

Call: Gender Mainstreaming for Entrepreneurship 2022-2023

This document covers the application process for accessing grants for Gender Mainstreaming pilot initiatives.

This programme is sponsored by the Department of Foreign Affairs of Ireland ('Irish Aid'), however all IPR titles and interest in the materials produced shall vest in Climate-KIC.

Work plan Deadline: 10th June 2022

Full Proposal Deadline: 15th August 2022

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Call – Gender Mainstreaming for Entrepreneurship, 2022-2023

Background

Climate-KIC has worked with the Department of Foreign Affairs and Trade of Ireland (‘Irish Aid’) since 2019 to deliver the ClimateLaunchpad programme in selected countries across Africa, Asia and South America. In 2022 this partnership is expanding across other areas of Climate-KIC’s entrepreneurship programming.

The Government of Ireland is committed to creating a better and safer world for all by prioritising **gender equality**, reducing humanitarian need, stimulating climate action and strengthening governance. Ireland aims to reach those furthest behind and deliver on the UN Sustainable Development Goals through policy, partnerships and international development programmes aimed at creating more resilient living conditions where humanity can thrive.

We have already seen the importance of partnerships in response to global challenges as well as the emergence of sustainable innovations to create a resilient future – both of which will become even more urgent as the impacts of climate change intensify. The purpose of this call is to identify key Climate-KIC partners that are willing to implement pilot initiatives as part of the **Gender Mainstreaming Programme**. **Gender mainstreaming** is defined as “the process of integrating a gender lens into all aspects of an organisation’s strategies and initiatives, as well as its culture, systems, and operations”.

This call is open to Climate-KIC partners in Kenya, Mozambique, Nigeria, South Africa, Tanzania, Uganda, Vietnam and Colombia.

1. Why is gender mainstreaming important?

In the fight against climate change, where entrepreneurship and innovation are essential, climate entrepreneurship is still a field that is highly dominated by men, while women, foremost living in developing countries, are disproportionately affected by and vulnerable to the effects of climate change¹.

Although the share of global start-ups with at least one female founding member doubled between 2009 and 2019 from 10 to 20 percent², **the participation of women, and their perspective, is sorely lacking:**

- Women-led ventures are under-represented in acceleration. This was found from research on a dataset on more than 14,000 ventures across 160 countries. Results showed that 52% of founding teams are made up entirely of men, followed by 35% with both men and women, and only 13% composed entirely of women entrepreneurs.³

¹ Rafi, T. (2021) Why the world needs to invest in female climate entrepreneurs, <https://www.weforum.org/agenda/2021/09/why-invest-female-climate-entrepreneurs/>

² <https://www.statista.com/statistics/1221258/share-startups-at-least-one-female-founder/>

³ Davidson, A. Hume, V. (2020) Accelerating Women-led Startup, https://www.galidata.org/assets/report/pdf/accelerating_women_led_startups_final.pdf

- In the ClimateLaunchpad program, +/- 70% of participants of the program are male, and around 30% female.⁴
- Perspectives, attitudes, and opportunities vary considerably by region and country. For example, while Africa (and the Middle East) show some of the highest rates of entrepreneurial intentions for women in the world, unfortunately it is harder to translate these intentions into new businesses. Furthermore, most often women-led innovation is focused on the localized level rather than at national or international levels (exports).
- And due to the pandemic, of the adults surveyed in 2020 who recently closed a business, women (globally) were 20% more likely than men to report business closure.⁵

Venture capital (VC) funding in climate technology is currently growing five times faster than the overall venture capital funding, indicating the high level of demand for this area of innovation. Still, the gender imbalance in VC is as unsurprising as it is exasperating, and despite an awareness of the issue, the numbers are still dire:

- For example, in 2021 less than 7% of funding (\$286m) has gone to female CEOs in Africa; less than 1% to single female founders and female-only founding teams 14(\$41m) compared to 93% of the funding (\$4bn+) raised by male CEOs in the same year.⁶
- In Europe female founders have received only 0.7% of the total funding or €400 million (about \$473 million¹⁵).⁷

The agendas of **equality, diversity & inclusion** and climate change are interlinked; successfully tackling the latter is dependent on the former.

