



CATALI.5°T INITIATIVE: CONCERTED
ACTION TO ACCELERATE LOCAL 1.5°
TECHNOLOGIES – LATIN AMERICA AND
WEST AFRICA

GENDER ACTION PLAN (GAP)

PRESENTED TO
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1. INTRODUCTION

This Gender Action Plan (GAP) forms the basis for operationalizing the recommendations of the Gender Assessment (GA). In this sense, the GAP provides a tangible and explicit accountability framework for gender mainstreaming through all the CATALI.5°T Initiative activities and is intended to close the gender gaps women entrepreneurs face. At the same time, the GAP ensures the programme is compliant with the GCF's gender policy (GCF/B.24).

The GAP proposed below is indicative and may be further amended and adjusted by the AE during programme inception and implementation to reflect new knowledge gathered.

2. OVERVIEW RECOMMENDATIONS FROM THE GENDER ASSESSMENT

A. GENERAL RECOMMENDATIONS FOR PROJECT DESIGN AND IMPLEMENTATION

1. **Ensure the Executing Entities (EEs) and local implementation partners have the capacities and necessary tools for gender-climate mainstreaming:** Based on the institutional capacity assessment, it is clear that there is strong gender commitment from the different EEs. However, gender expertise and capacities for gender mainstreaming in climate innovation is not the same across all the individual EEs. In this regard, the following recommendations are seen to be crucial for the project:
 - i. Develop a **unified gender-mainstreaming document for the project** that provides essential tools for gender and climate innovation addressing the two regional contexts.
 - ii. **Ensure EEs and local implementation partners are adequately trained on gender mainstreaming in climate innovation.** The training could, among other benefits, provide practical measures for creating more gender-smart and inclusive pre-acceleration and acceleration programmes and be able to advise and train climate ventures on gender-climate issues.
 - iii. Rather than appointing and training one focal point person from each EE, ensure the **staff of the two regional initiatives** CATALI.5°T^{América Latina} and CATALI.5°T^{Afrique de l'Ouest}, including top and middle management of the EEs and the local implementation partners, **are trained**. It will also create more buy-in and momentum for gender mainstreaming in the planning, implementation and monitoring of the EEs' / local implementation partners' activities and, in the end, lead to effective realisation of the EEs' commitment towards the implementation of the GAP.
2. **Encourage, support and document cross-learning on climate gender mainstreaming between EEs and regions.** There is currently little documented evidence to inform what strategies work best in securing a healthy pipeline of female ventures, but anecdotal evidence gathered from interviews with the EEs reveals some promising strategies. It is therefore recommended that such promising strategies are further tested during the project and the best pathways identified for learning and scaling. There is an opportunity for more deliberate and systematic learning based on what gender and climate innovation strategies are working and where (particularly feeding country- and community-level voices and insights into gender and climate change innovation at the global level) and then replicating the lessons among the EEs and local implementation partners through, for example, workshops and reporting of best practices.
3. **Review and update the project's GAP.** As applicable during implementation.

4. Include **gender diversity in the project’s governance** structure in both regions.

B. GENERAL RECOMMENDATIONS FOR THE EEs RUNNING THE PRE-ACCELERATION AND ACCELERATION PROGRAMMES

1. Ensure calls for applications and scouting are inclusive and encourage applicants of all genders:
 - i. Use different channels and networks to reach all genders
 - ii. Hold information events and consider holding separate women-only events
 - iii. Create promotional material that is gender inclusive, that integrates gender-sensitive language to avoid confusion in the French and Spanish interpretation of some gender-sensitive words
 - iv. In marketing materials, include messages to counteract negative stereotypes to encourage and attract female entrepreneurs.

2. Apply a **gender lens when selecting ventures** for the pre-acceleration and acceleration programmes: to ensure all genders have an equal opportunity to be selected, this can be achieved through:
 - i. Setting clear exclusion and selection criteria, including its weighting. The following criteria intend to provide overall guidance only; they will need to be reviewed, complemented and refined on an ongoing basis during project implementation.

Table 1 Ventures' exclusion and selection criteria

| EXCLUSION CRITERIA | SELECTION CRITERIA |
|---|---|
| <p>Ventures will be excluded if:</p> <ol style="list-style-type: none"> a. Their products or services have obvious negative implications for women (e.g. exacerbating wage disparities or requiring long working hours without extra compensation). b. At the initial due diligence interviews, ventures found to have none of their founders and employees identifying as female and with no intentions of diversifying their team members to include more women. | <p><u>Pre-acceleration</u></p> <p>A preferential score should be given to ventures that have:</p> <ol style="list-style-type: none"> a. At least 50% of their founders identifying themselves as female or marginalized groups. For Latin America, this could be differentiated with positions occupied by women: e.g. an additional preferential score for ventures with female CEOs or CTOs. b. Explicit plans for increasing the number of women in their top and middle level management teams, in line with their business growth plans. <p><u>Acceleration</u></p> <p>A preferential score should be given to ventures that:</p> <ol style="list-style-type: none"> c. Are 30%-owned by one or more women and/or have at least 40% of their top and middle management employees as women and or marginalized groups. For Latin America, this could be differentiated with positions occupied by women: e.g. an additional preferential score for ventures with female CEOs or CTOs. d. Have explicit key performance indicators for increasing the number of women and marginalized groups in their top and middle level management, in line with their business growth plan. e. Have products or services that address a gender-related socio-economic problem: for example, gender |

| | |
|--|---|
| | <p>stereotyping; increase women’s wages / reduce women unpaid work burden; unlock the potential of women-dominated sectors; or increase female participation in male-dominated sectors – e.g. climate-related technological innovation.</p> <p>f. Have basic policies or procedures for facilitating a safe and conducive working environment for all employees, including a code of conduct for prevention of sexual exploitation, abuse and harassment and equal recruitment and wage policies.</p> <p>g. Have capacity to mentor and network with women entrepreneurs and act as role models for successful women entrepreneurs at the pre-acceleration stage.</p> |
|--|---|

- ii. Establishing **gender-diverse selection panels**. A study by GALI found that “having more than 45% women on a selection committee is associated with significantly more women-led ventures in applicant pools”¹.
 - iii. Applying a **venture gender assessment checklist** (Annex 1)
3. **Adapt the pre-accelerator and accelerator programme curriculum language to be inclusive of all genders**, including showcasing successful women entrepreneurs to provide role models and examples women participants can relate to.
4. **During programme delivery, identify and enhance the capacity of the ventures to maximize gender benefits:**
- i. **Introduce gender mainstreaming issues early on** to the ventures, integrate gender in the ventures’ capacity assessments and make available mechanisms for strengthening identified capacity gaps. Specific training should focus on raising ventures’ awareness of gender disparities and power dynamics that impact their own entrepreneurial journey and how to apply a gender lens to product/service development as well as how to reduce conscious and un-conscious gender bias arising from their own actions. Additionally, include training on mechanisms for identifying and eliminating SEAH.
 - ii. **Ideation process should also capture women and minority views**. In West Africa, given the structural issues perpetuated by patriarchal norms, it is essential that ideation sessions are conducted separately, or at least have some sort of facilitation support, for male and female entrepreneurs to achieve maximum input from both sexes. This is because research has shown that male dominance can be an issue in mixed groups during ideation, where “men are more likely to interrupt women, take more turns talking, and use disproportionate amounts of time when talking”². It is, therefore,

