RULES & REGULATIONS OF THE
YOUNG TALENTS CARIBBEAN REGION
L'OREAL-UNESCO *FOR WOMEN IN SCIENCE* 2025

1. Introduction

The Young Talents Caribbean Region L'Oréal-UNESCO *For Women in Science* aims to promote and encourage the participation of Caribbean women in science. This program identifies and rewards young talented researchers in the formal sciences, life and environmental sciences, material sciences, engineering sciences and technological sciences (list of disciplines in Appendix 2).

For the third edition of the Young Talents Caribbean Region L'Oréal-UNESCO *For Women In Science*, 2 awards will be given to encourage young researchers currently in doctoral (2nd year onwards), post-doctoral studies or in early stage of a scientific research (in a fix post for less than 3 years) career in a laboratory, a research institute, or a higher education institution.

2. General conditions of eligibility

a. For doctoral students

- Having the nationality of one of the 24 countries and territories in the Caribbean region (list of eligible countries and territories in Appendix 1)

And being enrolled in a doctoral study and carrying out their doctorate in a research laboratory in one of the 24 countries and territories in the Caribbean region

- Conducting research in one of the scientific fields listed in Appendix 2 Students in their first year PhD are **NOT** eligible.

b. For post-doctorates

- Having the nationality of one of the 24 countries and territories in the Caribbean region (list of eligible countries and territories in Appendix 1)

And being enrolled in post-doctorate in a laboratory, a research institute, or a higher education institution in one of the 24 countries and territories in the Caribbean region listed in Appendix 1.

- Having obtained a doctorate in one of the scientific fields listed in Appendix 2.

- Conducting research in one of the scientific fields listed in Appendix 2.

c. For young researchers in a fixed position in a Caribbean scientific institution

- Having the nationality of one of the 24 countries and territories in the Caribbean region (list of eligible countries and territories in Appendix 1)

And being staff of a laboratory, a research institute, or a higher education institution in one of the 24 countries and territories in the Caribbean region

- Having obtained a doctorate in one of the scientific fields listed in Appendix 2
- Having been for less than 3 years a staff of a laboratory, a research institute, or a higher education institution in one of the 24 countries and territories in the Caribbean region
- Conducting research in one of the scientific fields listed in Appendix 2.

To note: Candidates who have already been supported by one of the national or regional Young Talents Caribbean Region L'Oréal-UNESCO *For Women In Science* are NOT eligible.

3. Selection criteria

The selection criteria by the jury are as followed:

a. The quality of the application

The applicant must:

- Demonstrate how the practical and theoretical knowledge or the training acquired within the host organization contribute to the work of the current research.
- Valorize the excellence of the academic record (number, quality and impact of publications, conference presentations, patents, etc.).
- Include the research summary formulated in clear terms in 200 words maximum.
- Include exemplary and explicit letters of recommendation.

Origin (s):

- Letter from the thesis director (thesis director (for doctorate) / laboratory director (for post-doctorate and young researcher in fixed position)
- Letter of acceptance from the laboratory, research institute or higher education reception team for the calendar year of the call for applications
- If possible, from peers in the research area of the thesis, postdoctoral or research project/field (which is not part of the environment close to the candidate or with previous joint research collaboration).

Content:

- Recognition of the scientific quality and the importance of the work carried out and envisaged in the research work (originality, regional cooperation potential, innovative, scientific scope, even economic, environmental, and social scope). It is important to show how the candidate really contributed to the research achievement/publication. It's not the laboratory's work we're talking about, but the one candidate did or is delivering herself.
- Appreciation of the human qualities of the researcher, of her autonomy, her inventiveness, her creativity, and her ability to interact in an efficient, productive, caring way with others (sharing, listening, mentoring)

- A motivation letter including her background and why she applied for this award.

b. Scientific excellence in research

- The research describes the research plan as a whole, including the methodology, as well as the scope, novelty and possible repercussions of the research.
- A detailed description of a maximum of two pages (including the references). *Justified text, Times New Roman font, size 12 with single spacing*.
- Relevant and well prepared, the description illustrates an innovative and creative spirit.
- This research work must contribute to knowledge in the research area/field of the candidate and make it possible to promote scientific work, in the country, in the Caribbean and abroad.

c. The candidate's ability to communicate and promote science to young people

d. Fluency in the English language is mandatory:

- To be able to fully benefit from any online training in "Management and Leadership" given in English
- To be able to benefit from the media exposure thanks to the various events (interviews, etc.) that will be offered to them.
- To be able to share experiences and testimonies on the situation of Caribbean women in sciences to younger generations.

