

# Call: Gender Mainstreaming for Entrepreneurship 2023-2024

This document covers the application process for accessing grants for Gender Mainstreaming 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 EIT Climate-KIC.

**Work plan Deadline: 7 August 2023 (12.00 CET)**

**Full Proposal Deadline: 25 September 2023 (23.59 CET)**

**Publication Date: 7 July 2023**

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## Call – Gender Mainstreaming for Entrepreneurship, 2023-24

### Background

EIT 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, and in 2022, this partnership of work expanded into a Gender Mainstreaming for Entrepreneurship programme.

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 EIT Climate-KIC partners that are willing to implement 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 EIT Climate-KIC partners in Kenya, Mozambique, Nigeria, South Africa, Tanzania, Uganda, Vietnam, Colombia, Papua New Guinea, Vanuatu and Fiji.

### 1. Objectives

As Europe’s leading climate innovation initiative, EIT 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 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 several 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/non-binary and gender non-conforming participants in their programmes.
- Support more women/non-binary and gender non-conforming entrepreneurs to develop an impact innovation idea and become entrepreneurially active.
- Support more women-led teams to launch their start-ups.

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 2023-24 activities

The Gender Mainstreaming Programme is comprised of **three stages**

- (1) Technical support for the development of individual gender focused work plans based on our “WeClim Equally” Gender Smart Handbook,
- (2) Financial and technical support to partners to implement a programme of work;
- (3) Implementing programme of work, followed by 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 24,000 EUR dependent on completion of the Gender Smart Handbook, attendance to gender training sessions and acceptance of project proposal.

**Please note partners from the 2022-2023 programme are eligible to apply but will have to prove at least 20% co-funding to be eligible. They will also be expected to show progression on the work they completed in last year’s programme.**

The process for applying will take a two stage approach

- Stage 1: WeClim Handbook Application (deadline: Monday August 7, 12.00 CET)
- Stage 2: Full Proposal submission (deadline: Monday September 25, 12.00 CET)

### **1. Gender Smart Handbook – Work plan development and gender mainstreaming training (July to Aug 2023)**

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 and 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 and is a must to continue to Stage 2 of the assessment.**

EIT 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 gender mainstreaming activities (Aug – Oct 2023)**

Upon receiving the Work Plan, EIT Climate-KIC will invite partners to a **1:1 session** to pre-select partners to submit a proposal for the initiative. This will be between August 29 and September 12 2023. The full proposal will be an extension of the handbook work and a full budget will have to be submitted at this point.

Following an evaluation and due diligence process, the selected partners will have the opportunity to begin activities, putting the acquired knowledge from the trainings and Handbook into action.

Funding available: Grant size can be up to 24,000 EUR per partner (to be implemented between October/November 2023 and May 2024). 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/non-binary led start-up teams:** e.g., create a women/non-binary peer support network, alumni events and networking opportunities etc.
- **Transforming their own organisation to better support women/non-binary people** 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/non-binary led start-ups.

Proposals are not only limited to the activities above.

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, initiatives should also make clear how they have the potential to continue without financial support after this programme.

**Monitoring and Evaluation**

As part of the programme, partners will be expected to submit a mid-term report (expected around January/February 2024) and final report including overview of work, data points on activities conducted and updates on activities, lessons learned, sustainability of future work (for final report) and a significant case study that showed the most change.

In addition, a final case study in written and/or photos/video form will be expected. The details of this will be worked out in the final proposal stage.

**Expected quantitative results to be collected:**

1. Number of women/marginalised gender entrepreneurs engaged directly over the course of the project (both existing and new) (overall number and as a % of the total).
2. Percentage increase in women/marginalised gender entrepreneurs enrolment year on year from 2022 to 2023 to 2024 in all programmes managed via partners (if data exists for 2021).
3. Positive rating including a positive net promotion score (NPS) on how omen/marginalised gender entrepreneurs participants perceived the experience of engagement with CKIC programmes and/or partner programmes.
4. A year-on-year % improvement in women/marginalised gender entrepreneur engagement for all active partners over the next three years.
5. Gender split details of any start-ups partners work with.