¹ GALI, 2020. Accelerating Women-led Start-ups. A knowledge Brief by the Global Accelerator Learning Initiative. Accessible at <https://www.galidata.org/publications/accelerating-women-led-startups/>

² Cuellar, Mr & Trageser, Dominick & Cruz Lozano, Ricardo & Lutz, Benjamin, 2020. Exploring the Influence of Gender Composition and Activity Structure on Engineering Teams’ Ideation Effectiveness Exploring the Relationship among Gender Composition, Activity Structure, and Brainstorming Novelty. 10.18260/1-2--34649. Accessible at https://www.researchgate.net/publication/343111303_Exploring_the_Influence_of_Gender_Composition_and_Activity_Structure_on_Engineering_Teams%27_Ideation_Effectiveness_Exploring_the_Relationship_among_Gender_Composition_Activity_Structure_and_Brainstormi

important that potential male dominance in mixed groups is prevented so that female voices and ideas are heard during ideation processes.

- iii. **Ensure training, mentoring and coaching venues and timings are suitable for female entrepreneurs** to avoid exacerbating their time constraints.
5. Aim for **gender diversity to deliver the programmes**. This includes **building a gender-diverse pool of mentors and coaches** so that all participants', especially female entrepreneurs', perspectives and experiences are understood and accommodated.
6. Help to **create and maintain network support communities** by:
- i. **Inviting successful women climate entrepreneurs** as keynote speakers and role models to community-building and promotional events.
 - ii. **Ensure times for networking events are suitable for female entrepreneurs**. Where events are undertaken online, video recordings, (data protection mechanisms allowing) should be availed to the female entrepreneurs who may not have time to attend these.
 - iii. **Create a safe and supportive community of practice for women entrepreneurs**. The strength of this community of practice lies in the collaboration and support that women give to each other, which often goes beyond the project lifespan. In addition, create exposure and link venture founders with networks of individuals or groups containing sector experts, funders and other like-minded individuals.
 - iv. **Consider inviting key institutions** responsible for gender and gender mainstreaming including public institutions supporting entrepreneurs in **the respective regions** to community building events.

C. RECOMMENDATIONS FOR THE CLIMATE VENTURES

1. Pre-acceleration stage:

Venture leadership and management at this stage tends to be amorphous, which provides an opportunity for the project to have an early start gender mainstreaming into the management and operation of the ventures. A tailored approach (product/services/venture needs/context and venture capacity) is essential. For the ventures to be gender-smart, the following topics for specific training are therefore recommended:

- i. Ventures should gain awareness of gender issues: e.g. disparities and power dynamics that impact their own entrepreneurial journey and how to apply a gender lens to product/service development as well as how to reduce conscious and un-conscious gender bias arising from their own actions. Additionally, include training on mechanisms for identifying and eliminating SEAH.
- ii. Ventures should recognize the value of including sex-disaggregated data in their market research on their customers (different ways that men and women use a product or a service) and in their employees' recruitment practices. Clarifying gendered differences will reveal opportunities, enable validation of specific products or services, and help refine and strengthen the business value proposition.
- iii. Ventures should be willing to identify priority areas and the type of support needed to have their own capacities built in gender mainstreaming during their participation in the programme.

2. Acceleration stage:

For many ventures at this stage, especially those that have not gone through the project pre-acceleration programme, they may already have rigid structures in place and may not initially be

interested in learning how to incorporate gender into their business. For many, the lack of awareness of the connection between gender inclusion and business performance will keep them focused only on trying to scale their business, become sustainable or, in some cases, just keep the lights on. If gender is not viewed as something that can impact the bottom line, it is less likely to be prioritized by the founders at this stage. To avoid inclusion issues being seen as additional burdens, the EEs should support the ventures to integrate gender thinking as early as possible within their venture products and structures. Just like the ventures at pre-acceleration stage, **ventures should gain awareness of gender issues:** e.g. disparities and power dynamics that impact their own entrepreneurial journey and how to apply a gender lens to product/service development as well as how to reduce conscious and un-conscious gender bias arising from their own actions. During their participation in the programme, ventures in this stage:

- i. Should commit to ensuring equal opportunity and equal pay for the same jobs among their employees / labourers: e.g. they should create a salary scale that does not discriminate based on gender, age, race, colour and religion.
- ii. Should continually and deliberately analyze their team's composition by keeping an eye on gender ratios in the top and middle management teams and ensure venture growth plans reflect these. They should keep track of employee numbers and the gender composition of all part-time vs full-time employees.
- iii. Should ensure gender inclusion in products and services. The ventures should be able to clearly specify what gender inclusion means for their products and services, what their ultimate target is, and how they intend to get there. This is helpful in a number of ways:
 - It helps to design more **tailor-made products and services:** e.g. an AgTech business may want to ensure that the yield of its women users is equal to that of its men users and should, therefore, commit to ensuring its solution is designed with the digital gender gap in mind. This step will give the venture clarity on the product and market opportunities it can and will pursue.
 - It helps to recognize **the value of gender-disaggregated data** – understanding who the end-user of its product is could be very useful for the venture's business. Sometimes products can be purchased by a man but used by a woman: knowing this is helpful for changing marketing tactics, strategic messaging and sales efforts around sales and product upsell efforts. In some cases, if the sales representative's gender and customer's gender are matched it could also result better sales.
 - It also helps to **attract investment** from global financiers, who are becoming more interested in responsible and gender-inclusive investments.
- iv. **The ventures should make women visible in order to challenge stereotypes and create market opportunities** for their products. The ventures should celebrate women senior managers in their teams and provide them with opportunities to represent the business publicly through marketing and other channels. The advertisement of their products and services should also refrain from negative gender stereotypes and present women and marginalized groups in a dignified way.

3. GENDER ACTION PLAN (GAP)

Table 2 CATALI.5°T Initiative - Gender Action Plan below summarizes the activities identified to address the gender gap for female entrepreneurs and minorities. It is organized according to the overall programme's logical framework up to the level of sub-activities.

The GAP indicators and activities are to be adjusted and reviewed during inception and implementation.

The budget allocations are included in the corresponding sub-activities of the programme and are subject to further review and update by the AE.

A. GENDER STAFFING AND RESPONSIBILITIES

The staffing and implementation arrangements for the gender management are to be integrated in the overall project management structure.

At overall project management level:

- One full-time Gender and Environmental and Social Safeguards Manager will oversee implementation of the GAP and will be responsible for overall GAP monitoring at project management level. This person will be a staff member of GIZ.

At regional level

There will be two regional Gender Specialists who will assist the Gender Manager. In West Africa it will be an IPED staff member, and in Latin America a GIZ staff member.

Monitoring

Monitoring arrangements will follow the standard GIZ and GCF policies and procedures:

- EEs act as the first line of consolidation of reporting;
- PMU to act as the second line of consolidation across regions and ensure distribution of results to donors.
- GIZ as the AE to ensure supervision and accuracy/timeliness of reporting.