- McKinsey has shown start-ups in the top quartile for gender diversity are 15% more likely to financially outperform those in the bottom quartile⁸. Start-ups in the top quartile for racial and ethnic diversity are more likely to have financial returns above their national industry medians.
- A more diverse start-up is more robust, has more diverse ideas and perspectives, which has a high chance to lead to a more resilient business. Creating a climate that encourages diversity and helps multicultural entrepreneurs thrive is imperative to economic sustainability.

Leveraging knowledge and skills from different expertise areas, genders, and social skills, within organisations, leads to robust and more widely appropriate and accepted solutions and innovations.

1.1 Objectives

As Europe's leading climate innovation initiative, Climate-KIC aims to provide equal opportunities for all genders throughout its programmes with the goal of triggering a **systematic change** on gender across the climate

⁴ ClimateLaunchpad 2020 Impact Report

⁵ ¹³Global Entrepreneurship Monitor (2021) *Women's Entrepreneurship 2020/21 : Thriving Through Crisis*
<https://www.gemconsortium.org/reports/womens-entrepreneurship>

⁶ Cuvellier & Bayen (2021) *The Big Deal Database: The Big Deal Gum Road*

⁷ Hodgson (2021) *Senior female VCs call out major funding disparity in Europe*, <https://pitchbook.com/news/articles/senior-female-vcs-call-out-major-funding-disparity-in-europe>

⁸ Dixon-Fyle, S.; Dolan, K. et al (2020) *Diversity wins: How inclusion matters*, McKinsey & Company

innovation sector. To ensure this transformation, a climate and **gender-smart approach** has been specifically developed for start-up support programmes.

For our community of partners, innovators and entrepreneurs involved in our entrepreneurship work, we want to enable partners to better attract, and support women led innovations and initiatives through the full lifecycle of development and acceleration. Moreover, we want to **provide tools and knowledge** for innovators and entrepreneurs to incorporate positive gender outcomes into their business model design, teams and products and services. All of this is necessary because there are a number of challenges that need to be addressed, at the **intersection of climate and gender**.

The main objective of this call is to support entrepreneurship partners to **provide gender-equal climate entrepreneurial training and empowerment** for women entrepreneurs to:

- Increase and sustain the number of women participants in their programmes.
- Support more women entrepreneurs to develop an impact innovation idea and become entrepreneurially active.
- Support more women-led teams to launch their start-up.

In the long run, we aim to support our partners to demonstrate measurable progress in reaching sustained gender equality year-on-year.

1.2 Gender Mainstreaming Programme 2022-23 activities

The Gender Mainstreaming Programme is comprised of **three stages**: the development of individual gender focused work plans, financial and technical support to implement a pilot and learning workshops to share best practices and lessons learned with other partners.

The financial and technical support will include access to grant money of up to 25,000 Euros, dependent on completion of the Gender Smart Hand Book, attendance to gender training sessions and acceptance of project proposal.

1. Gender Smart Handbook – Work plan development and gender mainstreaming training (May – June 2022)

Partners are invited to develop an individual work plan using our **Gender Smart Handbook**, which is designed to implement a gender perspective in entrepreneurship programmes. Using the Handbook, partners will set **goals** for their entrepreneurship programme's gender-climate focus. Afterwards, partners will assess their gender climate activities in the following **four steps**:

1. Building and growing your team towards diversity
2. Promoting your programme to the right entrepreneurs
3. Supporting climate entrepreneurs in a gender-smart way
4. Selecting the most promising climate innovations in an inclusive manner

Building on the goals, partners will decide which gender climate interventions and changes they will commit to and integrate in their programme, as well as how they can **measure** the impact of those interventions. This will all be outlined in their individual **work plan**.

Submission of the Work Plan will be considered an expression of interest to the grant.

