

Call for Proposal

MOZAMBIQUE

Contracting authority: ENABEL

Call for Proposals under the intervention:

Juntas4Clima

MOZ22005

Guidelines for Applicants

Reference: MOZ22005-10163

Deadline for submission of concept notes: 27 January 2026
before 23h55 (Moz time)

This is a call for proposals in **two stages**. As a **first step, only concept notes** should be submitted for evaluation. After evaluation of the concept notes including the admissibility of the applicants, the applicants who have been **shortlisted will be invited to submit a proposal**. Subsequently, the evaluation of the proposals actually received from the preselected applicants will be carried out.

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1 Developing TVET in the decentralized energy and water sectors in Mozambique

1.1 Context

Mozambique is undergoing **rapid transformation** in both **off-grid energy** and **water-supply sectors**. Expanding access to affordable, reliable, and sustainable services in these areas is essential for climate-resilient growth. Energy and water are deeply interdependent: energy is required for pumping, purification, distribution, and wastewater treatment, while water is essential for energy generation, cooling, and maintenance of renewable systems. The **energy-water nexus** offers opportunities to improve efficiency, service quality, and local livelihoods but also exposes the sectors to shared challenges, including climate shocks, resource scarcity, and shortages of skilled professionals. To address this, in 2023 the Government of Mozambique (GoM) and Enabel launched a five-year portfolio aimed at supporting and institutionally strengthening Mozambique so that the transition to a climate-resilient and low-carbon economy can be achieved in an inclusive manner, with particular attention to vulnerable communities in both rural and urban areas. Within this framework, Result 4 (R4) focuses on ensuring that the GoM, local authorities, communities, and civil society improve access to, and the sustainability of, climate-resilient drinking water supply in rural areas of the Gaza and Maputo provinces, and in Mozambique more broadly.

A dual challenge of expansion and capacity

In the decentralized **energy sector**, Mozambique's off-grid market has grown rapidly following Decree 93/2021 and the establishment of the Energy Regulatory Authority (ARENE), which together enabled greater private-sector participation in decentralized renewable energy (DRE). The transition of 95 FUNAE mini-grids to private operation, combined with initiatives such as GET FiT (KfW), +SOL, and the joint Enabel-FUNAE Green Climate Fund (GCF) proposal, is generating **sustained demand for qualified technicians, operators, and managers**. Skills required include operations and maintenance (O&M), digital supervision, business and financial management, and customer service for mini-grid operations.

In the decentralized **water sector**, national programmes aimed at expanding access to clean and safe water, especially in rural and peri-urban areas, are increasing the **need for professionals able to operate, maintain, and digitally monitor water-supply systems**. **Ongoing institutional reforms** in the water sector are expected to reshape how services are organised and delivered across the country, further increasing the need for skilled human resources. Without sufficient technical capacity, many systems face operational inefficiencies and sustainability issues, limiting both service reliability and employment opportunities.

A young population facing structural mismatches

Mozambique's population is predominantly young, with nearly **two-thirds under the age of 25¹**. **Youth unemployment** (15-24 years old) stands at 7.37% (2024), while around 33% of young people are NEET². Technical and Vocational Education and Training (TVET) can offer youth a gateway to employment in the decentralized energy and water sectors by equipping them with essential skills for the sector, despite persistent challenges within the system. Many TVET

¹ AllAfrica. "Mozambique: Youth Population Statistics 2025." AllAfrica, October 29, 2024.

² IMF. Republic of Mozambique: Poverty Reduction and Growth Strategy. Washington, D.C.: IMF, July 2024.

graduates remain unemployed or underemployed: one survey found that 26% of students with technical professional education were unemployed and 48% were employed in positions below their skill level³. **Outdated curricula, limited exposure to real-life practice and fragmented industry partnerships, and weak alignment with private-sector needs** contribute to this gap, limiting the ability of the decentralized energy and water sectors to absorb qualified young professionals.

Persistent gender gaps

Young women face a higher unemployment rate (9.7%) compared with young men (7.1%), underscoring persistent gender inequalities in labour market entry⁴. Women remain underrepresented in technical fields, accounting for only about 30% of TVET enrolment. Gender-sensitive approaches – scholarships, mentorship, targeted outreach, and safe learning environments – are essential to attract and retain women in Science, Technology, Engineering, and Mathematics (STEM), TVET, and emerging digital professions. The new gender strategy in TVET programs also highlights the importance of increasing access for women, with a target of 32% in 2029.

A cross-sectoral skills shortage

As mentioned above, both the decentralized energy and water sectors face **a significant shortage of qualified professionals**. Existing training programmes rarely equip technicians, engineers, and entrepreneurs with the skills needed to manage energy and water systems effectively. Several forms of collaboration between TVET institutions and the private sector already exist in Mozambique to address this shortage. Training centres increasingly rely on private companies, mini-grid operators, and water utilities to provide real-life learning environments, internships, and specialised technical equipment. However, these partnerships remain fragmented and need to be scaled up to meet the country's evolving needs.

Why reinforcing TVET in both sectors matters

Considering the context – growing demand for qualified professionals in the decentralized energy and water sectors, high youth unemployment rate, limited opportunities for young women and high potential for energy-water nexus, **strengthening TVET in both sectors** is therefore essential. This will enable to:

- **Align curricula** with evolving industry requirements and technological trends;
- **Increase access for young people and women**, and **equip** them with market-relevant skills;
- **Strengthen national capacity** to sustainably operate and maintain decentralized energy and water systems;
- **Foster collaboration** and knowledge exchange between training providers, private companies, and public institutions;
- **Promote innovation** at the intersection of both sectors;
- **Support reskilling and upskilling** in response to technological and economic transitions;
- **Contribute to achieving SDG 6** (Clean Water and Sanitation) **and SDG 7** (Affordable and Clean Energy).

³ Bertelsmann Stiftung (BTI). Mozambique Country Report 2024. Gütersloh: BTI Project, 2024.

⁴UNDP. "Youth Employment: From Outcome to Portfolio Intent." UNDP Mozambique blog, 11 Nov. 2024.

1.2 Objectives and Expected results

The **general objective** of this Call for Proposals is: *To strengthen Mozambique's skilled workforce, particularly youth and young women, for sustainable decentralized energy and water services by supporting high-quality, inclusive TVET programs that lead to employment and green jobs.*

The **specific objectives** of this Call for Proposals are:

1. *SO1 - Strengthen inclusive, high-quality TVET provision in the decentralized energy and water sectors.*
2. *SO2 - Improve employability and entrepreneurship through strong work-based learning and private-sector partnerships.*

The **expected results** are:

Expected result	Indicators	Targets
SO1		
ER 1 – Youth and young women access TVET opportunities in decentralized energy and water sectors	<ul style="list-style-type: none"> ▪ # of trainees trained and certified, of which: <ul style="list-style-type: none"> ○ % of young trainees (18-35 years old) trained and certified ○ % of young female trainees (18-35 years old) trained and certified ▪ TVET centers implementing gender-responsive and inclusion measures 	<ul style="list-style-type: none"> ▪ At least 50 trainees per lot (if both sector addressed: 50 trainees per sector), of which: <ul style="list-style-type: none"> ○ At least 70% per lot are young (18-35 years old) ○ At least 30% per lot (encourage 50%) are young women (18-35 years old) ▪ Yes (for each TVET center supported)
ER 2 – Industry-aligned modular curricula developed, validated, and quality-assured	<ul style="list-style-type: none"> ▪ # new or adapted modules validated by industry 	<ul style="list-style-type: none"> ▪ At least 1 per lot
ER 3 – Institutional and trainer capacity strengthened for high-quality delivery	<ul style="list-style-type: none"> ▪ # of trainers trained for delivery of updated modules, of which <ul style="list-style-type: none"> ○ % of female trainers ▪ % of training time dedicated to soft skills and entrepreneurship skills 	<ul style="list-style-type: none"> ▪ At least 10 per lot, of which: <ul style="list-style-type: none"> ○ At least 30% women per lot ▪ At least 30% per lot
SO2		
ER 4 – Graduates gain employment or self-employment in green energy & water services	<ul style="list-style-type: none"> ▪ % of graduates employed or self-employed within 6 months after the training ▪ % of graduates demonstrating measurable skills gain (pre-/post-assessment) 	<ul style="list-style-type: none"> ▪ At least 40% per lot ▪ At least 40% per lot
ER 5 – Strong WBL and private-sector partnerships established	<ul style="list-style-type: none"> ▪ % of WBL in the training program ▪ # of formalized and active private-sector partnerships per TVET center supported 	<ul style="list-style-type: none"> ▪ At least 30% per lot ▪ At least 2 per TVET center supported

Note: All indicators are disaggregated by sex and age.

1.3 Implementation approach

The implementing partner is expected to design and deliver a pilot-scale TVET programme that builds on existing national and international resources, including ANEP and other relevant TVET initiatives related to energy and water sectors.

From grant contract signature onward, the partner will also benefit from technical support provided under the TEI Opportunity-driven Skills & VET in Africa Facility (TEI OP-VET Facility). This support will include labour-market analysis, mapping of existing programmes, curriculum review, competency frameworks, and gender/M&E guidance. Applicants should make strategic use of these TEI OP-VET resources, alongside other validated studies, curricula, and frameworks that respond to local labour-market realities and the priority occupational profiles identified in this Call.

All interventions must ensure coherence, complementarity, and alignment with Mozambique's national TVET strategy and ongoing capacity-building initiatives related to decentralized energy and water services. Implementation should reflect the Guiding Principles of this Call—particularly demand-driven training, meaningful WBL, gender-responsive approaches, digitalisation, strong private-sector participation, and long-term sustainability.

The implementation approach below is indicative. Applicants are expected to propose their own methodology, provided it ensures feasibility, relevance, and strong employability outcomes.

Phase 1: Assessment, Design & Partnerships (3 months)

Note: for this entire phase, TEI OP-VET Facility expertise could be mobilized.

- Conduct targeted assessments – skills gaps, labour demand, gender barriers, existing curricula, TVET capacity.
- Select priority occupations and modules; align with existing programmes and TVET initiatives, as well as ANEP and national qualification standards.
- Formalize partnerships with TVET centers, private-sector actors, and authorities for WBL and validation.
- Design the training model: modular structure, inclusion strategy, outreach approach, WBL arrangements, and trainer needs.
- Adapt or co-develop industry-validated modules, integrating soft skills, entrepreneurship, and gender-responsive practices.

Phase 2: Capacity Strengthening, Training Delivery & WBL (WBL) delivery (9-12 months)

- Train and coach trainers on technical content, pedagogy, inclusion, and safety standards.
- Recruit youth and young women with transparent criteria and targeted outreach.
- Deliver modular, practice-oriented training (72–600 hours), with at least 30% Work-Based Learning through partnerships with enterprises, utilities, or service providers.
- Provide support services for learners: mentoring, safe learning environments, job readiness coaching, and self-employment guidance.

Phase 3: Evaluation & sustainability (3 months)

Note: for this entire phase, TEI OP-VET Facility expertise could be mobilized.

- Track graduate outcomes (employment, self-employment, skills gains) and conduct a light tracer study.

- Facilitate job placement and enterprise linkages; support young entrepreneurs where relevant.
- Document lessons, refine the training model, and produce a practical plan for replication or scaling within TVET centers.
- Share results with ANEP, other TVET programs and initiatives, and private-sector partners; initiate process to integrate successful modules and approaches into institutional systems.

1.4 Guiding principles

1.4.1 Increased employability through demand-driven training

Training interventions supported by this Call must **respond directly to labour market needs** in decentralized energy and water services. By addressing critical technical skills gaps, programmes should equip trainees with practical, industry-relevant competencies that translate into employment and self-employment opportunities, particularly for youth and young women.

The following technical needs have been identified in the target sectors:

Decentralized energy sector	Decentralized water sector
<ul style="list-style-type: none"> - Solar mini grid operations & maintenance (O&M) - Productive use of energy applications - Digital tools for monitoring, non-revenue energy data management, metering, and customer data - Customer service & commercial operations for mini-grids - Safety & compliance 	<ul style="list-style-type: none"> - Rural water supply systems operations & maintenance (O&M) + Preventive & corrective maintenance - Solar pumping systems installation & O&M - Operation of small-scale desalination systems - Digital tools for monitoring, non-revenue water data management, metering, and customer data - Safety & compliance

These needs serve as a general framework to guide labour market analysis and training programme design. Applicants are *not* expected to cover all needs listed above.

Instead, applicants should **identify and target priority professional profiles** relevant to their intervention area. Indicative profiles currently recognised as in demand include:

Energy sector	Water sector
<ul style="list-style-type: none"> - Solar mini-grid operator/technician - Solar pump technician - Productive Use of Energy (PUE) technician - Mini-grid customer and commercial agent - Digital energy systems assistant 	<ul style="list-style-type: none"> - Rural water supply system operator/technician - Water supply system maintenance technician - Water supply system customer and commercial agent - Digital water supply systems assistant

Given the budget ceilings of this call (see section 1.5), proposals should focus on a limited number of training programmes – **typically 1–3 priority profiles per sector**. Applicants must demonstrate the financial, operational, and partnership feasibility of their selected profiles, including WBL opportunities.

1.4.2 Prioritisation for improved operation of decentralized systems

Proposed training programmes must clearly demonstrate how they contribute to the improved operation, maintenance, and sustainability of decentralized energy and water systems. Priority should be given to skills and occupational **profiles that address critical bottlenecks** in system performance, service reliability, and local technical capacity.

1.4.3 Building on existing programmes, projects, and donor-funded interventions

Applicants are encouraged to **build on existing TVET programmes, sector projects, donor-funded interventions, partnerships, and institutional capacities** whenever this brings clear added value. Synergies and complementarities should be proposed where they enable stronger outcomes, reduce duplication, and leverage greater results with fewer resources. This includes aligning with ongoing capacity-building initiatives in the decentralized energy and water sectors funded by government or development partners.