Updating the GAP

The Gender Manager will be responsible for conducting periodic updates of the GAP, as required, in coordination with the regional Gender Specialists.

B. ACTIONS, INDICATORS AND RESPONSIBILITIES

Table 2 CATALI.5°T Initiative - Gender Action Plan

| Project Sub- Activity | Actions | Indicators and Targets | Timeline | Base-line | Institution | Costs (estimated) € |
|-----------------------|---|---|----------|-----------|-------------------------------------|--|
| Cross-cutting | G 0.1. Appoint women as part of the project's governance structure | At least 25% of project's governing body/committee are women ³ | | | GIZ (Gender & ESS Technical Expert) | 0 |
| | G 0.2: Ensure project learning around gender and climate entrepreneurship in each region. | Cross-regional learning sessions on climate-gender will take place annually | Annual | 0 | GIZ (Gender & ESS Technical Expert) | 0 Included in the agenda of the annual meetings between the three Management Units (MUs) of the CATALI.5°T Initiative |

Output 1.1: Capacities of Executing Entities, ESOs and venture investors in Latin America are developed to boost climate ventures' impacts

| Project Sub- Activity | Actions | Indicators and Targets | Timeline | Base-line | Institution | Costs (estimated) € |
|--|---|--|----------|-----------|--|---|
| Activity 1.1.1: Capacity-building of Executing Entities, ESOs and venture investors in Latin America | | | | | | |
| 1.1.1.4: Gender Equality and Diversity | Linked to Outputs 1.2., 1.3. and 3.2. | | | | | |
| Output 1.2: Inclusive and diverse local communities of climate entrepreneurs & innovators in Latin America generate innovative climate business ideas | | | | | | |
| Activity 1.2.1: Community-Building and Ideation Activities in Latin America | | | | | | |
| 1.2.1.1: Latin America Climathons | G 1.1: Ensure context specific and adequate communication strategy, tools, language, outreach channels and materials attract all genders to participate in climathons | All regional public relations and outreach products developed, contain gender-sensitive language, are displayed in places where all genders can access them with an explicit statement inviting applicants from all genders female, male, minorities/ marginalized groups to apply | Annual | 0 | C-KIC Regional Project Coordinator Latin America | 0 |
| | G 1.2.: Invite successful female climate entrepreneurs as keynote speakers, jury members and role models at regional community-building events | Minimum 30% of the invited keynote speakers, jury members and mentors at | Annual | 0 | C-KIC Regional Project Coordinator | Included within the Gran Agreement Budget with C-KIC to implement |

| Project Sub- Activity | Actions | Indicators and Targets | Timeline | Base-line | Institution | Costs (estimated) € |
|-----------------------|--|---|----------|-----------|--|--|
| | | regional levels are women ⁴ | | | Latin America | sub-activity 1.2.1.1 |
| | G 1.3.: Hold ecosystem support events for networking at times and places that are suitable for female entrepreneurs. In addition, consider making video recordings available where events are held online. | Annual ecosystem events held at times and places that suit female entrepreneurs | Annual | 0 | C-KIC Regional Project Coordinator Latin America | Included within the Gran Agreement Budget with C-KIC to implement sub-activity 1.2.1.1 |
| | G 1.4.: Hold separate women-only community building events (1 event per year, 3 events in total) | At least one women-only event held for community building | Y1-Y3 | 0 | C-KIC Regional Project Coordinator Latin America | Included within the Gran Agreement Budget with C-KIC to implement sub-activity 1.2.1.1 |
| | G 1.5: Actively reach out to key private and government institutions that support entrepreneurs (e.g. CONACY PROIGUALDAD and SEMARNAT in | At least 2 public institutions, parastatal or private institutions | Y1-Y3 | 0 | C-KIC Regional Project | 0 |

⁴ The number takes into account the difficulties of finding successful female climate ventures with contextual understanding who could be invited by the Programme as role models.

| Project Sub- Activity | Actions | Indicators and Targets | Timeline | Base-line | Institu-tion | Costs (estimated) € |
|---|--|--|---|-----------|--|----------------------------------|
| | Mexico) by inviting them to the project's events/ activities and by sharing gender-disaggregated data | participate in events per year | | | Coordi-nator Latin America | |
| 1.2.1.2: Open digital network for promoting women and diversity in climate entrepreneurship in Latin America | G 1.6. Create a safe and supportive community of practice for women entrepreneurs for them to connect with and support each other | One digital community of practice created in Latin America, supporting female and minority entrepreneurs with space for interaction and learning | 2023 (and maintained continuously for the project duration) | 0 | GIZ (Gender & ESS Technical Expert) | EUR 30,000 (EUR 10,000 per year) |
| Output 1.3: Selected ventures in Latin America have launched their climate products in local markets | | | | | | |
| Activity 1.3.1: Latin America Climate Venture Pre-Acceleration Programme | | | | | | |
| 1.3.1.1: Call for applications and venture selection | G1.8. Ensure context-specific and adequate communication strategy, tools, language, outreach channels and materials attract all genders to apply to pre-acceleration programme | All regional public relations and outreach products developed, contain gender-sensitive language, are displayed in places where all genders can access them with an explicit statement | Annual | 0 | TdM ⁵ / GIZ (Gender & ESS Technical Expert) | 0 |

⁵ Tecnológico de Monterrey.

| Project Sub- Activity | Actions | Indicators and Targets | Timeline | Base-line | Institu-tion | Costs (estimated) € |
|-----------------------|---|---|----------|-----------|--|---|
| | | inviting applicants from all genders female, male, minorities/ marginalized groups to apply | | | | |
| | G 1.9. Include messages to counteract negative stereotypes at all stages of the pre-acceleration application processes (i.a. by displaying materials photos, videos and stories of successful women climate entrepreneurs) | All major communication materials developed are gender inclusive and reviewed/ approved by regional gender specialist | Annual | 0 | TdM/ GIZ (Gender & ESS Technical Expert) | 0 |
| | G.1.0 Actively invite successful female climate entrepreneurs as keynote speakers, jury members and role models to promote the pre-acceleration programme | Minimum 30% of the invited keynote speakers, jury members and role models are women ⁶ | Annual | 0 | TdM | 0 |
| | G2.11.: Hold events to promote the pre-acceleration programme at times and places that are suitable for female entrepreneurs and marginalized groups. In addition, consider making video recordings available where events are held online. | Events per cohort held at times and places that suit female and marginalized entrepreneurs | Annual | 0 | TdM | Included within the Gran Agreement Budget with TdM to implement |

⁶ The number takes into account the difficulties of finding successful female climate ventures with contextual understanding who could be invited by the Programme as role models.

| Project Sub- Activity | Actions | Indicators and Targets | Timeline | Base-line | Institution | Costs (estimated) € |
|-----------------------|---|---|------------|-----------|--|--|
| | | | | | | sub-activity 1.3.1.1 |
| | G 1.12. Monitor (and, as needed, refine) the gender screening criteria and selection criteria (including weights) for climate ventures seeking to enter the pre-acceleration programme, to ensure gender inclusivity. | Ratio women-led vs male-led ventures participating in and completing the programme Assessment criteria and weighting revised annually and adjusted as needed | Annual | 0 | TdM/ GIZ (Gender & ESS Technical Expert) | Included within the Gran Agreement Budget with TdM to implement sub-activity 1.3.1.1 |
| | G 2.13. Ensure an equal gender-balanced Selection Panel | Minimum 30% of the Selection Panel are women ⁷ | Per cohort | 0 | TdM/ GIZ (Gender & ESS Technical Expert) | 0 |

