## Human Rights and Democracy Programme Fund

# GUIDANCE FOR POTENTIAL IMPLEMENTERS

Financial Year 2015-16

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#### INTRODUCTION

#### What is the Human Rights and Democracy Programme?

The Human Rights and Democracy Programme (HRDP) is the FCO's dedicated annual fund supporting human rights and democracy work overseas. Through targeted projects, it aims to lift the capacity of governments and civil society to promote and protect human rights.

#### Who is this bidding guidance for?

This document provides comprehensive bidding guidance for prospective implementers.

#### Before bidding you should also familiarise yourself with:

- the 2015-16 HRDP strategy and
- the project concept note form.

Please read all guidance and ensure that project proposals are designed and submitted in accordance with the guidance. Proposals that do not meet the criteria and follow the guidance will be rejected.

Please send any questions, comments or suggestions to: <a href="mailto:novryan.pahlawan@fco.gov.uk">novryan.pahlawan@fco.gov.uk</a> or <a href="mailto:andini.ardani@fco.gov.uk">andini.ardani@fco.gov.uk</a>

#### WHAT YOU NEED TO KNOW

#### Funding available

The HRDP will have approximately **£5.5 million** of funding available for the financial year 2015-16.

The HRDP team will allocate approximately £1.6 million of this to projects aligned to the Preventing Sexual Violence in Conflict Initiative (PSVI). This will complete the 2013 G8 Declaration commitment by the former Foreign Secretary to spend £5 million on PSVI projects through the HRDP over three years. The remainder of the fund will be allocated across the other seven priority areas.

HRDP will fund projects up to the value of £200,000. Projects in excess of this amount may be considered exceptionally after consultation with the HRDP Team.

#### **Thematic Priorities**

By funding human rights projects across eight thematic priorities, the HRDP targets areas that are important to us and where we consider we can make the greatest impact. Go to the detailed thematic bidding guidance for more information.

#### **Priority Countries**

See Annex A in the 2015-16 HRDP Strategy for the HRDP priority countries.

The HRDP does accept proposals for countries not on this list; <u>please ensure that any project proposals for non-priority countries clearly set out a strong rationale for funding.</u>

#### Restrictions on number of proposals

There are no restrictions on the number of proposals an implementer can submit for funding.

#### **Eligibility**

The HRDP accepts project proposals from civil society, governments, think-tanks and other UK government departments.

#### **BIDDING ROUND TIMETABLE FOR 2015-16**

STEP	DATE	DESCRIPTION
1	1 Dec 2014	Deadline for project concept notes (PCNs)  UK Embassy Jakarta will assess all PCNs received; we will then ask those implementers who submitted successful PCNs to work their concept up to a full proposal.
2	31 Dec 2014	Deadline to submit the Full Proposals to the Embassy
3	1 Jan onwards 2015	Full Proposal Assessment
	2015	
1	Mid to end of March 2015	Successful and unsuccessful bidders are notified
4	Mid to end of	Successful and unsuccessful bidders are notified  Project grant contracts agreed

#### **HOW TO WRITE A PROJECT CONCEPT NOTE (PCN)**

Before writing a full proposal, implementers should submit a completed PCN.

#### Guidance on what we look for in the key sections of the PCN:

- **Project title:** a clear and concise title e.g. "Promoting Legal Protection for the Media in China".
- **Project purpose:** in no more than one sentence, clearly state the change that the project will deliver. This is the reason the project should go ahead (you will expand on this in the section "what change the project will deliver").
- **Implementing agency:** provide full contact details and the name of the agency's lead officer for the project.
- What change the project will deliver: in one paragraph, explain what the
  project will achieve and how. Summarise the project outputs or expected
  results, and the main activities that support each output. Include a sentence
  describing the proposed steps to ensure the sustainability of project.
- **Background:** in one paragraph, explain the country context and the problem that the project addresses, and how this relates to HRDP objectives. Explain why the UK is the best donor for this project.
- **Risks:** provide brief details of any serious risks to the success of the project and how these will be mitigated.
- Outputs: <u>list the specific results that the projects will deliver.</u> Outputs are delivered as a direct result of the related activities. The outputs must be sufficient to achieve the project purpose. Each output will also need to be measured, as with the purpose above.
- **Activities:** list <u>all the tasks</u> to be carried out in order to deliver each output. The activities must be sufficient to deliver the outputs.
- Start and end date: all projects must be completed in the 2015-16 financial year. Projects can start at any time. The expected end date should be no later than 28 February to allow time for the project to wind down and payments to be completed by the close of the financial year.
- **Post comments:** the project officer at the Embassy or High Commission must complete this section.