1.4.4 Feasibility and certification pathways

Applicants must determine whether the proposed training programmes will lead to **formal certification in line with Mozambican regulatory requirements, or to certification issued by internationally recognised bodies or by the private sector**. Applicants may also propose training programmes for which the formal certification process is initiated during implementation, even if full accreditation extends beyond the project duration.

Proposals must justify the chosen pathway and demonstrate its feasibility within the grant implementation period. This includes outlining curriculum development steps, accreditation or validation processes, and alignment with the National Qualifications Framework, where applicable.

1.4.5 Choice of public or private training institutions

Applicants should justify their decision to **partner with public or private training institutions** based on feasibility, institutional capacity, labour market relevance, and the ability to deliver high-quality training and WBL placements.

Selected partners must strengthen employability outcomes and support viable training delivery beyond the project period.

1.4.6 Sustainable business model for long-term training delivery

Applicants must demonstrate how the proposed training programmes will continue beyond the project's implementation period. The Call may finance **initial training cohorts**, but applicants must in parallel develop a long-term model.

Sustainability should rely on meaningful partnerships with TVET institutions, private-sector employers, and other stakeholders able to co-finance, co-deliver, or institutionalise the courses. These arrangements should align with Principle 1.4.11 on Private-Sector Partnerships.

1.4.7 Work-Based Learning (WBL)

Work-Based Learning is an educational approach that integrates academic instruction **with real workplace experience**, enabling learners to acquire and apply knowledge, skills, and professional behaviors in authentic environments. It bridges the gap between theory and practice by embedding learning in actual work processes. WBL can take **multiple forms**, ranging from informal to highly structured programs (apprenticeships, on-the job training, internships, project-based learning, etc.).

Submitted proposals must incorporate at least 30% WBL during the training

program, enabling trainees to acquire practical skills, technical knowledge, and professional behaviours in real work environments

1.4.8 Youth, gender equality and inclusion

This Call must prioritize opportunities (training, employment and entrepreneurship) for **young people and women (18–35 years)**.

Applicants are encouraged to adopt an **intersectional approach** that addresses barriers related to access, affordability, social norms, and professional networks, ensuring equitable participation and outcomes.

1.4.9 Transversal skills

Programmes should integrate **transversal skills, including soft skills and entrepreneurship skills**, which enhance employability. Modules should include communication, negotiation, client-orientation, leadership, problem-solving, resilience, and entrepreneurship to support both wage employment and self-employment.

1.4.10 Digitalisation & innovation

Training programmes are encouraged to integrate **digital skills** relevant to decentralized systems, including basic digital literacy, SCADA, IoT, GIS, digital billing, predictive asset management, and mobile maintenance.

Digitalisation also creates opportunities for youth- and women-led digital entrepreneurship. Modules on digital entrepreneurship, data analytics, and business incubation are encouraged.

1.4.11 Private sector partnerships

Meaningful and sustained **engagement with private sector/employers** is essential to ensure training relevance and employability. **Partnerships** may include:

- Curriculum development and adaptation;
- Delivery of technical sessions;
- Co-design of career guidance and transversal skills;
- Hands-on learning through internships and WBL;
- Joint assessment of competencies.

Private-sector engagement should also reinforce the long-term sustainability of training delivery, in line with Principle 1.4.5 on developing a viable business model. The partnerships with the private sector are essential for the successful implementation of the Action. Therefore, applicants must attach **letters of intent** from private-sector partners, **if available**. These are not mandatory but will be considered as strengthening the feasibility of the proposed WBL arrangements. If no letters are available, applicants must **at least describe their strategy for engaging private-sector partners for WBL opportunities**, including the identification of potential companies.

The objective is that, within the first three months of implementation, grantees sign **at least one MoUs or other type of agreements with private companies/utilities per lot**.

1.4.12 Geographic coverage

The Call for Proposals is structured around **two geographic lots** to ensure balanced national coverage and strengthened employability in rural areas where decentralized energy and water systems are most needed.

Lot 1 targets the northern region, especially the provinces of Nampula and Zambézia, with a primary focus on the energy sector and the option to include the water sector.

Lot 2 covers the southern region, especially the provinces of Maputo and Gaza, and focuses exclusively on the water sector.

For both lots, applicants must demonstrate how their proposed TVET interventions will create tangible employment pathways within rural districts of the targeted provinces, regardless of whether delivery occurs through a single TVET centre or multiple centres across the region. The choice of training locations must therefore be justified by their ability to reach rural learners and respond to labour market opportunities in decentralized energy and water service provision.

1.5 Amount of the financial allocation provided by the contracting authority

The total indicative amount available under this Call for Proposals is 350.000 EUR (three hundred and fifty thousand euros). The contracting authority reserves the right not to award all of the available funds.

Lot	Region	Sectors	Grant ceiling
Lot 1	Northern region. Targets Nampula and Zambézia provinces (at least). The TVET centre may be located in either province, but applicants must demonstrate pathway to employment opportunities in rural districts across both provinces	Energy sector (mandatory) and water sector (optional)	130.000 EUR (one hundred and twenty thousand euros) if only Energy sector is targeted. 230.000 EUR (two hundred and thirty thousand euros) if both energy and water are targeted.
Lot 2	Southern region. Targets Maputo and Gaza provinces. The TVET centre may be located in either province, but applicants must demonstrate pathway to employment opportunities in rural districts across both provinces	Water sector	130.000 EUR (one hundred and twenty thousand euros)

If the financial allocation indicated for a specific lot cannot be used due to the insufficient number of proposals received or due to their poor quality, the contracting authority reserves the right to reallocate any unused funds to another lot.

Grant amount

Any grant application under this Call for Proposals must fall between the following: minimum and maximum amounts:

For Lot 1 (energy sector being mandatory, water sector being optional):

- Minimum amount: 60.000 EUR (sixty thousand euros)
- Maximum amount: 130.000 EUR (one hundred and thirty thousand euros) if only energy sector is targeted; and 230.000 EUR (two hundred and thirty thousand euros) if both energy and water are targeted

For Lot 2 (only water sector):

- Minimum amount: 60.000 EUR (sixty thousand euros)
- Maximum amount: 130.000 EUR (one hundred and thirty thousand euros)

During execution, Enabel reserves the right to modify the minimum and maximum amounts applicable to the requests and to award additional amounts to the beneficiaries having been awarded grants within the framework of this Call for proposals.

2 Rules applicable to this Call for Proposals

These guidelines specify the rules of submission, selection and implementation of actions financed under this Call for Proposals.

2.1 Admissibility criteria

There are three categories of admissibility criteria, which concern, respectively:

- The actors: the applicant and its co-applicant(s), i.e. the entities submitting the application (2.1.1)
- The actions: actions admissible for grants (2.1.3);
- The costs: the types of costs that may be included in the calculation of the grant amount (2.1.4).

2.1.1 Admissibility of applicants

To be **admissible** for grants, **lead applicant** and **co-applicants** must satisfy the following conditions:

- A. be a legal person; **and**
- B. be established or represented in Mozambique for at least 2 years (lead applicant or one of the co-applicants at least); **and**
- C. be a public entity; **or**
- D. be a national or international non-profit private entity or a foundation; **and**
- E. demonstrate, on the basis of an implementation report of similar projects carried out within the last 5 years, experience in carrying out actions related to skills development in the energy or water sector.

