2. Start your business training (5 days)					0
3.2.1 Venue					0
3.2.2 Per diem/transport allowance					0
3.2.3.					0
3.2.4.					0
3.2.5.					0
					0
					0
3.3. Financial education training (4 days)					0
3.3.1 Venue					0
3.3.2 Per diem/transport allowance					0
3.3.3.					0

	Unit of measurement	Quantity	Unit cost in UGX	Frequency	Total amount in UGX
3.3.4.					0
3.3.5.					0
					0
					0
4. 6 months business development service (BDS) support					0
4.1.					0
4.2.					0
4.3.					0
					0
					0
5. Monitoring, evaluation and reporting					0
5.1. <i>Baseline data collection</i>					0
5.2. <i>Monitoring</i>					0
5.3. <i>Development of tracer study</i>					0
					0
					0
6. Other project implementation cost					0
6.1.					0
6.2.					0
					0
					0
Administrative cost					0
7. Staff cost					0
7.1.					0
7.2.					0
					0
					0
8. Operational cost					0
8.1.					0
8.2.					0
					0
					0
GRAND TOTAL					0

▶ 4. Application submission

Interested applicants that meet the eligibility requirements should submit their detailed technical proposal and financial proposal to addis_procurement@ilo.org.

The deadline for submission is 20 June 2024.