Climate-KIC will organize gender mainstreaming **trainings** with experts and partners to discuss and reflect on the importance and relevance of integrating a gender perspective into their work and to provide practical insights on how to achieve this.

2. Application development for grant money to implement pilot programme (June – August 2022)

Upon receiving the Work Plan, Climate-KIC will invite partners to a **1:1 session** in order to pre-select partners to submit a proposal (see Annex 1 for the template) for the pilot initiative. Following an evaluation (see proposal guidelines, how to apply) and due diligence process, the selected partners will have the opportunity to pilot different actions and start putting the acquired knowledge from the trainings and Handbook into action.

Funding available: Grant size can be up to 25,000 euro per partner (to be implemented between September 2022 and May 2023). Grants will vary and are dependent on the ambition and feasibility of partner plans and needs.

The objectives of the grant facility: We want to support a selection of partners to trial and adopt new approaches (based on the trainings and work plan) and invite them to feedback their learnings to the wider group of partners encouraging others to adopt best practices.

Funding from the Facility will be used to support one or more of the following activities per partner, for example:

- **Direct support to women led start-up teams:** e.g., create a women peer support network, alumni events and networking opportunities etc.
- **Transforming their own organisation to better support women** e.g., develop new or adapt existing training and/or marketing materials, create videos with success stories, etc.
- **Other innovative concept/building on existing gender focused activity.** e.g., ecosystem activities to raise awareness and improve access to finance for women led start-ups

We encourage interventions which focus at the **organisational** and **programmatic** levels and not just the programme level. To ensure the **sustainability** of the implemented efforts, pilot initiatives should also make clear how they have the potential to continue without financial support after this programme.

Monitoring & Evaluation: In parallel to the Facility, Climate-KIC will support partners in setting up or improving their gender related data monitoring and evaluation tools. Therefore, to build a sustainable basis for the actions, in this programme activities we will also focus on working with the partners to create (or review if existing) an easy Monitoring & Evaluation format with the local partners.

Examples of expected results:

- Number of female entrepreneurs engaged directly over the course of the project (both existing and new) (overall number and as a % of the total).
- Percentage increase in female entrepreneur enrolment year on year from 2021 to 2022 to 2023 in all programmes managed via partners (if data exists for 2021).
- Positive rating including a positive net promotion score (NPS) on how female participants perceived the experience of engagement with CKIC programmes and/or partner programmes.
- A year-on-year % improvement in female entrepreneur engagement for all active partners over the next three years.
- Development of 1 case study per partner (written or video) to share.

Specific indicators and results to be defined with each partner: based on the individual work plans from the Handbook and pilot proposals.

3. Implementation of the pilots, learning workshops – sharing best practices (September 2022 – May 2023)

During the implementation of the pilot initiatives Climate-KIC will provide support to partners and connect them to the other programme participants as well as experts to share best practices. Climate-KIC will coordinate learning workshops with all partners across the programme (not just those selected for the grant), with the objective to draw out learnings, share lessons learnt and build success stories.

This will include:

- A kick-off event to explain the project's objectives, activities, expected results and align expectations.
- Three learning workshops for all participating partners with the objective to share best practices and lessons learned.
- Where appropriate, insights and advice from experts and relevant actors in gender mainstreaming in climate related entrepreneurship programmes with our partners and network will be included, as well as coaching by local experts.

The result will be sharable case studies (written and/or video) produced by each partner.

1.3 Timeline 2022-2023:

	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Kick off Session													
Gender Training Workshop													
Development and assessment of Work Plans based on Gender Smart Handbook													
Call for Pilot Proposals and Selection													
Gender Learning Workshop for selected partners													
Pilot Implementation													
Learning Workshops and case studies development													
Development of Data Monitoring and Evaluation Tool													
Results/Impact Assessment													