In section 1.3.5 of the grant application file (“applicant’s declaration”), the applicant must declare that neither itself nor its co-applicant(s) fall under any of these situations and that they will be able to provide the following supporting documents:

- An extract from the criminal record or an equally valid document issued by the competent judicial or administrative authority in the country of origin for:
 - o Entity;
 - o The directors;
- Certificate issued by the competent authority or any other equivalent document attesting that the entity is still in business. These may be:
 - o An extract from the business register or equivalent;
 - o A certificate of non-bankruptcy issued by the clerk of the competent court or an official register;
 - o Valid tax compliance certificate;
 - o Valid social security compliance certificate.

Lead applicant

The lead applicant must satisfy the following conditions as well:

- A. be directly responsible, together with the co-applicant(s), for the preparation and management of the action, and not be acting as an intermediary; **and**
- B. have audited financial statements for the 2 previous calendar years.

For both lots, the lead applicant may act either individually or in partnership with one or more co-applicant(s). Partnerships are strongly encouraged to form consortia that include at least one TVET center and a private sector partner.

The potential applicant and co-applicant cannot participate in calls for proposals nor be the beneficiary of grants if they are in one of the exclusion situations described below:

- State of or the subject of proceedings relating to bankruptcy, winding-up, administration by the courts, arrangement with creditors, cessation of business activities, or are in any similar situation arising from proceedings of the same nature provided for in national legislation or regulations;
- The subject of a judgement which has the force of res judicata (i.e. against which no appeal is possible) for any offence involving their professional conduct;
- Guilty of grave professional misconduct proven by any means, which the contracting authorities can justify;
- Not fulfilled their obligations relating to the payment of social security contributions or the payment of taxes in accordance with the legal provisions of the country in which they are established or with those of the contracting authority's country or those of the country where the contract is to be performed;
- The subject of a judgement which has the force of res judicata for fraud, corruption, involvement in a criminal organisation or any other illegal activity.

If the grant is awarded to it, the applicant becomes the **Contracting-Beneficiary** identified in Annex E (Grant Agreement). The Contracting-Beneficiary is the main point of contact for the contracting authority. It shall represent any other beneficiaries and act in their name. It shall design and coordinate implementation of the action.

The lead applicant will coordinate activities to ensure and monitor the technical quality and alignment of training content to the required standards and lead on the administration and financial management of the grant.

The following **types of organisations** are eligible to act as lead applicants in the actions:

- Public or private Technical and Vocational Education and Training (TVET) centers;
- Polytechnics, technical colleges, or universities with relevant engineering or O&M programs;
- Sectoral training institutions (e.g., focused on renewable energy, water engineering, or infrastructure management);
- National or international Non-Governmental Organizations (NGOs), Foundations, or Community-Based Organizations (CBOs);
- Employer and Business Membership Organizations (EBMOs): e.g. Chambers of Commerce, Chambers of Industry, and business associations.

Co-applicant(s)

The co-applicant(s) shall participate in the definition and implementation of the action, and the costs that they incur shall be eligible in the same way as those incurred by the applicant. The co-applicants must sign the mandate statement in part B, section 2.6 of the grant application file.

Combining international and national expertise – by collaborating with local actors – is essential, with Portuguese proficiency considered an important factor for effective implementation.

If the grants are awarded to them, any co-applicants will become the **beneficiaries of the action**, with the Contracting-Beneficiary.

2.1.2 Associates and contractors

The following persons are not co-applicants. They do not need to sign the “mandate” statement:

Associates

Other organisations may be associated with the action. Associates actively participate in the action, but cannot be eligible for grants, except for daily allowances and travelling expenses. These associates do not need to satisfy the admissibility criteria mentioned in point 2.1.1. The associates must be mentioned in part B, section 2.7 of the grant application file, entitled “Associates of the applicant participating in the action”.

Contractors

Contracting beneficiaries may award contracts to contractors. Associates cannot at the same time be contractors (services, works, equipment) for the project. Selection of contractors shall be subject to public procurement rules (if Contracting Beneficiary is public) or the rules set forth in Annex VIII of the Grant Agreement template (if Contracting Beneficiary is private).

Private for-profit enterprises hosting trainees at their workplaces for WBL can be involved as **associates** in the action, if no other expenses are allocated to them except for daily allowances and travelling expenses. If compensation costs go beyond these expenses, the companies can only be involved in the actions as **contractors** to the beneficiary contractor.

2.1.3 Admissible actions: for what actions may an application be submitted?

Definition

Actions eligible for funding under this Call must constitute a project – an independent operation made up of coherent sets of activities with clearly defined objectives, in line with the goals and outcomes listed in Section 1.2

Duration

The initial planned duration of an action may not be less than 12 months nor exceed 18 months.

Sectors or themes

Based on labour market skill demand, the Call prioritizes TVET programs will target Decentralized Energy and Water sectors.

As indication, the following needs have been pre-identified:

Decentralized energy sector	Decentralized water sector
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<ul style="list-style-type: none"> - Solar mini-grid operator/technician - Solar pump technician - Productive Use of Energy (PUE) technician - Mini-grid customer and commercial agent - Digital energy systems assistant 	<ul style="list-style-type: none"> - Rural water supply system operator/technician - Water supply system maintenance technician - Water supply system customer and commercial agent - Digital water supply systems assistant
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As mentioned before, it is expected that the applicants **focus on 1-3 priority profiles per sector**, demonstrating the financial, operational, and partnership feasibility of their proposed profiles, including how they will link graduates to employment and self-employment opportunities.

Target groups

This Call primarily targets youth and young women (18-35 years old). Priority will be given to young people who already possess basic technical skills or prior vocational experience in relevant fields, to facilitate their rapid upskilling and employability within the decentralized energy and water sectors.

In addition, the Call may include graduates from higher education institutions who wish to acquire more practical, technical, or entrepreneurial skills aligned with labour market needs; however, their participation shall not be the primary focus.

Geographical coverage

The Call for Proposals is structured around two Mozambican geographic lots in to ensure balanced national coverage and strengthened employability in rural areas where decentralized energy and water systems are most needed.

Lot 1 targets the northern region, especially the provinces of Nampula and Zambézia, with a primary focus on the decentralized energy sector (mini-grids) and the option to include the water sector (water supply systems).

Lot 2 covers the southern region, especially the provinces of Maputo and Gaza, and focuses exclusively on the water sector (water supply systems).

For both lots, applicants must demonstrate how their proposed TVET interventions will create tangible employment pathways within rural districts of the targeted provinces, regardless of whether delivery occurs through a single TVET centre or multiple centres across the region. The choice of training locations must therefore be justified by their ability to reach rural learners and respond to labour market opportunities in decentralized energy and water service provision.

WBL activities can be delivered outside the targeted regions if relevant, as long as the beneficiaries reside in the targeted regions, and if their safety and accompaniment are guaranteed.

