

# Info session Lesbian Economic Power (Non-EU) – 2026



Funding Stream 1: Empowering Lesbians  
through Employment and Entrepreneurship

# Two Funding Streams for Non-EU NGOs

Within this call, we have two funding streams, and you must choose one.

## **Funding Stream 1: Empowering Lesbians through Employment and Entrepreneurship**

This Funding Stream supports projects that directly empower lesbians to access jobs or start businesses through tailored training, career support, and entrepreneurship development activities.

## **Funding Stream 2: Sustainable Income-Generating Models for Lesbian Organizations**

This funding stream supports projects that help lesbian organisations create and scale income-generating business models to achieve financial autonomy and long-term sustainability.

# Key Details from the Call for Proposals

- **Application deadline:** 23:59 CEST on June 8th, 2026.
- **Length of the project:** between 6 months and 12 months.
- **Start date** should be between October 15 and November 15, 2026.
- **Requested amount:** minimum 5,000 EUR and maximum 20,000 EUR.
- **No co-funding is necessary**, EL\*C will cover 100% of the costs.
- **The whole of the awarded grant amount** will be paid out at the start, within the first month of the project.

# Eligibility criteria

Applicants meeting the following eligibility criteria will be considered for funding:

1. **Approved full member organization of EL\*C** at the time when the call was launched
2. **Non-profit and non-governmental, civil society organization**  
(registered and unregistered)
3. **Based in and working in the following countries:**
  - **Central Asia:** Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, Uzbekistan
  - **Europe:** Albania, Belarus, Bosnia and Herzegovina, Kosovo, Moldova, Montenegro, North Macedonia, Russia, Serbia, Turkey, Ukraine
  - **South Caucasus:** Armenia, Azerbaijan, Georgia
4. **Fully completed application form, budget, and signed Declaration of Honor submitted before the deadline.**

# **Projects need to contribute to the objective:**

## **Empowering Lesbians through Employment and Entrepreneurship**

Under this stream, lesbian organizations will be funded to design and deliver tailored activities aimed at improving lesbians' access to sustainable and dignified employment and entrepreneurship opportunities.

These activities aim to directly address the structural barriers that lesbian women face in accessing employment or starting businesses, such as discrimination, invisibility, limited access to formal support systems, and a lack of initial capital or expertise.

**Please note that all project activities have to benefit actors/communities within the countries listed in the “Eligibility Criteria” section, they have to take place within these countries and the costs have to be incurred also within these countries.**

# MAIN Activities that can be included

Eligible types of activities are divided into **main activities**, which should be the main focus of the project, and **supporting activities** that are intended to accompany the main activities:

- Vocational training programs and workshops tailored to the skills and labor market conditions in local contexts
- Career counseling, job search support, and job placement services
- Mentorship and peer networks for professional development
- Business development support for lesbians starting or expanding micro-enterprises, including cooperatives and social enterprises
- Entrepreneurial skills development and market access facilitation
- Testing of innovative approaches
- Recognition and validation of skills, including support for certification and recognition of prior learning
- Partnerships with employers and inclusive workplace initiatives
- Digital inclusion and digital skills development for employment and entrepreneurship

# **SUPPORTING Activities that can be included**

Eligible types of activities are divided into **main activities**, which should be the main focus of the project, and **supporting activities** that are intended to accompany the main activities:

- Facilitation of contacts between employers and job seekers
- Communication, information and dissemination activities
- Awareness raising activities
- Publication of promotional and informational materials, guidelines
- Internal/organizational capacity building activities
- Monitoring, evaluation and learning (MEL) activities

# Budget

You will have to use an Excel template provided by EL\*C.

For each activity you are planning, you have to divide the costs into seven categories:

- A. Personnel
- B. Subcontracting
- C.1a Travel
- C.1b Accommodation
- C.1c Subsistence
- C2. Equipment
- C3. Other goods, works and services

As part of the Budget Template, you will find technical instructions and a [detailed guideline](#) with several examples on what each budget category means, how to decide which cost item goes where, how to actually present each line in the budget, etc.