1.3 Target groups – Partner requirements

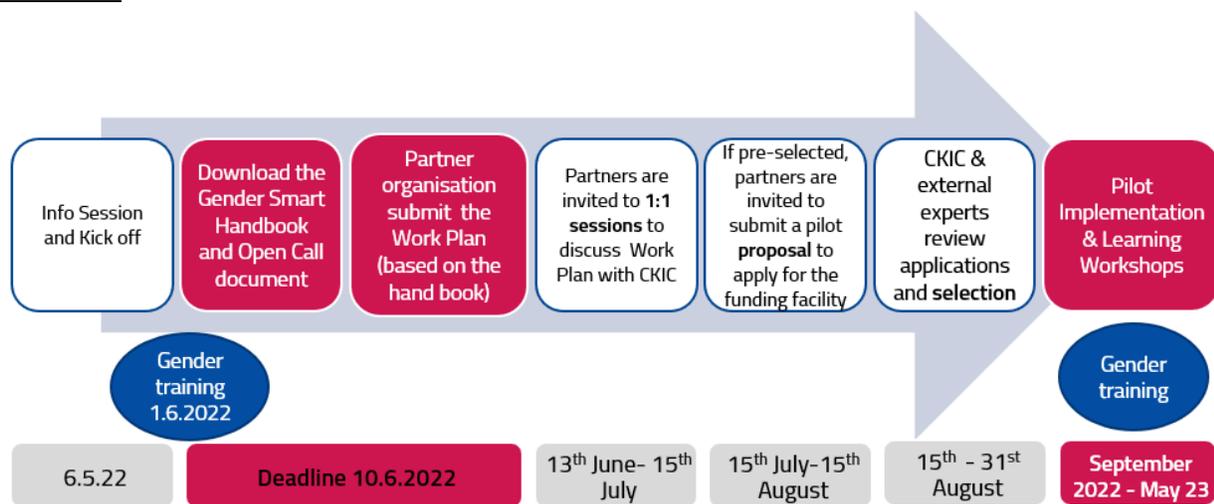
Climate-KIC will select pilot projects from our **existing** entrepreneurship and educational Programme Partners: **ClimateLaunchpad, ClimAccelerator, Climathon, Young Innovators, Journey, Pioneers**, and **new** partners from the **8 target countries**: Kenya, Mozambique, Nigeria, South Africa, Tanzania, Uganda, Vietnam, and Colombia that are also committed to gender equality and to place female entrepreneurship and female leadership at the centre of climate action.

The programme should be delivered in strong partnership with a diversity of local actors and ecosystems, where local organisations take the lead in developing and implementing gender focused action plans, and Climate-KIC supports via technical and financial assistance the learning development, sharing lessons learned, and coordination between partners.

The interested partners must focus their mainstreaming efforts in relation to their **climate** entrepreneurship programmes.

2. Call for Action and deadlines

Call to action:



Call timeline

Date / Time (CET)	Item	Link (if applicable)
6 th May 2022	Kick-off and Information session	
10 th May 2022	Release of call documents	Download here the Open Call document and the WeClim Equally Handbook to develop your work plan: Website: https://www.climate-kic.org/get-involved/apply-for-a-grant/
1 st of June 2022, 12:00-15:00 CET	Gender Mainstreaming Workshop training & Q&A session	Register in advance here (via zoom)
10 th June 2022	Deadline to submit expression of interest (form) and upload the work plan based on the WeClim Equally Handbook	Fill out the expression of interest and upload your work plan via this google form
13 th June – 15 th of July	1:1 session with Climate-KIC to discuss work plan	-

15 th August 2022	Deadline to submit pilot proposal and budget for grant application	Upload the proposal and budget via this google form
15 th August – 31 st August 2022	Assessment and selection process (including setting of conditions if needed)	-
31 st of August 2022	Communication of results and selected partners	-
September 2022	Participation in gender training for selected partners	-
September 2022 – May 2023	Pilot implementation and learning workshops	-

2.1 Grant eligibility

Eligibility: Climate-KIC entrepreneurship and education partners (existing and new) who are implementing programmes in the following countries: Colombia, Kenya, Mozambique, Nigeria, South Africa, Tanzania, Uganda and Vietnam. Partner must have a registered business in one of the aforementioned countries and work implemented must also be in said country.