Types of action

This Call intends to support types of action that meet the following criteria:

- The quality of the proposal for training particular skills needs;
- The number of trainees to be trained;
- The number of new or adapted modules validated by industry;
- The absorption capacity of companies to take in trainees under a WBL system;
- The attention for inclusion:

- The gender promotion of the proposals to assure that the profiles envisaged are stimulating female employment;
- Attention for intersectionality of youth in the proposal and in the targeting strategy for trainees, as well as a strategy for preventing/mitigating the risk of dropping out of the training program;
- Relevant and fair selection of trainees (e.g. the trainees can only participate in one training program);
- Concrete partnership between the private sector and the training center (either public or private).

The proposed training should:

- Focus on short-term trainings, below 1 year and between 72-600 hours;
- Have a WBL component (where at least 30 % of the training is implemented in company or in the workplace);
- Integrate labour rights and Occupational Health and Safety (OHS) measures;
- Reflect the need in the sectors identified;
- Be in line with the national plans;
- Integrate new technology and/or innovations within energy-water nexus;
- Include digitization aspects;
- Prioritize environmental or green jobs if promising.

The following types of action are not admissible:

- Actions consisting exclusively or primarily of sponsoring the participation of individuals in workshops, seminars, conferences and conventions;
- Actions consisting exclusively or primarily of financing individual scholarships for studies or training.

Types of activity

The list below is indicative and not exhaustive.

The following activities are **admissible**:

- Provision of insurance against accidents and work-related injuries for trainers and trainees (obligatory);
- Provision of personal protective equipment (PPE) for trainees (obligatory);
- Occupational Health and Safety trainings, equipment and other measures adhering to the national standards (obligatory);
- Promotion and application of Decent Work principles in line with the 4 ILO pillars (obligatory);
- Assessment and certification aligned with national regulatory requirements, or with internationally recognised or private-sector certification standards. Activities may also include initiating the formal accreditation or certification process during implementation, even if completion extends beyond the project duration (obligatory);
- Targeted community outreach and awareness or sensitization activities aimed at enhancing access and participation of youth and young women;
- Integration of energy-water and agri-energy nexus competencies, including solar pumping for irrigation, renewable-powered water treatment, and productive use of energy technologies, covering promotion, customer engagement, sales support, operation, and maintenance of relevant equipment;

- Acquisition of necessary basic raw materials, tools, teaching aids, etc., for the implementation of the actions;
- Training, awareness-raising, study trips, job shadowing, workshops, studies, and/or consultancy activities for the purpose of capacity building;
- Activities supporting social inclusion and equity, with a particular focus on young women, by better understanding and addressing gender-related barriers in the workplace (e.g., safety, cultural norms, employer bias, gender-based violence (GBV), and non-discriminatory policies);
- Development of new or adjustment of existing short modular vocational curricula in line with labour market needs in the energy and water sectors and aligned with ANEP or TEI OP-VET frameworks (at least 30% of WBL);
- Transversal skills training, including soft skills and entrepreneurship skills (e.g. self-confidence and negotiation, understanding client needs, strong leadership, problem-solving, resilience, basic accounting, etc.);
- Pre-training career guidance, counselling, or coaching activities;
- Provision of support to trainees to participate in the trainings and to private enterprises accommodating trainees in the workplace (e.g., support for transportation, food);
- Provision of support to the private sector companies participating in WBL (e.g. use of materials in the company);
- Mentoring and monitoring of trainees during their attachment to private enterprises (both from TVET centers and private sector actors);
- Monitoring of trainees after their training;
- Start-up kits for training programmes supporting self-employment;
- Basic infrastructure and equipment upgrades if linked to the actions ($\leq 20\%$ of total budget).

The following activities are **not admissible**:

- Seminars and conferences designed to stimulate discussions and/or keep participants abreast of the latest trends in skills upgrading;
- Workshops and conferences for political, spiritual and social enhancement;
- Training programs at skilled, craftsman, technician, professional or postgraduate level.

Sub-grants to sub-beneficiaries⁵:

Lead applicants and co-applicant(s) can propose sub-grants to sub-beneficiaries to help achieve the objectives of the action.

The maximum amount for the sub-grants is EUR 60 000 per sub-beneficiary, except where these grants constitute the main objective of the action, in which case their amount is not limited.

Grants to sub-recipients cannot be the main objective of the action.

Applicants wishing to redistribute sub-grants must specify in section 2.2.1 of the grant application file:

1. The description of the objectives and results to be achieved with these sub-grants, the fundamental principles, the key concepts, the mechanisms, the actors and their role in the management process;
2. The criteria and modalities for the allocation of grants, accessibility conditions sub-beneficiaries, conditions for the admissibility of sub-projects, eligibility conditions for activities, costs and expenses;

⁵These sub-beneficiaries are neither associates nor contractors

3. The procedures for examining and awarding applications;
4. The maximum amount that can be allocated by sub-beneficiary;
5. The terms of contractualisation with the sub-beneficiary;
6. The procedures and modalities for disbursing resources;
7. The procedures and modalities for technical and financial monitoring;
8. The procedures and modalities of control.

The sub-beneficiaries eligible are:

Legally registered public or private training providers, private sector actors (e.g. energy or water companies), and other organisations directly contributing to skills development, work-based learning, or the strengthening of decentralized energy/water systems. Private actors may be included as sub-beneficiaries where their technical expertise, training capacity or sectoral relevance is essential to achieving the objectives of the action.

The types of activities eligible are:

Actions that directly support skills development and WBL, such as delivery of practical training, provision of equipment or technical expertise, hosting of apprenticeships or internships, supporting competency assessments, or contributing to the development and implementation of market-relevant training pathways.

Ineligible sub-beneficiaries include:

- Individuals;
- Entities not legally registered in Mozambique;
- Organisations with no direct relevance to skills development, WBL, or decentralized energy/water systems;
- Sub-beneficiaries whose activities duplicate those of the lead or co-applicant.

In all cases, only one rank of sub-beneficiaries is allowed. Sub-beneficiaries can never use the sub-grants received to award grants to a second rank of sub-beneficiaries. And the sub-beneficiaries must belong to the natural beneficiaries/partners of the contracting beneficiary, in line with its mandate and its mission.

Visibility

Applicants must take all measures necessary to ensure the visibility of the financing or co-financing by the Belgian Agency for International Cooperation. The contracting beneficiary always mentions "the Belgian State" as donor or co-donor in the public communications relating to the subsidized action

Number of requests and Grant Agreements per applicant

The applicant may not submit more than 1 application per lot under this Call for Proposals.

The applicant may not be awarded more than 1 Grant Agreement per lot under this Call for Proposals.

The applicant may not be at the same time a co-applicant in another application (in general).

A co-applicant may submit more than 1 application per lot under this Call for Proposals.

A co-applicant may be awarded more than 1 Grant Agreement per lot under this Call for Proposals.

2.1.4 Eligibility of costs: what costs may be included?

Only “eligible costs” may be covered by grants. The types of eligible and ineligible costs are indicated below. The budget is both an estimate of costs and an overall cap on “eligible costs”.

The reimbursement of eligible costs may be based on one of the following formats, or any combination of these:

- **Direct costs** (management costs and operational costs) actually borne by the contracting-beneficiary;

To be eligible for the purposes of the Call for Proposals, the costs must comply with the conditions provided for in Article 4 of the Grant Agreement template (see Annex E of these guidelines).