⁷ GALI, 2020 (Accelerating Women-led Start-ups, accessible at <https://www.galidata.org/publications/accelerating-women-led-startups/>) found that having female representation in selection panels attracts more women-led ventures to apply. Therefore, a minimum of 30% has been seen to be achievable given that the panel for the pre-acceleration programme will be sourced from existing top and middle level management of the EEs and other relevant stakeholders..

| Project Sub- Activity | Actions | Indicators and Targets | Timeline | Base-line | Institution | Costs (estimated) € |
|--|--|---|------------|--|--|---|
| 1.3.1.2 Pre-Acceleration programme – technical assistance | G 1.14. Adapt curriculum language to be inclusive of all genders (including showcasing successful women entrepreneurs to provide role models and examples women participants can relate to) | Curriculum materials developed are gender inclusive and reviewed/ approved by regional gender specialist (to be revised yearly) | Annual | 0 | TdM/ GIZ (Gender & ESS Technical Expert) | 0 |
| | G 2.15. Raise ventures' awareness on gender disparities and power dynamics that impact ventures' own entrepreneurial journey and train them on how to apply a gender lens to product/service, as well as how to reduce conscious and unconscious gender bias arising from their own actions. Additionally, include training on mechanisms for identifying and eliminating SEAH | At least one training per pre-acceleration cohort ⁸ (4 trainings in total) | Per cohort | 0 | C-KIC | Included within the Grant Agreement budget of C-KIC to implement 3.1.2.1 closely linked to 1.3.1.2. |
| | G 2.17. Build a gender-diverse pool of coaches and mentors with the skills to recognize gender bias and the capacity to support female entrepreneurs to improve their skills on i.a. own confidence, ability to develop quality business plans, leadership and management, pitch their products/services | At least 40% of pool of coaches and mentors are women 60% entrepreneurs reported an increase in skill knowledge, by gender | Per cohort | 30% on average (for all businesses, not just climate | TdM | Included within the Grant Agreement budget of |

⁸ There will be 4 pre-acceleration cohorts in total in Latin America (implementation in Y1-Y3).

| Project Sub- Activity | Actions | Indicators and Targets | Timeline | Base-line | Institution | Costs (estimated) € |
|-----------------------|---|---|------------|-----------|-------------|---|
| | and to develop more absorptive capacity and appetite for increased investment. | 60% entrepreneurs have reported an increase in confidence in applying skills, by gender Percentage (%) mentors/coaches (by gender) rated positively by entrepreneurs | | ventures) | | TdM to implement 1.3.1.2 |
| | G 2.18. Build climate ventures' capacity to integrate gender in their workplaces, products / services and marketing operations. | At least 55% of the supported climate entrepreneurs report increased capacity in gender mainstreaming | Per cohort | 0 | C-KIC | Included within the Grant Agreement budget of C-KIC to implement 3.1.2.1 closely linked to 1.3.1.2. |
| | G 1.20 Document gender and climate innovation success stories and lessons learnt | At least one gender and climate innovation success story and lesson learnt shared annually | Annually | 0 | TdM | Included within the Grant Agreement budget of TdM to implement 1.3.1.2. |

| Project Sub- Activity | Actions | Indicators and Targets | Timeline | Base-line | Institu-tion | Costs (estimated) € |
|--|--|---|--|-----------|-------------------------|---|
| | G 1.22. Evaluate if pre-acceleration programme promoted women and enhanced diversity in climate entrepreneurship | Ratio women-led vs male-led ventures participating in and completing the programme Report on number of ventures that meet the criteria: At least 51% women-owned or funded by one or more women | After each pre-acceleration cohort graduates | 0 | TdM | Included within the Grant Agreement budget of TdM to implement 1.3.1.2. |
| 1.3.1.3 Pre-Acceleration programme – grants | G 1.23. Ensure contractual agreements between the EE and the climate ventures include gender-related clauses | At least one gender-clause is included in each contractual agreements between the EE and the climate ventures | Per cohort | 0 | TdM | 0 |
| Output 1.4.: Selected climate ventures in Latin America with MVPs in local markets are empowered to rapidly scale their business and climate impact | | | | | | |
| Activity 1.4.1: Latin America Climate Venture Acceleration Programme | | | | | | |
| 1.4.1.1: Call for applications and venture selection | G1.7 Ensure context specific and adequate communication strategy, tools, | All regional public relations and outreach products developed, | Annual | 0 | TdM/ GIZ (Gender & ESS) | 0 |

| Project Sub- Activity | Actions | Indicators and Targets | Timeline | Base-line | Institution | Costs (estimated) € |
|-----------------------|--|---|----------|-----------|--|-----------------------|
| | language, outreach channels and materials attract all genders to apply to pre-acceleration programme | contain gender-sensitive language, are displayed in places where all genders can access them with an explicit statement inviting applicants from all genders female, male, minorities/ marginalized groups to apply | | | Technical Expert) | |
| | G 1.8. Include messages to counteract negative stereotypes at all stages of the acceleration application processes (i.a. by displaying materials photos, videos and stories of successful women climate entrepreneurs) | All major communication materials developed are gender inclusive and reviewed/ approved by regional gender specialist | Annual | 0 | TdM/ GIZ (Gender & ESS Technical Expert) | 0 |
| | G.1.9 Actively invite successful female climate entrepreneurs as keynote speakers, jury members and role models to promote the acceleration programme | Minimum 30% of the invited keynote speakers, jury members and role models are women ⁹ | Annual | 0 | TdM | 0 |
| | G2.10: Hold events to promote the pre-acceleration programme at times | Events pro cohort held at times and | Annual | 0 | TdM | Included within Grant |

⁹ The number takes into account the difficulties of finding successful female climate ventures with contextual understanding who could be invited by the Programme as role models.

| Project Sub- Activity | Actions | Indicators and Targets | Timeline | Base-line | Institu-tion | Costs (estimated) € |
|-----------------------|--|---|------------|-----------|--|--|
| | and places that are suitable for female entrepreneurs and marginalized groups. In addition, consider making video recordings available where events are held online. | places that suit female and marginalize entrepreneurs | | | | Agreement Budget of TdM to implement 1.4.1.1 |
| | G 1.11 Monitor (and, as needed, refine) the gender screening criteria and selection criteria (including weights) for climate ventures seeking to enter the pre-acceleration programme, to ensure gender inclusivity. | Ratio women-led vs male-led ventures participating in and completing the programme Assessment's criteria and weighting revised yearly and adjusted as needed | Annual | 0 | TdM/ GIZ (Gender & ESS Technical Expert) | Included within Grant Agreement Budget of TdM to implement 1.4.1.1 |
| | G 1.12. Ensure an equal gender-balanced Selection Panel | Minimum 30% of the Selection Panel are women ¹⁰ | Per cohort | 0 | TdM/ GIZ (Gender & ESS Technical Expert) | 0 |