4. Award: definition and use

a. Definition

Two awards will be decerned to Caribbean women young researchers by the Young Talents Caribbean Region L'Oréal-UNESCO *For Women in Science*.

- The candidates awarded receive an endowment of 15,000 USD each.

- Endowments are paid directly to beneficiaries by the agency of L'Oréal Caribe - as part of the Young Talents Caribbean Region L'OréalUNESCO *For Women in Science* partnership- after the award ceremony and following receipt of originals of the documents required for the bank transfer.
- Each beneficiary must inquire about the taxation linked to this award.

- The awards are non-renewable.

The awards can be combined with other allowances: other donations, prices, salary and funding for doctorates, post-doctorates, or research grant.

b. Use

The endowment are intended for the researchers themselves and must be exclusively devoted to the promotion of research in their country, or of the researcher in a professional framework.

Some examples of use:
- Purchase of computer equipment or advanced equipment. It is understood that the endowments must in no case replace the responsibilities of the laboratory towards its researchers. As a result, awards cannot be used to purchase basic laboratory equipment.
- Travel in the country or abroad to meet experts or create and reinforce collaborations.
- Funding to attend conferences, congresses, seminaries, training / knowledge acquisition, creation of a business or research plan etc.
- Funding for babysitters to attend conferences and congresses for example.
- Purchase of scientific articles.

5. Application

Applications are made by the candidates themselves only through the online platform: **www.forwomeninscience.com.**

An application is only considered complete when it includes all of the following documents:

- A detailed CV of 1 to 2 pages maximum, including trainings, dissemination actions, commitments of the candidate, etc.
- A motivation letter.
- Copies of diplomas or certificates obtained from the master's degree in their original language.
- A summary of research work in 200 words maximum (intended for a panel of scientific experts),
- A detailed description of the research work of 2 pages maximum, including the references

  (Text justified, Times New Roman font, size 12 with single spacing)

  An application will be considered complete if it contains a detailed description of the research project and its methodology. If animal experiments are carried out as part of the submitted research project, these experiments must be described in detail. **The necessity of the animal experiments or the lack of alternatives must be justified**.

- An estimated budget detailing the expenditure envisaged to support the coherence and realism of the research work. This budget must not exceed $ 15,000 USD for the candidate (in the form of a table with projected expenses). If the estimated budget is less than the amount allocated, the excess may be spent after the year following the Prize (there is no limited time for its use).
- At least two letters of recommendation, each assessing the quality of the CV, the originality of the project, the scientific excellence and impact of the research carried out, as well as mentioning the relationship and human dimensions of the candidate.
- A list of the candidate's publications (from the most recent to the oldest),
  - ➢ for doctoral students: the 2 publications (article, patents, oral communications, posters, etc.) published or in the process of being published.
  - ➢ for post-doctoral students and young researchers in fixed position: the 2 most important publications (scientific publications, patents, etc.).

To note:
- Incomplete files or files received after the deadline, as well as applications which do not meet the conditions set out above, will not be taken into consideration.

The jury is subject to a duty of confidentiality with regards to documents entrusted to him/her.

6. Selection of Recipients

The candidates will be preselected by a committee of experts if needed be but in all cases will be presented to an independent jury made up of eminent researchers from the Caribbean region.

You will find in Appendix 3 the evaluation grid and the coefficients associated with each criterion.

The jury's decision is final and cannot be appealed. It can neither be disputed nor subject to explanations or justifications.

The results will be communicated by telephone and email to the two beneficiaries after the deliberations of the jury. They must remain confidential until the Awards ceremony.

7. Collaborative actions of recipients

The researchers commit to:

- Continue the research work for which the Young Talents Caribbean Region L'Oréal-UNESCO *For Women In Science* Award was obtained.
- Carry out the expenses detailed in the estimated budget of the application file.
- Write a report on the research work, subject of the award, to be submitted to the L'Oréal Caribe and UNESCO Office for the Caribbean in the year following the award.
- Participate in the "Management and Leadership" training as well as in the award ceremony to be held in a Caribbean country or Territory or the United Stated, in November 2025.
  Participation in these events is mandatory, transportation and accommodation costs for beneficiaries from all countries represented will be covered by L'Oréal Caribe[1].

8. Communication

The Young Women researchers awarded will indicate the Award in the resulting communications under the name Young Talents Caribbean Region L'Oréal-UNESCO For Women In Science.