The Embassy may accept or reject the PCN. The bidder will be notified within a reasonable time of the decision.

ALL PCNS MUST BE SUBMITTED IN WORD FORMAT. PDFS WILL NOT BE ACCEPTED

#### **Points to Consider**

#### **Administration costs**

The combined total of management fees, overheads and administration costs must not exceed 10% of the overall project cost. Administration costs should be broken down into component parts.

#### Equipment

Programme funds should not be used to purchase equipment, such as laptops, vehicles etc., unless the provision of the item is essential to the delivery of the project.

#### Local context

Please ensure that project costs are reasonable and in line with the costs in the host country.

#### Personnel costs

Please make it clear who will be working on the project, and what staff costs will be spent on, i.e. whether overheads are included in the cost or not. Please ensure different types of staff are listed on separate budget lines.

#### Travel costs

Please ensure any travel is absolutely necessary for the project, and is of reasonable value. First-class travel is by exception only and should be clearly specified in the budget.

#### **DETAILED THEMATIC BIDDING GUIDANCE**

#### 1. Abolition of Death Penalty (ADP)

#### See also the FCO's **Death Penalty Strategy**

#### Projects that would be of interest

Projects which will effect a clear change, such as:

- initiating a discussion on the death penalty with new target groups;
- assisting parliamentarians or local experts to draft legislation for abolition;
- strategic litigation which challenges the constitutionality of the death penalty, or opens more opportunity for defence or mitigation in capital cases;
- helping to set up and/or strengthen new civil society organisations or networks.

#### Priority countries for abolition of the death penalty projects

Particular countries of interest are: China, Iran, the Commonwealth Caribbean, countries across South East Asia, and the USA.

#### Projects that would not be considered

- Academic studies, unless integrated into practical work.
- Any legal aid projects.

#### **Examples of successful previous projects**

- <u>China</u>: engaging on a technical level with judiciary and prosecutors behind the scenes to bring about a moderated approach to sentencing in capital cases, leading to a marked decrease in executions.
- <u>Caribbean:</u> funding civil society speaking tours and other public activities in order to challenge public opinion on the death penalty.
- <u>Multi-country</u>: funding overseas lobbying visits by the UK All-Party Parliamentary Group for the Abolition of the Death Penalty – projects involving parliamentarians from other countries could also be of value.

#### Emerging themes and innovative approaches to consider in your proposal

There is likely to be increased focus on the use of the death penalty for <u>drug offences</u>; the United Nations General Assembly is holding a Special Session on world drugs policy in 2016. This is of significance since, in many countries; the death penalty is most often applied to drugs couriers.

#### 2. Business and Human Rights (BHR)

#### Projects that would be of interest

- Supporting host governments to:
  - develop National Action Plans on BHR;
  - improve the regulatory and policy framework protecting human rights, and address governance gaps; and
  - o reduce barriers to judicial and non-judicial remedy for those affected by business
- Working with companies and industry bodies to:
  - develop due diligence systems for human rights;
  - o promote best practice;
  - put in place/participate in grievance mechanisms for those affected by their activities.
- Working with human rights defenders, NGOs, trade unions or local community groups to improve access to remedy through judicial or non-judicial means;
- Projects which have a multiplier effect for example, by working with trade associations or chambers of commerce - or which take a sectoral approach focusing on industries of economic significance in the host country.

#### Priority countries for business and human rights projects

Particular countries of interest are: Bangladesh, Brazil, Colombia, India, Indonesia, Kenya, Malaysia, Mexico, Mozambique, and Qatar.

#### **Examples of successful previous projects**

- **Colombia:** supporting the design of the Colombian BHR National Action Plan; delivering a draft of the BHR chapter of the national Human Rights Public Policy to the government; and assisting in the development of a BHR monitoring system.
- Worldwide: funding an online hub, in six languages, providing guidance and information on the UN Guiding Principles, where companies and States can share outcomes and best practice.
- Burma: developing a BHR resource centre to sensitise incoming investors to the importance
  of taking human rights considerations into account.

#### Projects that would not be considered

- Anti-corruption or bribery projects.
- Projects that aim to critique specific companies, rather than to improve their performance.
- Projects that could be financed by the companies themselves.