¹⁰ GALI, 2020 (Accelerating Women-led Start-ups, accessible at <https://www.galidata.org/publications/accelerating-women-led-startups/>) found that having female representation in selection panels attracts more women-led ventures to apply. Therefore, a minimum of 30% has been seen to be achievable given that the panel for the pre-acceleration programme will be sourced from existing top and middle level management of the EEs and other relevant stakeholders.

| Project Sub- Activity | Actions | Indicators and Targets | Timeline | Base-line | Institution | Costs (estimated) € |
|---|--|--|------------|--|-------------|---|
| 1.4.1.2 Acceleration programme – technical assistance | G 2.14. Adapt curriculum language to be inclusive of all genders (including showcasing successful women entrepreneurs to provide role models and examples women participants can relate to) | Curriculum materials developed are gender inclusive and reviewed/ approved by regional gender specialist (to be revised yearly) | Annual | 0 | TdM | 0 |
| | G 2.15. Raise ventures' awareness on gender disparities and power dynamics that impact ventures' own entrepreneurial journey and train them on how to apply a gender lens to product/service, as well as how to reduce conscious and unconscious gender bias arising from their own actions. Additionally, include training on mechanisms for identifying and eliminating SEAH | Participating ventures received at least one gender awareness training during the acceleration programme | Per cohort | 0 | C-KIC | Included within the Grant Agreement budget of C-KIC to implement 3.1.2.1 closely linked to 3.1.2.1. |
| | G 1.17. Build a gender-diverse pool of coaches and mentors with the skills to recognize gender bias | At least 40% of pool of coaches and mentors are women 60% entrepreneurs reported an increase in skill knowledge, by gender 60% entrepreneurs have reported an increase in confidence | Per cohort | 30% on average (for all businesses, not just climate ventures) | TdM | Included within the Grant Agreement budget of TdM to implement 1.4.1.2 |

| Project Sub- Activity | Actions | Indicators and Targets | Timeline | Base-line | Institution | Costs (estimated) € |
|-----------------------|---|---|------------|-----------|-------------|--|
| | | in applying skills, by gender Percentage (%) mentors/coaches (by gender) rated positively by entrepreneurs | | | | |
| | G 1.18. Build climate ventures' capacity to integrate gender in their workplaces, products / services and marketing operations. | At least 55% of the supported climate entrepreneurs report increased capacity in gender mainstreaming | Per cohort | 0 | C-KIC | Included within the Grant Agreement budget of C-KIC to implement 3.1.2.1 closely linked to 1.4.1.2 |
| | G 1.19. Document gender and climate innovation success stories and lessons learnt | At least one gender and climate innovation success story and lesson learnt shared annually | Annually | 0 | TdM | Included within the Grant Agreement budget of TdM to implement 1.4.1.2 |

| Project Sub- Activity | Actions | Indicators and Targets | Timeline | Base-line | Institution | Costs (estimated) € |
|--|--|--|--|-----------|-------------|--|
| | G 1.21. Evaluate if pre-acceleration programme promoted women and enhanced diversity in climate entrepreneurship | Ratio women-led vs male-led ventures participating in and completing the programme Report on number of ventures that meet the criteria: - At least 51% women-owned or funded by one or more women - At least one woman on the ventures' executive management team | After each acceleration cohort graduates | 0 | TdM | Included within the Grant Agreement budget of TdM to implement 1.4.1.2 |
| 1.4.1.3 Acceleration programme - repayable grants | G 1.23. Ensure contractual agreements between the EE and the climate ventures include gender-related clauses | At least one gender-clause is included in each contractual agreements between the EE and the climate ventures | Per cohort | 0 | TdM | Included within budget 1.4.1.3. |

| Project Sub- Activity | Actions | Indicators and Targets | Timeline | Baseline | Institution | Costs (estimated) € |
|--|--|---|----------|----------|---|---------------------|
| Output 2.1: Capacities of Executing Entities, ESOs and venture investors in West Africa are developed to boost climate ventures' impacts | | | | | | |
| Activity 2.1.1: Capacity-building of Executing Entities, ESOs and venture investors in West Africa | | | | | | |
| 2.1.1.4: Gender Equality and Diversity | Linked to Outputs 2.2., 2.3. and 3.2. | | | | | |
| Output 2.2: Inclusive and diverse local communities of climate entrepreneurs & innovators in West Africa generate innovative climate business ideas | | | | | | |
| Activity 2.2.1: Community-Building and Ideation Activities in West Africa | | | | | | |
| 2.2.1.1: West Africa Climathons | G2.1: Ensure context specific and adequate communication strategy, tools, language, outreach channels and materials attract all genders to participate in climathons | All regional public relations and outreach products developed contain gender-sensitive language, are displayed in places where all genders can access them with an explicit statement inviting applicants from all genders female, male, minorities/ marginalized groups to apply | Annual | 0 | C-KIC Regional Project Coordinator West Africa | 0. |
| | G2.2.: Invite successful female climate entrepreneurs as keynote speakers, jury members and role | Minimum 30% of the invited keynote speakers, jury members and mentors at regional levels are women ¹¹ | Annual | 0 | C-KIC Regional Project Coordinator West Africa | 0 |

¹¹ The number takes into account the difficulties of finding successful female climate ventures with contextual understanding who could be invited by the Programme as role models.

| | | | | | | |
|--|--|--|--------|---|---|---|
| | models at regional community-building events | | | | | |
| | G2.3.: Hold ecosystem support events for networking at times and places that are suitable for female entrepreneurs. In addition, consider making video recordings available where events are held online. | Annual ecosystem events held at times and places that suit female entrepreneurs | Annual | 0 | C-KIC Regional Project Coordinator West Africa | Included within the Gran Agreement Budget with C-KIC to implement sub-activity 2.2.1.1. |
| | G2.4.: Hold separate women-only community building events | At least one annual women-only event held for community building (1 event per year, 3 events in total) | Y1-Y3 | 0 | C-KIC Regional Project Coordinator West Africa | Included within the Gran Agreement Budget with C-KIC to implement sub-activity 2.2.1.1. |
| | G.2.5: Actively reach out to key private and government institutions that support entrepreneurs (e.g. PME in Côte d'Ivoire and DER in Senegal) by inviting them to the project's events/ activities and by sharing gender-disaggregated data | At least 2 public institutions, parastatal or private institutions participated in events per year | Y1-Y3 | 0 | C-KIC Regional Project Coordinator West Africa | 0 |

| | | | | | | |
|---|---|--|---|---|---|-------------------------------------|
| 2.2.1.2: Open digital network for promoting women and diversity in climate entrepreneurship in West Africa | G 2.6. Create a safe and supportive community of practice for women entrepreneurs for them to connect with and support each other | One digital community of practice created in West Africa, supporting female and minority entrepreneurs with space for interaction and learning | 2023 (and maintained continuously for the project duration) | 0 | GIZ (Regional Manager for Community building and Ideation West Africa) | EUR 30,000 (EUR 10,000 per year) |
|---|---|--|---|---|---|-------------------------------------|

