

**Q&A TECHNICAL TERMS – NGO THEMATIC CALLS FOR PROPOSAL (CFP) –  
“CLIMATE CHANGE ADAPTION AND GREEN JOBS” AND “JOB CREATION AND  
SKILLS DEVELOPMENT”**

Question	Answer
<p><b>Budget</b></p> <p>Some organisations are not able to share salaries as this is considered to be commercially sensitive information.</p> <p>How should the hourly rates be calculated?</p>	<p><i>We do not request to see salary level per employee. Salary levels shall be kept in accordance with (not exceeding) the publicly recognized salary level for salaries paid with public funds (‘Den fællesakademiske lønskala’ via Medarbejder- og Kompetencestyrelsen, <a href="https://www.medst.dk/arbejdsomraader/publikationer/loenoversigt-1-april-2020/">https://www.medst.dk/arbejdsomraader/publikationer/loenoversigt-1-april-2020/</a>).</i></p> <p><i>Hourly rates calculated according to the hours per year (årsnorm =1924 t/år).</i></p>
<p><b>Local partners</b></p> <p>If an organisation’s country office does not count as a “local implementing partner”, where should costs to the country office be allocated in the budget?</p> <p>If funds are sent to a partnering organization in Denmark, who then sends money to a local CSO partner in the country of implementation, where should this be allocated in the budget template?</p> <p>In Annex 4, can (or should) an organisation’s national country office and potential Danish based organizations be included in the partnership description?</p>	<p><i>A country office does not count as a “local implementing partner”. Costs/ expenses by a country office is either part of direct activity cost (A1, e.g. time registered TA, equipment etc.) or part of the programme supporting cost (A3, pooled cost support functions etc.).</i></p> <p><i>The funds which the partnering Danish organisation sends to the local CSO is part of A2. Expenses by the Danish partnering organization is either part of direct activity cost (A1, e.g. service fee, time registered TA, equipment etc.) or part of the programme supporting cost (A3, pooled cost support functions etc.).</i></p> <p><i>Yes, in continuation of the questions above, it sounds like it is relevant to learn about the role of all involved entities.</i></p>