- **Structure costs** (overheads): these are maximum 7% of the Operational Costs.

The maximum amount of the structural costs (sum of the structural costs of the contracting beneficiary and the sub-beneficiary) remains the same (7% of the operational costs of the initial grant), whether or not there are sub-grants to sub-beneficiaries.

The applicable rate for structure costs will be calculated beforehand by Enabel based on the analysis of the balance sheet of the contracting-beneficiary. Enabel may also use an external organization to estimate this rate.

Once the rate is accepted, the structure costs are fixed and do not need to be justified.

Structure costs will be paid during the execution of the grant on the basis of actual operational eligible expenses accepted by Enabel.

Reserve for contingencies

The budget may include a contingency reserve up to a maximum of 5% of the estimated eligible direct costs. It may only be used **with the prior written authorisation** of Enabel.

Contributions in kind

“Contributions in kind” means goods or services provided free of charge by a third party to the contracting-beneficiary. As contributions in kind do not involve any expenditure on the part of the contracting-beneficiary, they shall not constitute eligible costs.

Ineligible costs

The following costs shall not be eligible:

- Accounting entries not leading to payments;
- Provisions for liabilities and charges, losses, debts or possible future debts;
- Debts and debit interests;
- Doubtful debts;
- Currency exchange losses;
- Loans to third parties;
- Guarantees and securities
- Costs already financed by another grant;
- Invoices made out by other organisations for goods and services already subsidised;

- Subcontracting by means of service or consultancy contracts to personnel members, Board members or General Assembly members of the organisation subsidised;
- Any sub-letting to oneself;
- Purchases of land or buildings;
- Compensation for damage falling under the civil liability of the organisation;
- Employment termination compensation for the term of notice not performed;
- Purchase of alcoholic beverages, tobacco and derived products thereof;
- Salary bonuses.

2.2 Presentation of application and procedures to be followed

In the first stage, the applicant sends only the concept note and in the second stage, after notification of its pre-selection, it sends the proposal along with the required annexes.

2.2.1 Content of the concept note

Applications must be submitted in accordance with the instructions on concept notes appearing in the grant application file annexed to these guidelines (Annex A, Part A).

Applicants must submit their request in **English**.

In the concept note, applicants need only provide an estimate of the amount of the contribution requested from the contracting authority. Only applicants invited to submit a complete application in the second stage will then present a detailed budget.

Elements defined in the concept note may not be modified by the applicant in the proposal. The Belgian contribution may not vary more than 10% in relation to the initial estimate.

Any errors or major inconsistencies concerning the points mentioned in the instructions on concept notes may result in its rejection.

The contracting authority reserves the right to request clarification where the information provided does not enable it to carry out an objective evaluation.

Handwritten concept notes will not be accepted.

The following annexes must be attached to the concept note:








Annexes to attach	Applicants	Co-applicant(s)
The statutes or articles of association of the applicant and any co-applicants	x	x
An external audit report produced by an approved auditor, certifying the applicant's accounts for the last available financial year where the total grant amount requested is above EUR 200,000 (not applicable to public applicants). Any co-applicants are not required to submit an external audit report;	x	
A copy of the applicant's most recent financial statements (income statement and balance sheet for the last closed financial year) ⁶ . Any co-applicants are not required to provide a copy of their financial statements.	x	

⁶This does not apply to public bodies, nor where the accounts are in practice the same documents as the external audit report already provided pursuant to point 2.

The legal entity file (see Annex D of these guidelines) duly completed and signed by each of the applicants (i.e. the applicant and each of the co-applicants), along with any supporting documents requested;	x	x
Implementation report(s) of similar projects, demonstrating actions related to skills development in the energy or water sector carried out by the applicant, and any co-applicants.	x	x
A proof of establishment or registration in Mozambique for at least 2 years for the applicant and one of the co-applicants at least	x	x

2.2.2 Where and how to send the concept note

The concept notes must be submitted online via the following link: <https://submit.link/4uo>

STEP	ACTION
1	 Go to the top-right of the page. Register for a new Submit.com account or sign in if you already have one.
2	 Click the “ Apply ” button on the right side of the page.
3	 Carefully read the applicant guidelines before filling in the form. They contain important information to improve your chances of success.
4	 Complete the online form and upload the required documents (templates are provided in the webform).
5	 Use the “ Next ” and “ Back ” buttons at the bottom of each page to move through the form. Confirm your answers as you go.
6	 Your draft will be automatically saved , so you can leave and return at any time.
7	 Once you submit, your application cannot be modified . You will receive a confirmation e-mail upon receipt of the submission.

Concept notes sent by other means (for example by fax or e-mail) or sent to other addresses will be rejected.

Applicants must ensure that their concept note is complete. Incomplete concept notes may be rejected.

2.2.3 Deadline for the submission of concept notes

The deadline for submission of concept notes is January 27, 2026, at 23h55 (Moz time) as evidenced by the upload date in the online platform. All concept notes submitted after the deadline date and time will be rejected.

We strongly recommend that you do not wait until the last day or the last minute to submit your application. Please consider possible disruptions such as power outages or unstable internet connections that may prevent you from sending your application on time.

2.2.4 Further information on concept notes

An information session on this Call for Proposals will be hosted online on **January 13, 2026** at **10h00 (Moz time)** via Microsoft Teams. The meeting can be accessed using the following link and credentials:

[Join the meeting now](#)

Meeting ID: 352 241 873 280 49

Passcode: KY9wu35m

Applicants may send their questions by e-mail, at the latest 21 days before the concept notes submission deadline, to the address(es) set out below, making sure that they clearly indicate the Call for Proposals reference: MOZ22005-10163.

E-mail address: esra.nurja@enabel.be.

The contracting authority will not be obliged to provide clarification on questions received after this date.

Questions will be answered at the latest 11 days before the concept notes submission deadline.

In order to ensure the equal treatment of applicants, the contracting authority cannot give a prior opinion on the admissibility of applicants, an action or specific activities.

The answers to these questions and other important information communicated during the evaluation procedure will be published in due course on the Enabel website. As such, regular consultation of this website is recommended in order to be informed of the questions and answers published.

2.2.5 Proposals (stage 2)

Applicants invited to submit a proposal following the shortlisting of their concept notes must do so using part B of the grant application file annexed to these guidelines (Annex A). Applicants must carefully observe the proposal format and complete the paragraphs and pages in order.

The elements set out in the concept note may not be modified by the applicant in the proposal. The Belgian contribution may not differ more than 20% from the initial estimate and remain within the minimum and maximum amounts, as indicated in section 1.5 of these guidelines.

Applicants must submit their complete applications in the same language as their concept note.

Applicants must fill in the proposal as carefully and clearly as possible in order to facilitate its evaluation.

Any error or major inconsistency in the proposal (inconsistency of amounts included in the budget calculation sheets, for example) may result in the immediate rejection of the application.

Clarifications will only be requested where the information provided is not clear and therefore prevents the contracting authority from carrying out an objective evaluation.