The grant must be used to cover costs related to improving gender mainstreaming in activities/programmes related to climate innovation. The pilot may be inclusive of other programmes as well (i.e. training staff that work across multiple programmes) but the climate dimension must be clear within the proposal.

Amount: Partners are invited to submit proposals for **up to 25,000 EUR**, however the size of the grant will vary and is dependent on the ambition and feasibility of partner plans and needs.

Please see Annex 2 for the budget template.

Eligible costs include:

- staff time
- Marketing and communications costs
- Digital event management costs
- Promotion materials
- Coaches and experts
- Licenses and certifications
- Hosting workshops
- Domestic travel

Ineligible costs include:

- Purchase of land, buildings, rent
- Deposits for assets
- Purchase of physical assets (vehicles, laptops etc.)
- Operating and administrative expenses for another organization

- International travel
- Contingencies, miscellaneous expenses
- Upgrading of facilities

Upon acceptance of the proposal, partners will accept grant funding based on the following conditions:

Partners must be in a position to provide evidence on

- effective use of funds
- value achieved in the application of funds
- avoidance of waste and extravagance

Fairness

- Manage public funds with the highest degree of honesty and integrity
- Act in a manner which complies with relevant laws and obligations (e.g. tax, minimum wages)
- Procure goods and services in a fair and transparent manner
- Act fairly, responsibly, and openly in your dealings with your Grantor

Proposal Guidelines

1. How to apply

Preparing the work plan

To participate in this call, partners must ensure that they have submitted a WeClim Equally Gender Smart Handbook work plan before **10th June 2022**.

The work plan will be assessed with the same criteria as outlined below, with scores from 0-5 and based on the set of criteria areas related to Strategic Fit and Impact Potential and Excellence.

Before preparing a proposal

To participate in this call, you should ensure:

Checklist	
You have read this document carefully and started to think about what contribution your idea / project could make with respect to the Gender Mainstreaming Programme and based on your WeClim Equally Gender Smart Handbook work plan.	<input type="checkbox"/>
You have considered and integrated the feedback received from Climate-KIC when you pitched your work plan and concept to us in the 1:1 conversations.	<input type="checkbox"/>
Please ensure that all required information is provided. Without the availability of the relevant information the application will not be progressed.	<input type="checkbox"/>
Prepare your budget carefully considering the rules applied to eligible costs.	<input type="checkbox"/>

Things to be aware of

Read the eligibility and assessment criteria within this document. These will be used by Climate-KIC and external assessors to assess proposals.

Preparing a proposal

When completing your full proposal application, you will need to pay attention to programme requirements:

- A clear articulation of the need, problem or challenge the proposal will address, and as defined / in response to the Gender Mainstreaming Programme.
- The geographical focus of any activities, the organisations involved in the proposal, the project start and end date, and proposed budget.
- How you detail the activities that will be conducted (the work plan) to achieve the objectives of the project/activity.
- How your proposal responds to the defined challenge, scope, and impact of the Call, through intended outcomes and indicators.

Review Mechanism & Decision-making

This call will follow a one-stage process with each proposal being assessed for:

- **Eligibility** – where pass/fail requirements related to the conditions of the call are assessed by Climate-KIC. Proposals must pass all criteria.
- **Assessment** – where a score (0 to 5) is made against the assessment criteria by two Climate-KIC and two independent external reviewers based on the individual merits of the project proposal.

All submissions will be assessed fairly and transparently in the scope of Climate-KIC's Programme Objectives, eligibility, and assessment criteria.

Conflicts of interest are mitigated through a disclosure process and follow a full recusal from the decision process in such instances. Decisions as to whether a proposal is accepted or rejected will be communicated as detailed in this document.