# Budget template

Budget item	Unit (eg. month, night, piece, flight)	Number of Units	Price per Unit	Total cost (EUR)	Cost Justification
<b>Activity 2: (type here name of the activity)</b>					
<b>A. Personnel</b>					
				€ 0.00	
				€ 0.00	
<b>B. Subcontracting</b>					
				€ 0.00	
				€ 0.00	
<b>C.1a Travel</b>					
				€ 0.00	
				€ 0.00	
<b>C.1b Accommodation</b>					
				€ 0.00	
				€ 0.00	
<b>C.1c Subsistence</b>					
				€ 0.00	
				€ 0.00	
<b>C.2 Equipment</b>					
				€ 0.00	
				€ 0.00	
<b>C.3 Other goods, works and services</b>					
				€ 0.00	
				€ 0.00	

# This is a lumpsum grant – what does this mean?

**No financial reporting.**

The reporting is not based on what and how you spent, but **what you did, created, completed (implementation of project activities)**.

Instead of a financial report, we use **“Deliverables” as evidence** you can show to prove that an activity has happened (eg. photos, reports, attendance lists, agendas, publications).

**At the reporting stage:**

- **EL\*C will evaluate the completion of each Activity** by checking the deliverables listed in the Matrix.
- **If deliverables are missing**, EL\*C will determine how many percent counts as incomplete of the related Activity.
- **EL\*C will issue a repayment request for the calculated amount**, based on this percentage, proportionate to the budget allocated to that Activity.

# Activity Implementation Measurement Matrix

**The Matrix aims to make it easy to monitor the progress of each activity.**

The Matrix will serve as the basis of reporting.

We ask you to define deliverable(s) for each activity.

## **What is a deliverable?**

- The deliverable is the evidence you can show to prove that the activity has happened
- When thinking about deliverables, please consider **what will be the result or outcome of the activity**, and how you can show that result to others.
- Some examples: reports, attendance lists, agendas, photos, publications, etc.

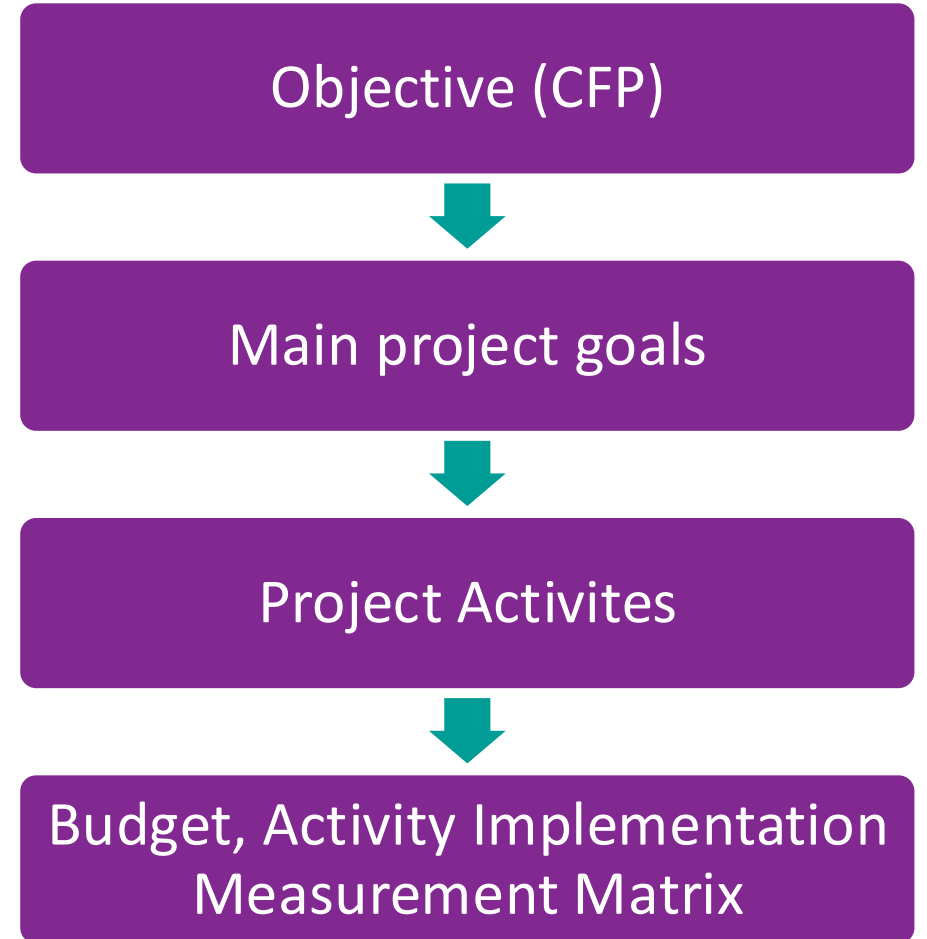
As part of the application form, you will find an **Example Activity Implementation Measurement Matrix** (Appendix I.)