- Activities around "Access to Remedy", including: the handling of complaints; the establishment of grievance mechanisms; and addressing gaps in governance and judicial systems;
- Projects which incorporate the "Ruggie principles" of protect, respect and access to remedy, and the sharing of the UK experience of developing a national action plan to implement the UN Guiding Principles

#### 3. Democratic Processes (DEM)

#### Projects that would be of interest

Projects aimed at **strengthening democratic processes** in line with international standards, including improving the credibility of elections, in particular:

- improving the quality of electoral processes throughout the electoral cycle e.g. the
  monitoring of elections. Activities should be designed to have sufficient time to have a positive
  impact on the election process;
- increasing participation in the democratic process for civil society, especially for marginalised groups.

#### Priority countries for improving democratic processes projects

There is not currently a list of priority countries for the democratic processes theme. However, proposals will be prioritised from countries where there are concerns about the fairness of elections and/or where they are undergoing democratic transition.

#### Projects that would not be considered

Funding for political parties – (those types of projects can be funded through the <u>Westminster</u> Foundation for <u>Democracy</u>)

#### **Examples of successful previous projects**

- Cambodia: increasing youth access to information about civic life and opportunities for participation through public service announcements, via radio and TV, at peak times in the build-up to the National Assembly election in July 2013.
- **Philippines**: strengthening democratic processes by improving credibility of elections and compliance with international standards. The project served as a platform for various groups to learn the importance of a party system in the electoral process.
- Nepal: UK parliamentary visit to Nepal to observe the Constituent Assembly elections in November. The elections were seen by all international and domestic observers as credible, free, fair and largely peaceful.

- Young people and democratic engagement: working with young people on political processes, governance and active participation. This could include training on lobbying parliaments; youth voter registration; and educating young people on democracy
- **Elections:** training independent election monitors in-country who have deep local knowledge and understanding, especially in countries where international NGOs may not monitor elections. Capacity building, such as electoral reform, training the trainer packages, election media training, and election management for long-term sustainability.
- **Countries undergoing a political transition**: supporting political dialogue with the aim of strengthening democratic processes.

#### 4. Freedom of Expression (FOE)

#### Projects that would be of interest

- Carefully planned and focused advocacy and campaigns at the national, regional or multilateral level, including work with relevant UN human rights mechanisms;
- Activities focused on changing laws or policies which limit civil society space or inhibit opportunities to exercise freedom of expression;
- Safety of, and support for, journalists and human rights defenders, including through lawful use of technology;
- Building the capacity of government officials, media professionals, and human rights defenders
- Working with governments (and others) on approaches to managing hate-speech and promoting tolerance.

#### Priority countries for freedom of expression projects

Projects are encouraged from all countries, but particularly where there is a real chance of encouraging greater openness, or where action would be helpful in preventing a move to a closed society.

Particular countries of interest are: Burma, Cambodia, Malaysia, Nigeria, Pakistan, Somalia, Sudan, South Africa, South Sudan, Tanzania and Tunisia.

#### Projects that would not be considered

We would wish to avoid stand-alone training or one-off events where there is no evidence of the wider context or follow-up action.

#### **Examples of successful previous projects**

We have carried out successful projects focused on training journalists, and editors, enabling them to be more effective in environments where maintaining independence is particularly challenging. We have approved projects even in countries where the short-term prospects of positive change are limited, especially where the maintenance of open dialogue and the assistance to promote an active civil society is important, and where there are wider regional or global implications, for example the country's role in an international organisation.

- There is an increasing threat to freedom of expression, particularly through the application of national laws which has the effect of limiting press freedom or of restricting the space for civil society more generally to operate.
- Whilst we are keen to continue with more traditional projects focused on building the capacity of
  journalists and editors, including to take a critical view of information being fed from statecontrolled organs, we would also welcome projects which look more broadly at the legal
  framework journalists and civil society operate in.
- We are also, increasingly, seeing the UK's approach to press regulation, or the use of data
  collection for national security and crime prevention being used as a justification for repressive
  measures in undemocratic countries. Projects that show how tolerance and critical debate can
  be promoted, and how the press can operate in a responsible but open and critical manner, to
  promote freedom of expression would be worth exploring.