They will be photographed, filmed, and interviewed for non-commercial purposes related to the communication of the Young Talents Caribbean Region L'Oréal-UNESCO For Women In Science. These photos, videos and texts may be used for written and audiovisual publications, allowing dissemination to the English, French, Spanish, Caribbean Patois or creol, and international media. A written image right authorization must be signed by each of the beneficiaries when the contract is signed.

They will, as much as possible, promote the Young Talents Caribbean Region L'OréalUNESCO *For Women in Science* program during the Award Ceremony and other meetings and events related to the program.

[1] *According to the general conditions of transportation and accommodation applicable to L'Oréal Caribe*

9. Estimated timetable

- Opening of the call for applications: May 22, 2025
- Closing of the call for application: August 7, 2025
- Final selection by the jury: Sept 11, 2025
- Awards ceremony: TBC November 2025

10. Rules

Participation in the call for applications for the Young Talents Caribbean Region L'Oréal-UNESCO *For Women in Science* program implies acceptance of these regulations.

11. Contact us

For any questions relating to the regulations, please consult the online FAQ on the platform **www.forwomeninscience.com**.

Appendix 1

List of countries included in Young Talents Caribbean Region L'Oréal-UNESCO *For Women in Science* **program**

1. Antigua and Barbuda
2. The Bahamas
3. Barbados
4. Belize
5. Cuba
6. Dominica
7. Dominican Republic
8. Grenada
9. Guyana
10. Haiti
11. Jamaica
12. Montserrat
13. Saint Kitts and Nevis
14. Saint Lucia
15. Saint Vincent and the Grenadines
16. Suriname
17. Trinidad and Tobago

Associate Territories

18. Anguilla
19. Aruba
20. British Virgin Islands
21. Cayman Islands
22. Curaçao
23. Sint Maarten
24. US Virgin Islands

C1 - Internal use

Appendix 2
List of disciplines/ scientific areas

*This classification of disciplines is based on the *Revised field of Science and Technology (FoS) Classification in OECD Frascati Manual* and adapted to the
L'Oréal-UNESCO *For Women in Science* Caribbean Program

FORMAL SCIENCES

MATHEMATICS	COMPUTER & INFORMATION SCIENCES
- Applied mathematics - Pure mathematics - Statistics and probability - Biomathematics	- Computer sciences - Information science - Bioinformatics - Artificial intelligence (AI)

PHYSICAL SCIENCES

CHEMISTRY	PHYSICS
- Biochemistry - Analytical chemistry - Colloid chemistry - Material chemistry - Inorganic chemistry - Macromolecular chemistry - Medicinal chemistry - Nuclear chemistry - Organic chemistry - Physical chemistry - Electrochemistry (dry cells, batteries, fuel cells, corrosion metals, electrolysis) - Nanomaterials - Phytochemistry - Polymer science	- Acoustics - Astronomy (including astrophysics, space science) - Atomic (physics of atoms, Moessbauer effect) - Mechanics - Molecular and chemical physics: collision, interaction with radiation - Optics (including laser optics and quantum optics) - Physical chemistry - Condensed matter physics (including formerly solid-state physics, superconductivity) - Fluids and plasma physics (including surface physics) - Particles and fields physics - Solid state physics - Molecular physics - Nuclear physics - Theoretical physics - Magnetic resonances - Thermodynamics