Stage 1: Eligibility

The pass/fail criteria for this call are the following:

- Climate-KIC entrepreneurship and education partners (existing and new) who are implementing programmes in the following countries: Colombia, Kenya, Mozambique, Nigeria, South Africa, Tanzania, Uganda and Vietnam. Partner must have a registered business in one of the aforementioned countries and work implemented must also be in said country. Partner organisations must have a clear focus on entrepreneurship and climate activities.
- Partner organisations must pass the due diligence process upon acceptance of proposal, including providing company registration.
- Partner organisation has submitted a work plan based on the WeClim Equally Gender Smart Handbook, participated in the 1:1 conversation organised by Climate-KIC and has been invited to submit a proposal.

Proposals that fail the eligibility criteria will not be considered further in the process and applicants will be informed of the outcome via email to the contacts for the proposal; proposals must comply to the full set of the eligibility criteria.

Stage 2: Assessment

The assessment criteria for this call are set out below. Each criterion is scored on a scale of 0 to 5 by two Climate-KIC reviewers and at least two independent external reviewers. The score across all categories is totalled to produce a ranked list of proposals (total points that can be achieved max.: 40). All proposals received will be ranked and further assessed based on strategic fit and diversity of applications.

Assessment scoring:

Score	Description
0	Proposal fails to address the criterion or cannot be assessed due to missing or incomplete information.
1	Poor. The criterion is inadequately addressed or there are serious inherent weaknesses.
2	Fair. The proposal broadly addresses the criterion, but there are significant weaknesses.
3	Good. The proposal addresses the criterion well, but several shortcomings are present.
4	Very good. The proposal addresses the criterion very well, but a small number of shortcomings are present.
5	Excellent. The proposal successfully addresses all relevant aspects of the criterion. Any shortcomings are minor.

Criteria Areas	Criteria Weight	Prompting questions
Strategic Fit	Strategic Fit (0 to 10) Contribution and alignment with Climate-KIC's Gender Mainstreaming and Climate Innovation	<ul style="list-style-type: none"> Does the proposal provide a clear narrative substantiating how and why the activity aligns with Climate-KIC's Gender Mainstreaming Programme 2022-2023 and does it clearly address gender and climate innovation? Did the partner participate in gender trainings organized by Climate-KIC?
Impact Potential and Excellence	Wider Impact and Excellence (0 to 5)	<ul style="list-style-type: none"> Demonstrates understanding of how the pilot can achieve gender mainstreaming impact Brings innovative ideas about extending impact beyond the target group
	Gender Mainstreaming, monitoring, evaluation, and learning (0 to 5)	<ul style="list-style-type: none"> Does the proposal explain how it links to the gender mainstreaming objectives described in the call? Is the gender challenge/problem that is being addressed clearly articulated? Does the proposal outline data management and tools to measure the results and impact?
	Stakeholder engagement, general communication, results dissemination, and visibility (0 to 5)	<ul style="list-style-type: none"> Clear plans describing how communications with participants would take place. Are there plans to engage other stakeholders in the activities, with suitable outlined outreach activities planned? Is there a social activation element that aims to build support and momentum for gender and climate action? Does the proposal contain a communications plan and a dissemination plan for how results/outcomes will be disseminated, publicly and to relevant parties?
Implementation	Sustainability (0 to 5)	<ul style="list-style-type: none"> Does the applicant provide clear plans for using the requested financial grant? Does the proposal consider the longer-term sustainability of the pilot, financial and non-financial? How will the implemented activities be useful after the pilot implementation? Is there a level of co-funding contribution? (optional)
	Project Plan and clarity of outputs (0 to 5) Activity objectives	<ul style="list-style-type: none"> Are the activity's objectives clearly defined and realistic to achieve? Is the work plan clearly explained and relevant to support the delivery of objectives and expected impact? Are the project outputs, deliverables and indicators clearly stated and linked to the different work project stages identified in the work plan? Did the partner follow the guidelines and templates for the proposal development?

		<ul style="list-style-type: none"> • Are key assumptions and risks presented clearly?
	Value for money (0 to 5) Capabilities, experience	<ul style="list-style-type: none"> • Do the delivery partners clearly have the skills, knowledge, capabilities, and network necessary to deliver the Gender Mainstreaming pilot well?