#### 5. Freedom of Religion or Belief (FORB)

See our online toolkit on freedom of religion or belief

#### Projects that would be of interest

- Awareness raising: of international norms on freedom of religion or belief;
- Capacity building: working with civil society (human rights defenders, NGOs and faith leaders)
  on the importance of FoRB for all and enabling civil society to be more effective in creating
  demand for change;
- **Building tolerance:** projects that <u>bring together faith groups</u> to work on an issue which has previously been a source of division, in order to identify practical initiatives to foster reconciliation:
- Policy reform: working with government to reform laws that disproportionately affect religious
  minorities and non-religious groups, and are incompatible with international human rights
  norms; and incentivising respect for the rights of minorities. Projects with <u>practical outcomes</u>
  that could be publicly referenced would be particularly welcome.

#### Priority Countries for freedom of religion or belief projects

There is not currently a list of priority countries for the FoRB theme.

#### Projects that would not be considered

- A one-off conference that does not have clear indicators of impact or sustainability;
- Projects that promote a single faith, rather than tolerance. Projects will only be supported where the implementer is advocating FoRB for all;
- It is also important our activity is directed at <u>promoting the rights of believers</u>, rather than advocating on behalf of the beliefs themselves, or seeking to protect beliefs from criticism.

#### Examples of successful previous projects

- Grassroots meetings bringing together people from different faiths to combat sectarian violence;
   such projects have been implemented in the Middle East and North Africa region;
- Projects seeking to promote dialogue between faith groups and government;
- Offering technical advice to local government officials on how to bring laws into line with FoRB international human rights standards;
- Bringing advocates together from across a region to promote understanding of how to use the UN system to defend FoRB, and to advocate for all faiths.

- We would be interested in <u>collaborative projects</u> with other key partners interested in FoRB, particularly the <u>EU, US or Canada</u>;
- Themes may include challenging laws that promote one religion or belief at the expense of all others, or advice on drafting constitutions to ensure FoRB is protected;
- Many projects are likely to be context specific, so we are open to innovative ideas as to what
  may work in the country or region.

#### 6. Global Torture Prevention (GTP)

See also the FCO's Torture Prevention Strategy

#### Projects that would be of interest

- Encouraging states to sign, ratify and implement the UN Convention against Torture (CAT) and its Optional Protocol (OPCAT);
- Providing technical assistance to develop and strengthen National Preventative Mechanisms (NPMs);
- Providing practical assistance with criminal justice reform;
- Providing technical assistance to increase successful litigation;
- Encouraging approaches that support accountability and develop complaints mechanisms.

#### Priority Countries for "global torture prevention" projects

There is not currently a list of priority countries for torture prevention. However, we will focus our efforts where:

- we have serious concerns based on reporting;
- we can make the greatest difference, for example where there is already momentum to implement CAT or OPCAT or make reforms;
- · where it is strategic or timely to intervene; and
- where we have other interests such as security, prosperity and British nationals in prison.

#### Projects that would not be considered

The UK's central torture prevention policy is to encourage states to sign, ratify and implement CAT and OPCAT. Under this policy and strategy, we are <u>unlikely</u> to fund projects providing <u>rehabilitation</u>, legal aid, and assistance to non-criminal justice institutions.

#### Examples of successful previous projects

- Strategic advocacy building to support ratification and implementation of the relevant treaties;
- Technical assistance that builds a human rights based approach to prison management;
- Technical assistance to build knowledge and effectiveness of NPMs and other monitoring bodies;
- Strategic litigation as an approach to support accountability & prevention;
- Advocacy and technical assistance with law reform and policy implementation;
- Technical assistance to police, prisons, judiciary etc. on preventative procedures and safeguards;
- Practical assistance to civil society organisations to strengthen the effective implementation of OPCAT and preventative safeguards.

- Projects that have a tailored approach, developed to the local context;
- Encouraging momentum and will on torture prevention through the lens of criminal justice reform;
- Helping states that have already signed, or are considering signing, OPCAT to implement its requirements effectively;

#### 7. Preventing Sexual Violence in Conflict (PSVI)

#### Projects that would be on interest

Projects funded under this theme will focus on the work that civil society can do to hold governments to account against commitments made to address sexual violence in conflict. They will also focus on practical protection and prevention approaches that can have a demonstrable and measureable impact. Funding will be made available for civil society organisations, and specifically for projects and programmes, that address rape and sexual violence in conflict and post-conflict contexts.

In particular, we will look for:

- projects implemented by (or partnered with) a local grassroots organisation;
- projects that work to prevent, protect, or move towards accountability for, survivors of sexual violence in conflict, be they women, girls, men or boys;
- training projects (on the documentation of crimes of sexual violence) to field-test/use the International Protocol on the Investigation and Documentation of Sexual Violence in Conflict;
- projects that are active at the community level the primary focus should <u>not</u> be building capacity with the military, police or other state structures; and
- projects that support human rights defenders.