**Specific indicators and results to be defined with each partner:** based on the individual work plans from the Handbook and pilot proposals. We are also working on a new Theory of Change internally so if other indicators do arise, we will communicate those in time and have a conversation if it’s possible to include them in the MEL review of your programme of activities.

**3. Implementation of the activities, learning workshops – sharing best practices (October 2023 – May 2024)**

The implementation period is the point where partners will begin their activity of work with the funding and support of the EIT Climate-KIC team, including connection to other partners and learning workshop opportunities.

Activities will include:

- A kick-off event to explain the project’s objectives, activities, expected results and align expectations.
- Two to 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.

Partners will be expected to share learnings throughout the year in the form of a short mid-term report and a final report, and expected to take part in the learning workshops.

For the end of the programme, sharable case studies (written and/or video) will be produced by each partner.

### 1.5 Timeline 2023-2024:

	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	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										

## 1.6 Target groups – Partner requirements

EIT Climate-KIC will select projects from both existing and new partners from the following target countries: Kenya, Mozambique, Nigeria, South Africa, Tanzania, Uganda, Vietnam, Colombia, Papua New Guinea, Vanuatu and Fiji. We want to see a clear commitment to gender equality and to place women entrepreneurship and leadership at the centre of climate action.

We would also like to see a strong commitment from perspective partners to working with diverse local actors and ecosystems to deliver their activities.

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

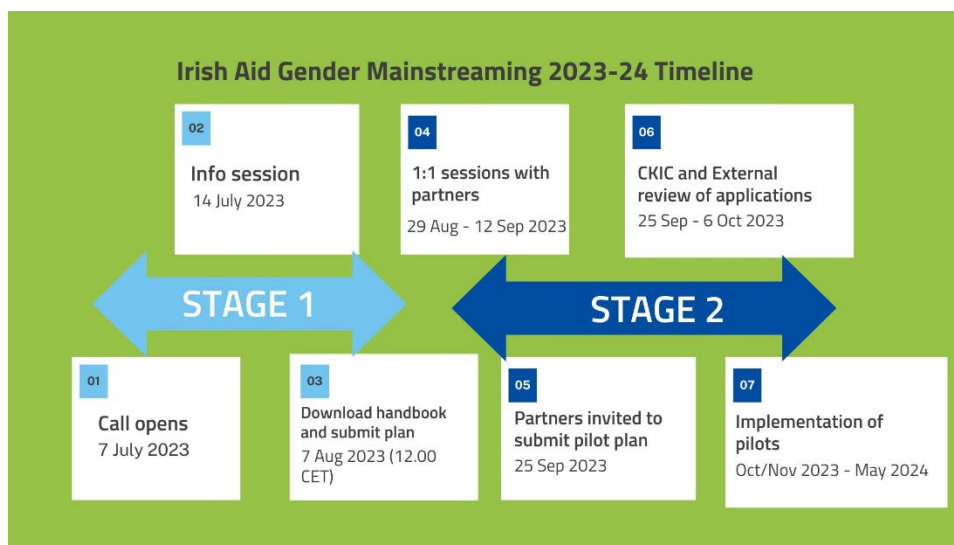
### 1. Call for action and deadlines

The process for applying will take a two stage approach

- Stage 1: WeClim Handbook Application (deadline: Monday August 7, 12.00 CET)
- Stage 2: Full Proposal submission (deadline: Monday September 25, 12.00 CET)

Applications for the first stage of the process can be submitted through this [Google Form](#).

The second stage will be through a full proposal sheet – this will be provided to those who are successful in making it through.





## Call timeline

Date / Time (CET)	Item	Link (if applicable)
<b>STAGE 1</b>		
July 7, 2023	Release of call documents	Download the WeClim Handbook <a href="#">here</a>  Download call and application form from our Open Call page here.
July 14, 2023 Time zone 1: 08:00 - 09:00 CET Time zone 2: 14:00 – 15:00 CET	Kick-off and Information session	Register for <a href="#">Time zone 1</a>  Register for <a href="#">Time zone 2</a>
August 7, 2023 (12:00 CET)	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 <a href="#">this google form</a> .
August 24-25, 2023	Communication on whether you have made it through to the second stage of the application	
<b>STAGE 2</b>		
August 29 – September 12 2023	1:1 session with EIT Climate-KIC to discuss work plan	Partners will have already begun their plans – these sessions will be to support the development of the plan, discuss any issues and make any clarifications on the process.
September 25, 2023 (23.59 CET)	Deadline to submit pilot proposal and budget for grant application	We will share the google form to upload the full proposal and budget.  For new partners, we will also need financial information to get you set up in our system.
September 25 – October 6, 2023	Assessment and selection process (including setting of conditions if needed)	-
End of October 2023	Communication of results and selected partners	-