Output 2.3: Selected ventures in West Africa have launched their climate products in local markets

Activity 2.3.1: West Africa Climate Venture Pre-Acceleration Programme

| | | | | | | |
|---|---|---|--------|---|--|---|
| 2.3.1.1: Call for applications and Phase 1 venture selection | G2.8: Ensure context specific and adequate communication strategy, tools, language, outreach channels and materials attract all genders to apply to the pre-acceleration programme | All regional public relations and outreach products developed contain gender-sensitive language, are displayed in places where all genders can access them with an explicit statement inviting applicants from all genders female, male, minorities/ marginalized groups to apply | Annual | 0 | Impact Hub Abidjan/ IPED (Gender Manager) | 0 |
| | G2.9: Include messages to counteract negative stereotypes at all stages of the pre-acceleration application processes (i.a. by displaying materials photos, videos and stories of successful women climate entrepreneurs) | All major communication materials developed are gender inclusive and reviewed/ approved by regional gender specialist | Annual | 0 | Impact Hub Abidjan / IPED (Gender Manager) | 0 |

| | | | | | | |
|--|--|--|---------------|----------|--|---|
| | <p>G.2.10: Actively invite successful female climate entrepreneurs as keynote speakers, jury members and role models to promote the pre-acceleration programme</p> | <p>Minimum 30% of the invited keynote speakers, jury members and role models are women¹²</p> | <p>Annual</p> | <p>0</p> | <p>Impact Hub Abidjan</p> | <p>0</p> |
| | <p>G2.11.: Hold events to promote the pre-acceleration programme at times and places that are suitable for female entrepreneurs and marginalized groups. In addition, consider making video recordings available where events are held online.</p> | <p>Events per cohort held at times and places that suit female and marginalized entrepreneurs</p> | <p>Annual</p> | <p>0</p> | <p>Impact Hub Abidjan/ GIZ</p> | <p>EUR 8,000 Included within the Gran Agreement budget with Impact Hub Abidjan and procured services of GIZ for communication consultants for Call for Applications to implement 2.3.1.1.</p> |
| | <p>G 2.12: Monitor (and, as needed, refine) the gender screening criteria and selection criteria (including weights) for climate ventures seeking to enter the pre-acceleration programme, to ensure gender inclusivity.</p> | <p>Ratio women-led vs male-led ventures participating in and completing the programme Assessment criteria and weighting revised annually and adjusted as needed</p> | <p>Annual</p> | <p>0</p> | <p>Impact Hub Abidjan/ IPED (Gender Manager)</p> | <p>Included within Grant Agreement Budgets of Impact Hub Abidjan and IPED to implement</p> |

¹² The number takes into account the difficulties of finding successful female climate ventures with contextual understanding who could be invited by the Programme as role models.

| | | | | | | |
|--|---|---|------------|---|--|--|
| | | | | | | |
| | G 2.13. Ensure an equal gender-balanced Selection Panel | Minimum 30% of the Selection Panel are women ¹³ | Per cohort | 0 | Impact Hub Abidjan/ IPED (Gender Manager) | 0 |
| 2.3.1.2: Pre-acceleration programme – Phase 1 | G 2.14. Adapt curriculum language to be inclusive of all genders (including showcasing successful women entrepreneurs to provide role models and examples women participants can relate to) | Curriculum materials developed are gender-inclusive and reviewed/ approved by regional gender specialist (to be revised annually) | Annual | 0 | Impact Hub Abidjan / IPED (Gender Manager) | 0 |
| | G 2.15. Raise ventures' awareness on gender disparities and power dynamics that impact ventures' own entrepreneurial journey and train them on how to apply a gender lens to product/service, as well as how to reduce conscious and unconscious gender | At least one training per cohort Phase 1 pre-acceleration ¹⁴ (4 trainings in total) | Per cohort | 0 | C-KIC | Included within the Grant Agreement budget of C-KIC to implement 3.1.2.1 closely linked to 2.3.1.2 |

¹³ GALI, 2020 (Accelerating Women-led Start-ups, accessible at <https://www.galidata.org/publications/accelerating-women-led-startups/>) found that having female representation in selection panels attracts more women-led ventures to apply. Therefore, a minimum of 30% has been seen to be achievable given that the panel for the pre-acceleration programme will be sourced from existing top and middle level management of the EEs and other relevant stakeholders..

¹⁴ The pre-acceleration programme in West Africa is divided in two phases, there will be 4 pre-acceleration cohorts in total in West Africa (implementation in Y1-Y3).

| | | | | | | |
|--|--|--|------------|--|---|---|
| | bias arising from their own actions. Additionally, include training on mechanisms for identifying and eliminating SEAH | | | | | |
| 2.3.1.3: Phase 2 venture selection | G 2.13. Ensure an equal gender-balanced Selection Panel | Minimum 30% of the Selection Panel are women ¹⁵ | Per cohort | 0 | Impact Hub Abidjan/ IPED (Gender Manager) | 0 |
| 2.3.1.4: Pre-acceleration programme – Phase 2 | G 2.14. Adapt curriculum language to be inclusive of all genders (including showcasing successful women entrepreneurs to provide role models and examples women participants can relate to) | Curriculum materials developed are gender inclusive and reviewed/ approved by regional gender specialist (to be revised yearly) | Annual | 0 | Impact Hub Abidjan/ IPED (Gender Manager) | Included within budget 2.3.1.4 |
| | G 2.15. Build a gender-diverse pool of coaches and mentors with the skills to recognize gender bias and the capacity to support female entrepreneurs to improve their skills on i.a. own confidence, ability to develop quality business plans, leadership and management, pitch their | At least 40% of pool of coaches and mentors are women 60% entrepreneurs reported an increase in skill knowledge, by gender 60% entrepreneurs have reported an increase in confidence in applying skills, by gender | Per cohort | 30% on average (for all businesses, not just climate ventures) | Impact Hub Abidjan, GIZ | Included within the Grant Agreement budget of Impact Hub Abidjan and GIZ to implement 2.3.1.2 |

¹⁵ GALI, 2020 (Accelerating Women-led Start-ups, accessible at <https://www.galidata.org/publications/accelerating-women-led-startups/>) found that having female representation in selection panels attracts more women-led ventures to apply. Therefore, a minimum of 30% has been seen to be achievable given that the panel for the pre-acceleration programme will be sourced from existing top and middle level management of the EEs and other relevant stakeholders.