#### **Priority Countries for PSVI projects**

Particular countries of interest are: Bosnia & Herzegovina, Burma, Colombia, DRC, Iraq, Kosovo, Nepal, Somalia, South Sudan and Syria.

#### Projects that would not be considered

Projects aimed at capacity building in state institutions would not fit the UK government PSVI strategy.

#### **Examples of successful previous projects**

Successful projects have included:

- The creation of "women's peacekeeping teams" who could identify risk areas or times in their community, and devise protection mechanisms. These projects also facilitated engagement between these groups and security actors to increase understanding of their different security needs;
- A project working through religious organisations to increase understanding of conflict-related sexual violence within the community.

- Ensuring that projects are accessible to male survivors of sexual violence;
- Improving political empowerment/participation of women to ensure their voices are heard;
- Challenging gender perceptions that can perpetuate gender-based violence.

#### 8. Promoting Women's Rights (WR)

#### Projects that would be of interest

- Tackling violence and the structural causes of violence against women and girls; for example, gender stereotypes, honour killings, discriminatory legal systems, and access to justice;
- Ensuring representation of women, in political and public life, and especially in leadership and positions of influence;
- Promoting an active and supportive civil society, women's rights movement and/or women's human rights defenders. For example, lifting legal and administrative restrictions, and ensuring that violations against them are investigated promptly and impartially;
- Promoting women's economic empowerment.

#### Priority Countries for "women's rights" projects

Particular countries of interest are: Afghanistan, China, Egypt, India, Iran, Iraq, Mexico, Pakistan, Russia, Saudi Arabia, Somalia, Sudan, and Yemen.

#### Projects that would not be considered

- Projects which are purely development focused;
- Generic funding for countries or organisations to mainstream gender into their policies;
- On-going core administrative funding to women's organisations;
- Workshops without a sustainable outcome.

#### **Examples of successful previous projects**

Successful projects in a range of countries have focused on:

- **Burma**: supporting Burmese women to take leadership roles and training senior government officials in international human rights law, leading to implementation of Burma's first "National Strategic Plan on the Advancement of Women".
- Colombia: increasing women's access to Colombia's flagship "Victims and Land Restitution Law" and promoting their participation within local level implementation policies.
- **India:** producing gender sensitive legal guidance for the judiciary and women survivors of sexual violence.

#### Emerging themes and innovative approaches to consider in your proposal

- Challenging the objectification and representation of women in traditional media and online;
- Challenging traditional notions of a women's role and promoting the use of positive role models;
- Times of national transition can offer both a golden opportunity and a threat for the promotion and protection of women's rights;
- Gender sensitive approaches to law enforcement and judicial processes;
- Protection of the girl child as a pre-requisite for women's rights.

#### **PROJECT FAQs**

#### 1. Can a project cover more than one thematic area?

A project can cover more than one thematic area, but the implementer should pay particular attention to the <u>link with the focus indicators and issues</u>. There is a risk that a project covering more than one theme could lose its strategic focus and be unrealistic in its aims.

#### 2. Do you have priority countries for the programme?

Yes, see Annex A of the 2015-15 HRDP Strategy. Our designated HRDP priority countries are those where we actively encourage project bids. These are countries which:

- are one of the FCO's countries of concern or country case studies, as set out in the Annual Human Rights and Democracy Report, and/or;
- have particular opportunities to promote and protect human rights for one or more of our thematic priorities.

Programme does accept bids from countries not on this list. However, please ensure that project proposals from non-priority countries set out a strong rationale for funding.

#### 3. Do you fund research projects?

Yes. However, the proposal would need to explain clearly how the research will be used or disseminated to create impact during the project timeline.

#### 4. Do you fund legal aid or strategic litigation?

We do not fund general legal aid (e.g. paying for large numbers of people to access legal advice or legal cases that are not strategic).

We would only look to fund strategic litigation that has a wider precedent or impact on wider policy. We would also require a detailed explanation of why the litigation is particularly strategic and relevant to what the project is trying to achieve. Given that litigation can take years, the project must consider what impact the litigation can have in the time available for the project, and how the cases will be financed once FCO funding ended.