# Activity Implementation Matrix example

Activity (name)	Short, very concrete description of activity	Deliverable(s)	Start date	End date
Activity 1 – Project Coordination	Overall coordination, financial management and monitoring of the project	<ul style="list-style-type: none"> <li>- Internal coordination plan</li> <li>- Implementation timeline (plan)</li> </ul>	15 October 2026	15 October 2027
Activity 2 – Strengthening Lesbian Economic Empowerment through Training and Employment Support	<b>Activity 2.1 – Employment Needs Assessment</b> Conducting 10 interviews and an online survey (at least 50 participants) with lesbians facing barriers in employment	<ul style="list-style-type: none"> <li>- Short summary of each interview</li> <li>- Survey questionnaire</li> <li>- URL to the survey</li> <li>- short assessment report</li> </ul>	30 October 2026	28 February 2027
	<b>Activity 2.2 – Development of Training Curriculum</b> Developing practical training materials based on the findings of the assessment	<ul style="list-style-type: none"> <li>- Training curriculum</li> <li>- presentation materials</li> </ul>	01 March 2027	30 May 2027
	<b>Activity 2.3 – Training series supporting lesbians' employability</b> Entrepreneurship Trainings A series of 3 trainings, with minimum 20 participants (each)	<ul style="list-style-type: none"> <li>- Agendas</li> <li>- attendance lists</li> <li>- photos of the trainings</li> <li>- participant feedback forms</li> </ul>	01 September 2026	15 October 2027
Activity 3 – Communication and Dissemination	Sharing project results and promoting inclusive employment practices online through a series of at least 6 social media posts on Instagram and Facebook.	<ul style="list-style-type: none"> <li>- Social media screenshots</li> <li>- communication reach statistics</li> </ul>	30 May 2027	15 October 2027

# Keep in mind

1. The main goal of your project has to be linked closely with the objective of the call.
2. The planned activities of your project have to be linked closely with the main goal of your project.
3. Your Budget and the Activity Implementation Measurement Matrix have to be directly in line with your planned project activities in the narrative part of the Application form.
  - Activities have to be the same, with the same name and numbering as the ones you listed earlier for the planned activities.
  - Everything that is mentioned in the narrative part should be reflected in the Budget and in the Matrix – and vice versa.



# Timeline and selection

## Timeline

- Deadline for submitting the completed **application form, budget and signed Declaration of Honor: 23:59 CEST on June 8, 2026.**  
*Please make sure not to send it last minute, as it may take a few minutes for mail servers to send the emails.*
- Funding decisions by the Selection Committee: end of September.
- Notification on funding decision and contracting: end of September, early October.
- Payments after contracting.

## Selection

Eligible proposals will be assessed by 3 Selection Committee members (EL\*C Board members) along the below selection criteria, with a maximum total score of 100 points (for more details, please see the CFP):

- Relevance of the proposed action (40)
- Design and implementation approach (20)
- Budget effectiveness (15)
- Operational capacity (15)
- Sustainability of the action (10)

Applications submitted by organizations that in their mission and work predominantly focus on lesbians will be prioritized, as well as organizations that are in greater need of financial assistance.

Q&A