| | | | | | | |
|--|---|---|--|---|---|--|
| | products/services and to develop more absorptive capacity and appetite for increased investment. | Percentage (%) mentors/coaches (by gender) rated positively by entrepreneurs | | | | |
| | G 2.18. Build climate ventures' capacity to integrate gender in their workplaces, products / services and marketing operations. | At least 55% of the supported climate entrepreneurs report increased capacity in gender mainstreaming | Per cohort | 0 | C-KIC | Included within the Grant Agreement budget of C-KIC to implement 3.1.2.1 closely linked to 2.3.1.2 |
| | G 2.19. Document gender and climate innovation success stories and lessons learnt | At least one gender and climate innovation success story and lesson learnt shared annually | Annually | 0 | Impact Hub Abidjan, local implementation partners | Included within the Grant Agreement budget of Impact Hub Abidjan and GIZ to implement 2.3.1.2 |
| | G 2.21. Evaluate if the pre-acceleration programme promoted women and enhanced diversity in climate entrepreneurship | Ratio women-led vs male-led ventures participating in and completing the programme Report on number of ventures that meet the criteria: At least 51% women-owned or funded by one or more women | After each pre-acceleration cohort graduates | 0 | Impact Hub Abidjan | Included within the Grant Agreement budget of Impact Hub Abidjan and GIZ to implement 2.3.1.2 |

| | | | | | | |
|--|---|---|--|---|---|---|
| | G 2.22. Ensure that (female) entrepreneurs who complete the pre-acceleration programme are aware of further bridging support by other ESOs to continue developing their product/service after completing the pre-acceleration programme | At least 40% female entrepreneurs utilize further support to grow/scale their product/service | After each pre-acceleration cohort graduates | 0 | Impact Hub Abidjan, local implementation partners | Included within the Grant Agreement budget of Impact Hub Abidjan and GIZ to implement 2.3.1.2 |
| | G 2.23. Ensure contractual agreements between the EE and the climate ventures include gender-related clauses | At least one gender-clause is included in each contractual agreements between the EE and the climate ventures | Per cohort | 0 | IPED (Gender Manager) | Included within the Grant Agreement budget of Impact Hub Abidjan and GIZ to implement 2.3.1.3. |

Output 2.4.: Selected climate ventures in West Africa with MVPs in local markets are empowered to rapidly scale their business and climate impact

Activity 2.4.1: West Africa Climate Venture Acceleration Programme

| | | | | | | |
|---|--|--|--------|---|-----------------------|---|
| 2.4.1.1: Funding announcement, venture screening and selection | G2.8: Ensure context specific and adequate communication strategy, tools, language, outreach channels and materials attract all genders to apply to the acceleration programme | All regional public relations and outreach products developed, contain gender-sensitive language, are displayed in places where all genders can access them with an explicit statement inviting applicants from all genders female, male, minorities/ marginalized groups to apply | Annual | 0 | IPED (Gender Manager) | 0 |
|---|--|--|--------|---|-----------------------|---|

| | | | | | | |
|--|---|--|---------------|----------|------------------------------|--|
| | <p>G2.9: Include messages to counteract negative stereotypes at all stages of the pre-acceleration application processes (i.a. by displaying materials photos, videos and stories of successful women climate entrepreneurs)</p> | <p>All major communication materials developed are gender inclusive and reviewed/ approved by regional gender specialist</p> | <p>Annual</p> | <p>0</p> | <p>IPED (Gender Manager)</p> | <p>0</p> |
| | <p>G2.10: Hold events to promote the pre-acceleration programme at times and places that are suitable for female entrepreneurs and marginalized groups. In addition, consider making video recordings available where events are held online.</p> | <p>Events pro cohort held at times and places that suit female and marginalize entrepreneurs</p> | <p>Annual</p> | <p>0</p> | <p>IPED (Gender Manager)</p> | <p>Included within the Grant Agreement budget of IPED to implement 2.4.1.1</p> |
| | <p>G2.11. Monitor (and, as needed, refine) the gender screening criteria and selection criteria (including weights) for climate ventures seeking to enter the acceleration programme, to ensure gender inclusivity.</p> | <p>Ratio women-led vs male-led ventures participating in and completing the programme Assessment's criteria and weighting revised yearly and adjusted as needed</p> | <p>Annual</p> | <p>0</p> | <p>IPED (Gender Manager)</p> | <p>0</p> |

| | | | | | | |
|---|---|---|---------------|---|---------------------------|---|
| | G 2.13. Ensure an equal gender-balanced Selection Panel | Minimum 30% of the Selection Panel are women ¹⁶ | Rolling basis | 0 | IPED (Gender Manager) | 0 |
| 2.4.1.2: Acceleration programme – repayable grants | G 2.24. Monitor (and, as needed, refine) the gender selection criteria (including weights) to assess if a start-up/ growth company is suitable to enter the programme and benefit from repayable grant, to ensure gender inclusivity. | Ratio women-led vs male-led ventures participating in and completing that receive repayable grants Assessment's criteria and weighting revised yearly and adjusted as needed | Annual | 0 | IPED (Gender Manager)/GIZ | Included within the Grant Agreement Budget of IPED to implement sub-activity 2.4.1.2. |
| | G 2.23. Ensure contractual agreements between the EE and the climate ventures include gender-related clauses | At least one gender-clause is included in each contractual agreements between the EE and the climate ventures | Rolling basis | 0 | IPED (Gender Manager) | 0 |
| 2.4.1.3: Acceleration programme – technical assistance | G 2.14. Adapt curriculum language to be inclusive of all genders (including showcasing successful women entrepreneurs to provide role models and examples women participants can relate to) | Curriculum materials developed are gender inclusive and reviewed/ approved by regional gender specialist (to be revised yearly) | Annual | 0 | IPED (Gender Manager) | 0 |

¹⁶ GALI, 2020 (Accelerating Women-led Start-ups, accessible at <https://www.galidata.org/publications/accelerating-women-led-startups/>) found that having female representation in selection panels attracts more women-led ventures to apply. Therefore, a minimum of 30% has been seen to be achievable given that the panel for the pre-acceleration programme will be sourced from existing top and middle level management of the EEs and other relevant stakeholders.

| | | | | | | |
|--|---|---|----------------------|---|------------------------------|--|
| | <p>G 2.15. Raise ventures' awareness on gender disparities and power dynamics that impact ventures' own entrepreneurial journey and train them on how to apply a gender lens to product/service, as well as how to reduce conscious and unconscious gender bias arising from their own actions. Additionally, include training on mechanisms for identifying and eliminating SEAH</p> | <p>Participating ventures received at least one gender awareness training during the acceleration programme</p> | <p>Rolling basis</p> | <p>0</p> | <p>C-KIC</p> | <p>Included within the Grant Agreement budget of C-KIC to implement 3.1.2.1.</p> |
| | <p>G 2.17. Build a gender-diverse pool of coaches and mentors with the skills to recognize gender bias</p> | <p>At least 40% of pool of coaches and mentors are women 60% entrepreneurs reported an increase in skill knowledge, by gender 60% entrepreneurs have reported an increase in confidence in applying skills, by gender Percentage (%) mentors/coaches (by gender) rated positively by entrepreneurs</p> | <p>Rolling basis</p> | <p>30% on average (for all businesses, not just climate ventures)</p> | <p>IPED (Gender Manager)</p> | <p>Included within the Grant Agreement budget of IPED to implement 2.4.1.3</p> |