Handwritten applications will not be accepted.

It should be noted that only the proposal and annexes which need to be completed (budget, logical framework) will be evaluated. It is therefore very important that these documents contain **ALL** the relevant information regarding the action. **No supplementary annexes must be sent.**

2.2.6 *Where and how to send proposals (stage 2)*

Applications must be submitted through a link that will be communicated in the invitation. A confirmation e-mail will be sent upon receipt of the submission.

Where the applicants submit several applications (if this is authorised in the guidelines of the Call for Proposals), they must each be submitted separately.

Applications sent by other means (for example by fax or e-mail) or sent to other addresses will be rejected.

Applicants must ensure that their application is complete. Incomplete applications may be rejected.

2.2.7 *Deadline date for the submission of proposals (stage 2)*

The deadline date for submission of proposals will be communicated in the letter sent to applicants whose concept notes have been shortlisted.

2.2.8 *Further information on proposals (stage 2)*

Applicants may send their questions by e-mail, at the latest 21 days before the deadline date for the submission of applications, to the address or one of the addresses set out below, making sure that they clearly indicate the Call for Proposals reference: MOZ22005-10163.

Email address: esra.nurja@enabel.be.

The contracting authority will not be obliged to provide clarification on questions received after this date.

Questions will be answered at the latest 11 days before the deadline date for the submission of applications.

In order to ensure the equal treatment of applicants, the contracting authority cannot give a prior opinion on the eligibility of applicants, or an action.

Individual responses will not be given to questions. All questions and answers and other important information communicated to applicants during the evaluation procedure will be published on www.enabel.be. As such, regular consultation of this website is recommended in order to be informed of the questions and answers published.

2.3 Evaluation and selection of applications

Applications will be examined and evaluated by the contracting authority with the help, where applicable, of external evaluators. All actions submitted by the applicants will be evaluated according to the stages and criteria described below.

If the examination of the application shows that the proposed action does not satisfy the admissibility criteria described in point 2.1.4, the request will be rejected on this sole basis.

(1) 1st PHASE: OPENING, ADMINISTRATIVE CHECKS, ADMISSIBILITY CHECKS AND EVALUATION OF CONCEPT NOTES

The following elements will be examined:

Opening:

- Compliance with the submission deadline. If the deadline date is not observed, the application will be automatically rejected.

Administrative and admissibility checks

- The concept note satisfies all the criteria specified in points 1 to 14 of the verification and evaluation grid provided in Annex F1a.
- If any of the information is missing or incorrect, the application may be rejected on this sole basis, and it will not be evaluated.

Evaluation

Concept notes satisfying the conditions of the first administrative and admissibility check will be evaluated for the relevance and design of the proposed action.

The concept note will be given an overall mark out of 50 in accordance with the breakdown specified in points 15 to 21 of the evaluation grid available in Annex F1a.

The evaluation criteria are divided by headings and sub-headings. Each sub-heading will be given a score between 1 and 5 as follows: 1 = very poor, 2 = poor, 3 = average, 4 = good, 5 = very good.

Once all the concept notes have been evaluated, a list will be drawn up, ranking the proposed actions according to their total score.

Firstly, only concept notes with a minimum score of 30 points will be considered for shortlisting.

Secondly, the number of concept notes will be reduced according to their ranking in the list, by the number of concept notes whose total cumulative amount of contributions requested is equal to 200% of the budget available for this Call for Proposals.

After evaluation of the concept notes, the contracting authority will send a letter to all applicants, notifying them of the reference number they have been allocated, whether their concept note has been evaluated and the results of this evaluation.

The applicants whose concept notes have been shortlisted will then be invited to submit a complete application

(2) 2nd PHASE: OPENING, ADMINISTRATIVE CHECKS, ADMISSIBILITY

CHECKS AND EVALUATION OF PROPOSALS

The following points will be evaluated:

Opening

- Compliance with the submission deadline. If the deadline date is not observed, the application will be automatically rejected.

Administrative and Admissibility checks

- The proposal satisfies all the criteria specified in points 1 to 12 of the verification and evaluation grid provided in Annex F2a.
- If any of the information is missing or incomplete, the application may be rejected on this **sole** basis, and it will not be evaluated.

Evaluation

Step 1: Proposals meeting the conditions of administrative verification and admissibility will be assessed.

The quality of the applications, including the proposed budget and the capacity of the applicants, will be given a score out of 100 on the basis of evaluation criteria 13 to 26 of the verification and evaluation grid provided in Annex F2a. The evaluation criteria are broken down into selection and award criteria.

The selection criteria aim to ensure that the applicants:

- have stable and sufficient sources of financing to maintain their activity for the duration of the proposed action and, if necessary, to participate in its financing;
- have the management capacity and professional skills and qualifications required to successfully carry out the proposed action.

The award criteria also help evaluate the quality of the proposals against the objectives and priorities set, and to award grants to projects that maximise the overall effectiveness of the Call for Proposals. They concern the relevance of the action and its consistency with the Call for Proposal's objectives, its quality, its intended effect, the sustainability of the action and its cost-effectiveness.

The evaluation criteria are divided into headings and sub-headings. Each sub-section will be assigned a score between 1 and 5 as follows: 1 = very poor, 2 = poor, 3 = average, 4 = good, 5 = very good.

Only proposals that have achieved a score of 6/10 for criterion 18 and an overall score of 60/100 will be shortlisted.

The best proposals will be listed in a provisional allocation table, ranked according to their score and within the limits of available funds. The other shortlisted proposals will be placed on a reserve list.

Step 2: Supporting documents relating to the grounds for exclusion will be requested from applicants appearing in the provisional allocation table. If unable to provide these documents within 15 days, the corresponding proposals will not be accepted.

Step 3: As part of the assessment process, Enabel will then conduct an in-situ organizational analysis of the selected applicants in order to confirm that these applicants have the required capacities to complete the action. The results of this analysis will be used, among other things, to determine the risk management measures to be included in the grant agreement and to specify Enabel's posture in monitoring and controlling the implementation of the grant. In the event that the organizational analysis indicates deficiencies such that the proper execution of the grant cannot be guaranteed, the corresponding proposal may be rejected at this stage. In which case the first proposal on the reserve list will be considered for the same process.

Selection

At the end of steps 2 and 3, the allocation table will be considered final. It includes all the proposals selected according to their score and within the limits of available funds.

Please note that applicants who may be picked up from the reserve list at a later date, if additional funds become available, will also have to go through steps 2 and 3 described above.

2.4 Notification of the contracting authority's decision

2.4.1 Content of the decision

The applicant will be notified in writing of the decision taken by the contracting authority concerning its application and, in case of rejection, the grounds for this negative decision.

If an applicant feels that it has been adversely affected by an error or mistake allegedly committed in an award procedure or believes that the procedure has been vitiated by an instance of maladministration, it may file a complaint with the contracting authority.

In this case, the complaint will be sent to the person who made the disputed decision, who will endeavour to deal with the complaint and give a reply within 15 working days. Alternatively, or in case the reply is deemed unsatisfactory by the applicant, this latter may contact the competent Operations Manager at Enabel's head office, via the mailbox complaints@enabel.be.