## 2.1 Grant eligibility

**Eligibility:** EIT Climate-KIC partners (existing and new) who are implementing programmes in the following countries: Kenya, Mozambique, Nigeria, South Africa, Tanzania, Uganda, Vietnam, Colombia, Papua New Guinea, Vanuatu and Fiji.

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 24,000 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.

# Proposal Guidelines – Stage 1 of application

## 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 **August 7, 2023 (12.00 CET)** [to this form](#).

Stage 1 assessment will be based on (1) an eligibility check of the requirements (2) an assessment of the workplan based on the criteria below.

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 EIT 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 EIT Climate-KIC and external assessors to assess the handbook submissions.

### 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 EIT Climate-KIC. Proposals must pass all criteria.
- **Assessment** – where a score (0 to 5) is made against the assessment criteria by two EIT 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 EIT 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.

## Eligibility criteria

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

- EIT Climate-KIC entrepreneurship and education partners (existing and new) who are implementing programmes in the following countries: Kenya, Mozambique, Nigeria, South Africa, Tanzania, Uganda, Vietnam, Colombia, Papua New Guinea, Vanuatu and Fiji.
- Partner must have a registered business in one of the aforementioned countries and work implemented must also be in said country.
- Partner organisation has submitted a full work plan based on the WeClim Equally Gender Smart Handbook and all fields have been completed.
- For returning partners, there is a clear plan for 20% co-funding in place to go alongside this project of work.

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.

## Assessment criteria

The assessment criteria for this call are set out below. Each criterion is scored on a scale of 0 to 5 by one EIT Climate-KIC reviewer and one external reviewer. The score across all categories is totalled to produce a ranked

list of proposals (total points that can be achieved max.: 40). All workplan submissions 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
Impact Potential and Excellence (50% weight)	<b>Strategic Fit (0 to 5)</b> Contribution and alignment with EIT Climate-KIC's Gender Mainstreaming and Climate Innovation (	<ul style="list-style-type: none"> <li>Does the proposal clearly align with EIT Climate-KIC's Gender Mainstreaming programme which seeks to address gender and climate innovation?</li> <li>Does the proposal set out activities that clearly target women/other marginalised genders?</li> </ul>
	<b>Wider Impact and Excellence (0 to 5)</b>	<ul style="list-style-type: none"> <li>Does the proposal demonstrate an understanding of how the proposed activities can achieve impact in gender mainstreaming?</li> <li>Is the idea innovative?</li> </ul>
	<b>Gender Mainstreaming, monitoring, evaluation, and learning (0 to 5)</b>	<ul style="list-style-type: none"> <li>Does the proposal explain how it links to the gender mainstreaming objectives described in the call?</li> <li>Is the gender challenge/problem that is being addressed clearly articulated?</li> <li>Does the proposal outline data management and tools to measure the results and impact?</li> </ul>
	<b>Stakeholder engagement, general communication, results dissemination, and visibility (0 to 5)</b>	<ul style="list-style-type: none"> <li>Are there clear plans describing how communications with participants will take place?</li> <li>Are there plans to engage other stakeholders in the activities, with suitable outlined outreach activities planned?</li> <li>Is there a social activation element that aims to build support and momentum for gender and climate action?</li> <li>Does the proposal contain a communications plan and a dissemination plan for how results/outcomes will be disseminated, publicly and to relevant parties?</li> </ul>

**Decision communication**

EIT Climate-KIC will communicate the outcome of stage 1 of the assessment by mid-August. Following this, further documents will be provided for the final proposal submission.

**Contact:** [gender@climate-kic.org](mailto:gender@climate-kic.org)

## Annex 1: Budget Template for Stage 2 assessment only

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 **24,000 EUR** 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)	October 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	March 2024	April 2024	May 2024
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.