| | | | | | | |
|--|---|--|-------------------------|---|-----------------------|---|
| | G 2.18. Build climate ventures' capacity to integrate gender in their workplaces, products / services and marketing operations. | At least 55% of the supported climate entrepreneurs report increased capacity in gender mainstreaming | Rolling basis | 0 | C-KIC | Included within the Grant Agreement budget of C-KIC to implement 3.1.2.1. |
| | G 2.19. Document gender and climate innovation success stories and lessons learnt | At least one gender and climate innovation success story and lesson learnt shared annually | Annual | 0 | IPED (Gender Manager) | Included within the Grant Agreement budget of C-KIC to implement 2.4.1.3 |
| | G 2.22. Evaluate if acceleration programme promoted women and enhanced diversity in climate entrepreneurship | <p>Ratio women-led vs male-led ventures participating in and completing the programme</p> <p>Report on number of ventures that meet the criteria:</p> <ul style="list-style-type: none"> - At least 51% women-owned or funded by one or more women - At least one woman on the ventures' executive management team | After venture graduates | 0 | IPED (Gender Manager) | Included within the Grant Agreement budget of IPED to implement 2.4.1.3 |

| Project Sub- Activity | Actions | Indicators and Targets | Timeline | Baseline | Institution | Costs (estimated) € |
|--|--|---|---|----------|-------------|---|
| Output 3.1: Capacities of Executing Entities, selected ESOs and venture investors in Latin America and West Africa are developed to boost climate ventures' impacts | | | | | | |
| Activity 3.1.1: Climate Impact and Co-Benefits Assessment | | | | | | |
| Activity 3.1.2: Gender Equality and Diversity – implementing the CATALI.5°T Gender Action Plan (GAP) | | | | | | |
| 3.1.2.1 Gender Equality and Diversity | G3.1: For each region, conduct country specific gender assessments | X country gender assessments Latin America X country gender assessments West Africa | During inception, and updated yearly in Y1-Y3 | 0 | GIZ | 90,000.00 |
| | G3.2: Ensure that regional EE and local implementation partner capacities on climate-gender are strengthened and that gender is operationalized within the pre-acceleration and acceleration programmes by strengthening staff capacity. | 2 tailor-made toolkits developed for the programme that address regional contexts (including language) At least 3 gender-climate trainings for pre-accelerators and accelerators 100% of regional CATALI.5°T teams within the regions participate in gender-related training At least 80% of the EEs' and local implementation partners' | Y1-Y2 | 0 | C-KIC | Included within the Grant Agreement budget of C-KIC to implement 3.1.2.1. |

| | | | | | | |
|---|--|--|--------|---|-------|---|
| | | project staff trained on gender mainstreaming in climate innovation | | | | |
| | G3.3: EE and local implementation partner capacities to advise and train climate ventures at all stages of the pre-acceleration and acceleration programmes on gender-climate issues are strengthened and have a roadmap for creating more gender inclusive pre-acceleration and acceleration programmes | All the regional EEs have developed action plans that ensure the programmes are attractive and accessible to women-led ventures, and enable people of all genders to receive equal value from the programmes` activities | Y1-Y2 | 0 | C-KIC | Included within the Grant Agreement budget of C-KIC to implement 3.1.2.1. |
| | G 3.4. Document and share the results and impacts of the gender approaches applied in each region (i.a. promising strategies for mainstreaming gender in climate ventures, best practices, lessons learned) | Results, impacts, lessons learned shared yearly across regions Depending on the insights, aggregated data disseminated with a broader community | Annual | 0 | C-KIC | Included within the Grant Agreement budget of C-KIC to implement 3.1.2.1. |
| | G 3.5. Identify and introduce relevant gender metrics to monitor, evaluate, learn, and steer the regional programmes to achieve gender objectives set together with the EEs | Longitudinal study designed and implemented for each regional EE | Annual | 0 | C-KIC | Included within the Grant Agreement budget of C-KIC to implement 3.1.2.1. |
| Activity 3.1.3: ESG Frameworks – implementing the project Environmental and Social Management Framework (ESMF) | | | | | | |
| No specific gender activities foreseen under Activity 3.1.3 | | | | | | |

TOTAL Budget for implementing the Gender Action Plan Activity 3.1.2. Gender equality and diversity (it includes staff costs, external experts and grant agreement with Climate-KIC).

2.135.537,64 €

(Additionally, Executing Entities will carry out actions of the GAP in the context of the activities they are responsible for: 1.1.1: Capacity-building of Executing Entities, ESOs and venture investors in Latin America; 1.2.1: Community-building and ideation activities in Latin America; 1.3.1: Latin America climate venture pre-acceleration programme; 1.4.1: Latin America climate venture acceleration programme; 2.1.1: Capacity-building of Executing Entities, ESOs and venture investors in West Africa; 2.2.1: Community-building and ideation activities in West Africa; 2.3.1: West Africa climate venture pre-acceleration programme; 2.4.1: West Africa climate venture acceleration programme; as stated in the grant agreements between the AE and EE).

4. ANNEX 1

The proposed checklist covers general gender aspects for climate ventures applying to any of the CATALI.5°T Initiative regional programmes. It could be included as part of the application form and intends to provide overall guidance only; the checklist will need to be reviewed, complemented, and refined on an ongoing basis during project implementation.

Venture Gender Assessment Checklist

CATALI.5°T Initiative: Concerted Action To Accelerate Local I.5° Technologies – Latin America and West Africa

| A. Programme Information | |
|---|--------------------------|
| A.1. Which support programme has the venture been accepted into? | |
| Latin America pre-acceleration programme | <input type="checkbox"/> |
| Latin America acceleration programme | <input type="checkbox"/> |
| West Africa pre-acceleration programme | <input type="checkbox"/> |
| West Africa acceleration programme | <input type="checkbox"/> |
| A.2. Date of acceptance decision (month/year) | |
| | |
| B. Basic Venture Information | |
| B.1. Name of venture | |
| | |
| B.2. Venture home country (place of business registration or principal residence of founder(s)) | |
| | |
| B.3. Venture address | |
| | |
| B.4. Venture telephone number | |
| | |
| B.5. Venture e-mail address | |
| | |
| B.6. Venture website (if applicable) | |
| | |
| B.7. Brief description of venture's business model (key product/service; key markets/consumer segments targeted) | |
| | |
| B.8. Venture Mitigation Result Area (principal sectoral focus of venture's low-emission goods/services) | |
| Result Area | |
| B.9. Venture Mitigation Archetype (principal sectoral focus of venture's low-emission goods/services) | |

| Energy access generation | Transport | Buildings, industries appliances | Land-use |
|---|-----------|----------------------------------|----------|
| C. Venture Gender Information | | | |
| C.1. Is the venture 'female-led'? <i>(50% or more of founders are women)</i> | | | |
| Female-led If yes, please provide details: | | | |
| C.2. Composition of senior management team | | | |
| What % of senior managers are women? Please provide details: | | | |
| C.3. Composition of workforce | | | |
| What % of employees are women? What % of contractors are women (approximately)? | | | |
| C.4. Have venture employees been exposed to gender training or awareness-raising? | | | |
| Gender training If yes, please provide details: | | | |
| C.5. Does the venture have a gender plan or strategy (or equivalent)? | | | |
| Gender plan If yes, please provide details: | | | |
| C.6. Does the venture have specific gender needs or requests for support? | | | |
| | | | |
| D. Additional Information <i>(e.g. relating to the venture's policies towards minorities and disabilities; future gender plans; etc.)</i> | | | |
| | | | |