See: <https://www.enabel.be/content/complaints-management>.

Complaints relating to issues of integrity (fraud, corruption, etc.) should be sent to the Integrity Office through the Internet address <https://www.enabel.be/who-we-are/integrity/>.

The purpose of the complaint cannot be to request a second evaluation of the Proposals without any other grounds than that the applicant disagrees with the award decision.

2.4.2 Indicative timetable

	Date	Time (Moz)
Launch CfP	11 December 2025	
Deadline for clarification requests to the contracting authority (Enabel)	06 January 2026	23h55
Information session (incl. guidelines on how to submit concept notes)	13 January 2026	10h
Last date on which clarifications are given by the contracting authority	16 January 2026	
Submission deadline for concept notes	27 January 2026	23h55
Informing applicants on the opening, administrative checks and evaluation of concept notes (stage 1)	16 February 2026 (*)	
Invitations to submit the proposals	16 February 2026 (*)	
Deadline for clarification requests to the contracting authority (Enabel)	24 February 2026 (*)	23h55
Information session for the ones invited to submit proposal (if needed)	03 March 2026 (*)	Tbc
Last date on which clarifications are given by the contracting authority	06 March 2026 (*)	17h30
Deadline for the submission of the proposals	17 March 2026 (*)	23h55

Clarifications / requests for corrections (if needed)	27 March 2026 (*)	
Receipt of clarifications (if needed)	06 April 2026 / 10 days after request (*)	23h55
Deadline for completing the organisational assessment (by Enabel)	30 April 2026 (*)	
Notification of the award decision and transmission of signed grant agreement (only if organisational assessment completed)	Week of 27 April 2026 (*)	
Signature of the Agreement by contracting beneficiary	No later than 15 days after notification of the grant	

(*) = **Provisional date**. All times are in the local time of the contracting authority.

This indicative timetable may be updated by the contracting authority during the procedure. In this case, the updated timetable will be published on the [Enabel website](#).

2.5 Implementation conditions following the grant award decision of the contracting authority

Following the grant award decision, contracting beneficiaries will be offered an agreement based on the contracting authority's Grant Agreement template (Annex E of these guidelines). By signing the proposal (Annex A of these guidelines), applicants accept the contractual conditions of the Grant Agreement template, should the grants be awarded to them.

2.5.1 Implementation contracts

Where the implementation of an action requires public procurement by the contracting beneficiary, contracts must be awarded in accordance with:

Annex VIII of the Grant Agreement template for private sector contracting-beneficiaries.

Or

Belgian or partner country public procurement law or own regulation for public sector contracting beneficiaries.

For private contracting beneficiaries, it is not permitted to subcontract all of an action by means of a contract. In addition, the budget of each contract financed by means of the grant awarded may only correspond to a limited part of the total amount of the grant.

2.5.2 Separate bank account

In case of a grant award, the contracting beneficiary shall open a separate bank account (or a separate sub-account allowing for the identification of the funds received). This account will be in euros, if this is possible in the country.

This account or sub-account must allow to:

- Identify the funds transferred by Enabel;
- Identify and follow up the operations performed with third parties;
- Distinguish between the operations performed under this agreement and other operations.

The financial identification form (Annex VI of the Grant Agreement) relating to this separate bank account, certified by the bank⁷, will be sent by the contracting beneficiary to Enabel at the same time as the signed copies of the Grant Agreement after it has been notified. the award decision.

The account will be closed once any reimbursements owed to Enabel have been made (and after settling the final amount of the funds used).

2.5.3 Processing of personal data.

Enabel undertakes to treat the personal data communicated in response to this call for proposals with the greatest care, in accordance with the legislation on the protection of personal data (the General Data Protection Regulation, GDPR). In cases where the Belgian law of July 30, 2018 on the protection of individuals with regard to the processing of personal data contains more stringent requirements, the adjudicator will act in accordance with this legislation.

More specifically, when you participate in a call for proposals within the framework of the allocation of grants by Enabel, we collect the details of the contact persons ("authorized

⁷ This bank must be situated in the country where the applicant is established

representative") of the entity submitting the grant application, such as the name, first name, professional telephone number, professional e-mail address, professional function and name of the organization represented. In some cases, we must also collect the extract from the criminal record (or equivalent) of the leader of the organization applying for the grant.

We process this information because we have a legal obligation to collect this information in the context of the administration and award of our grants.

For more information on this subject, please consult Enabel's privacy statement at the following link: <https://www.enabel.be/gdpr-privacy-notice/>.

2.5.4 Transparency

For the sake of transparency, Enabel undertakes to publish an annual list of contracting-beneficiaries. By signing the Grant Agreement, the contracting-beneficiary declares that he agrees with the publication of the title of the contract, the nature and object of the contract, its name and location, and the amount of the contract.

list of Annexes

Documents to be provided at Concept Note stage:

- ANNEX A, PART A + signature declaration: GRANT APPLICATION FILE (WORD FORMAT).

For lead applicant **and** co-applicant(s):

- The statutes or articles of association of the applicant and any co-applicants.
- The legal entity file (see Annex D of these guidelines) duly completed and signed by each of the applicants (i.e. the applicant and each of the co-applicants), along with any supporting documents requested.
- Implementation report(s) of similar projects, demonstrating actions related to skills development in the energy or water sector carried out by the applicant, and any co-applicants.
- A proof of establishment or registration in Mozambique for at least 2 years for the applicant and one of the co-applicants at least.
- An extract from the criminal record or an equally valid document issued by the competent judicial or administrative authority in the country of origin for:
 - o Entity;
 - o The directors.
- Certificate issued by the competent authority or any other equivalent document attesting that the entity is still in business. These may be:
 - o An extract from the business register or equivalent;
 - o A certificate of non-bankruptcy issued by the clerk of the competent court or an official register;
 - o Valid tax compliance certificate;
 - o Valid social security compliance certificate.

For lead applicant **only**:

- An external audit report produced by an approved auditor, certifying the applicant's accounts for the last available financial year where the total grant amount requested is above EUR 200,000 (not applicable to public applicants).
- A copy of the applicant's most recent financial statements (income statement and balance sheet for the last closed financial year).

Documents to be provided at Full Proposal stage:

- ANNEX A, PART B + signed declaration: GRANT APPLICATION FILE (WORD FORMAT).
- ANNEX B: BUDGET (EXCEL-FILE).
- ANNEX C: LOGICAL FRAMEWORK (EXCEL-FILE OR WORD FORMAT).

Documents for information

- ANNEX E: GRANT AGREEMENT TEMPLATE

Annex III	Payment request template
Annex IV	Transfer of ownership of assets template
Annex V	Legal entity form (private or public)

Annex VI	Financial identification form
Annex VII	Exclusion grounds
Annex VIII	Procurement principles (in the case of a private contracting-beneficiary)

- ANNEX F1A: CONCEPT NOTE VERIFICATION AND EVALUATION GRID.
- ANNEX F2A: PROPOSAL VERIFICATION AND EVALUATION GRID.
- ANNEX G: DAILY ALLOWANCE RATES (PER DIEM): current rate at the Representation of the country concerned.