#### **BIDDING PROCESS FAQS**

#### 5. Is the start date fixed?

No. Projects can start any time between 1 April 2015 and the end of the financial year, but we recommend that projects start as close to 1 April as possible in order to maximise the time to deliver the project. <u>Please note: project activities cannot</u> start before the Grant Contract has been signed.

#### 6. Is the end date fixed?

**Yes.** All projects should end by 28 February 2016 in order to provide time to close down the project before the end of the financial year.

#### 7. Can we bid for multi-year funds?

No. We have not had a 2016-17 allocation programme confirmed so all projects must complete in the 2015-16 financial year.

#### 8. Will there be a second bidding round in 2015-16?

All existing HRDP funds will be committed during a single allocation round. If needed (because of extra funds becoming available), we may run a second allocation round later in the year with notification placed on our website.

#### 9. How much funding is available?

We will fund projects up to a value of £200,000. Projects in excess of that amount may be considered exceptionally. You should bid for what you think the project will cost to deliver.

## 10. What about HRDP non-priority countries and non- Official Development Assistance (ODA) countries?

Projects are accepted from both HRDP non-priority and non-ODA- eligible countries; however, the majority of funding will go to HRDP priority countries, and only a very small percentage of the available funding can be spent in non-ODA eligible countries. Please see the <a href="OECD website">OECD website</a> for a list of ODA eligible countries.

## 11. Is there a limit on how many bids each Embassy or High Commission can submit to the London Programme Team for final assessment?

Yes. We will accept a maximum of <u>four proposals</u> from priority countries, and a maximum of <u>two proposals</u> from non-Priority countries.

#### 12. Do you welcome projects that are joint-funded?

We welcome projects jointly funded with other donors as a way of increasing impact and enhancing coordination. All projects must demonstrate how they complement the efforts of other donors and bring added value. We strongly encourage projects that seek to secure future funding from other bodies (e.g. EU, UN) for follow-on work.

#### 13. Do you accept more than five proposals per implementer?

The HRDP will no longer cap the number of proposals received by implementers. However, please note that, during the final assessment of projects, the HRDP Programme Board will take into consideration the spread of implementers when making their final funding decisions.

### 14. Can multi-country projects be managed by an Embassy or High Commission?

While the guidance does say that implementers should submit multi-country proposals to the relevant human rights desk officer in London, we're happy to receive multi-country proposals from an Embassy or High Commission.

Where multi-country proposals come from an Embassy or High Commission, they must be managed by a FCO project officer from that location. The project officer would be responsible for overseeing the project, liaising with FCO staff in other relevant countries, and ensuring monitoring is completed in each country. We

have funding available for FCO Locally Engaged Project staff and monitoring costs; please get in touch with the <u>HRDP team</u> to discuss.

# 15. How are the project proposals assessed by the HRDP Team in London? All applications are sifted first to ensure that the projects meet the key criteria (strategic fit, demonstrating impact, and value for money) and have all the necessary documentation attached. The top-rated proposals go to the HRDP Board; we hold a board for each thematic priority.

The HRDP Board comprises of human rights and project experts, as well as independent members.

#### 16. Can International Organisations bid?

Yes.

#### 17. Does an organisation have to be a NGO to receive grant funding?

No. It isn't necessary for a recipient to be a NGO. However, in many cases it is likely that the applicant for grant funding will be an NGO or other similar type of not-for-profit organisation.

#### **BUDGET FAQS**

#### 18. Do you pay Per Diems (daily allowances)?

No. We will reimburse reasonable actual costs. These must be clearly broken down in the activity based budget (ABB).

#### 19. Do you buy equipment? (not including basic stationary for training etc.)

Programme funds should not be used to purchase equipment, such as laptops, vehicles etc, unless the provision of the item is essential to the delivery of the project.

#### 20. Do you pay staff costs?

Yes, for staff working directly on the project (e.g. project managers, trainers etc.). You should ensure that costs are reasonable, and include the seniority of the staff member and the percentage of time they will be working on the project. This should be broken down in the ABB as the rate per hour or day. Please note:

- the FCO will not pay for staff benefits that are not required by local law; and,
- for staff working indirectly on the project, such as finance staff or senior management, these costs should be included under administration costs.

## **21.How are implementers paid? Can implementers request advance payments?**The standard wording of the Grant Contract is to pay implementers quarterly, 3

months in arrears.

#### 22. Do you pay administration costs?

Yes. However, the combined total of management fees, overheads and administration costs must not exceed 10% of the overall project cost. Administration costs should be broken down into component parts.