Decision communication

Climate-KIC will aim to communicate final outcomes to applicants by 31 August 2022.

Contact: gender@climate-kic.org

Annex 1: Template for Full Proposal for the Pilot Initiative and grant facility

The following is a sample template for the full proposal (deadline 15th August 2022), only for those partners who have passed the pre-selection process. Please note that the categories in the following template are all required however partners may decide to include additional details or graphics to support their proposal (within the 8-page limit).

Maximum: 8 pages (as pdf) excluding budget (as excel document).

OVERVIEW

Programme Type	Gender Mainstreaming
Title	
Proposed Project Akronym	
Start / end date	

CONTACT DETAILS

Partner details.

Organisation Name	
Country:	
Address:	
Contact email:	
Website:	
Climate-KIC Partner (ClimateLaunchpad, ClimAccelerator, Climathon, Educational) Other:	

PROJECT OVERVIEW

Project summary – please note that this information may be published (max. 300 words)	<i>Please describe the pilot initiative in max. 300 words.</i>
Work plan – main activities	<i>Please describe your work plan based on the activities you are planning</i>

Timeline per month:	<i>Please add a timeline in table format</i>
Sustainability:	<i>Please detail how / will these activities continue / have an impact after the pilot implementation? (max. 300 words.)</i>
Total number of direct beneficiaries:	<i>How many participants will benefit directly from this activities /pilot?</i>
Total number of indirect beneficiaries:	<i>How many people will benefit indirectly from this activities /pilot (e.g. families of participants, other stakeholders etc.)?</i>
Expected results/ indicators:	<i>Please link all the work plan activities to the expected results and indicators</i>
Data Management Monitoring & Evaluation tool:	<i>How and when will you measure the activities, results and impact?</i>
Case study idea	<i>What type of case study you envision as final product of this pilot implementation to share in the learning workshops? (video, material, testimonials etc.). This initial idea can be adjusted.</i>
Total Budget – Total amount of pilot:	<i>Please indicate the total amount you will spend on this pilot in EUR</i>
Grant facility: Total amount requested from Climate-KIC for pilot (max. up to 25,000 EUR)>	<i>Please indicate the total amount you ask from the grant facility of this call for this pilot in EUR (max. is 25,000 EUR per partner).</i>
Financial Sustainability	<i>Please detail whether you have identified additional sources of funding (optional), or how you would contribute to financial sustainability of the pilot.</i>

Organisation / Team	<i>Please describe here how your organisation and Team has the capabilities to deliver the pilot and how you will deliver to meet the objectives.</i>
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Impact & Climate Impact	<i>In this section you need to relate your pilot to impact goals and to reflect on the contribution to climate impact more generally.</i>
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Annex 2: Budget Template

Grants will be dispersed by Climate-KIC to cover the cost of delivery for the pilot initiative. Please provide a breakdown on how much you need to deliver the pilot.

Please note: a maximum of **25,000 Euro** is available per partner.

Eligible costs include:

- staff time
- Marketing and communications costs
- Digital event management costs
- Promotion materials
- Coaches and experts
- Licenses and certifications
- Hosting workshops
- Domestic travel

Ineligible costs include:

- Purchase of land, buildings, rent
- Deposits for assets
- Purchase of physical assets (vehicles, laptops etc.)
- Operating and administrative expenses for another organization
- International travel
- Contingencies, miscellaneous expenses
- Upgrading of facilities

In an EXCEL sheet, please provide a cost breakdown for each budget line separately. The table below is for guidance only (there may be other costs and/or different ways to show this information):

Cost Item (in total per budget lined and detailed per activity per month)	September 2022	October	Nov	Dec	Jan 2023	Feb	March	April	May 2023
Staff Time									
Marketing & Communications									
Training Materials									

Events									
Capacity Building - Training costs									
Data Monitoring									
Case study development									
Licenses and certifications									
etc									

Other relevant information

If you wish to provide other relevant supporting information, please provide here.