C1 - Internal use

LIFE AND ENVIRONMENTAL SCIENCES

BIOLOGICAL SCIENCES	BASIC MEDECINE	CLINICAL MEDECINE	HEALTH SCIENCES	HEALTH BIOTECHNOLOGY	EARTH & RELATED ENVIRONMENTAL SCIENCES	AGRICULTURE SCIENCES
- Biochemistry - Bioengineering - Cell biology - Reproductive biology - Extremophile biology - Evolutionary biology (Anthropology, Archeo-biology) - Human biology - Marine biology, freshwater biology, limnology - Molecular biology - Theoretical and mathematical biology - Biophysics - Biotechnology - Stem cells - Chronobiology - Cryobiology - Ecology - Embryology and Developmental biology - Enzymology - Epigenetics - Ethology - Genetics and heredity - Immunology - Metabolism - Biochemical research methods - Microbiology - Mycology - Neuroscience - Paleontology - Paleoethology - Cell physiology	- Anatomy and morphology - Medicinal chemistry - Human genetics - Immunology - Neurosciences (including psychophysiology) - Pathology - Pharmacology and pharmacy - Physiology (including cytology) - Toxicology	- Allergy - Andrology - Anesthesiology - Respiratory systems - Surgery - Dentistry, oral surgery and medicine - Dermatology and venereal diseases - Endocrinology and metabolism (including diabetes, hormones) - Gastroenterology and hepatology - Geriatrics and gerontology - Hematology - Peripheral vascular disease - Critical care medicine and Emergency medicine - General and internal medicine - Obstetrics and gynecology - Oncology - Ophthalmology - Orthopedics - Otorhinolaryngology - Pediatrics - Psychiatry - Radiology, nuclear medicine and medical imaging - Rheumatology - Cardiac and Cardiovascular systems - Transplantation - Urology and nephrology	- Epidemiology - Infectious diseases - Occupational health - Tropical medicine - Nutrition, Dietetics - Parasitology - Public and environmental health - Sport and fitness sciences - Substance abuse	- Biomaterials (as related to medical implants, devices, sensors) - Healthrelated biotechnology - Forensic science - Technologies involving identifying the functioning of DNA, proteins (gene- based diagnostics and therapeutic interventions, pharmacogenomics, gene editing and recombinants) - Technologies involving the manipulation of cells, tissues, organs or the whole organism (assisted reproduction)	- Contamination & waste management - Ecology - Geochemistry and geophysics - Physical geography - Geology - Geosciences, multidisciplinary - Meteorology and atmospheric sciences - Mineralogy - Oceanography, Hydrology, Water resources - Paleontology - Climatic research - Soil science - Environmental sciences - Volcanology	- Agriculture - Agronomy, plant breeding and plant protection - Agricultural biotechnology and food biotechnology - Agricultural chemistry - Livestock cloning, marker assisted selection, diagnostics (DNA chips and biosensing devices for the early/accurate detection of diseases) - Animal husbandry - Agricultural engineering - Horticulture, viticulture - Fishery - Phytopathology - Animal and dairy science - Soil science - Veterinary science - Forestry - GM technology (crops and livestock) - Biomass feedstock production technologies, biopharming

C1 - Internal use

- Biodiversity conservation - Radiobiology - Plant sciences, botany - Symbiosis - Virology - Zoology, Ornithology, Entomology, Behavioral sciences biology						

C1 - Internal use

ENGINEERING SCIENCES AND TECHNOLOGY

CIVIL ENGINEERING	ELECTRICAL, ELECTRONIC & INFORMATION ENGINEERING	MECHANICAL ENGINEERING	CHEMICAL ENGINEERING	ENVIRONMENTAL ENGINEERING
- Civil engineering - Architecture engineering - Construction engineering, Municipal and structural engineering - Transport engineering	- Detection devices (radar, sonar, lidar) - Automation and control systems - Computer hardware and architecture - Communication engineering and systems - Electrical and electronic engineering - Microelectronics - Robotics and automatic control - Telecommunications	- Aerospace engineering - Audio engineering, reliability analysis - Nuclear related engineering (nuclear physics to be in Physics) - Mechanical engineering - Applied mechanics - Thermodynamics	- Chemical engineering (manufacture, production plants) - Chemical process engineering	- Mining and mineral processing - Environmental and geological engineering, geotechnics - Marine engineering, sea vessels - Ocean engineering - Petroleum engineering, (fuel, oils), Energy and fuels - Remote sensing
MATERIAL ENGINEERING	**MEDICAL ENGINEERING**	**ENVIRONMENTAL BIOTECHNOLOGY**	**INDUSTRIAL BIOTECHNOLOGY**	**NANOTECHNOLOGIES**
- Ceramics - Composites (including laminates, reinforced plastics, cermets, combined natural and synthetic fibre fabrics; filled composites) - Materials engineering - Paper and wood - Coating and films - Textiles including synthetic dyes, colours, fibres	- Medical engineering - Artificial Intelligence assisted devices - Medical laboratory technology (including laboratory samples analysis; diagnostic technologies)	- Bioremediation, diagnostic biotechnologies (DNA chips and biosensing devices) in environmental management - Environmental biotechnology - Environmental biotechnology related ethics	- Bioprocessing technologies (industrial processes relying on biological agents to drive the process) bio-catalysis, fermentation - Bioproducts (products that are manufactured using biological material as feedstock) - Biomaterials, bioplastics, bioderived bulk and fin chemicals, bio-derived novel materials - Industrial biotechnology	- Nanomaterials (production and properties) - Nano-processes (applications on nano-scale)

C1 - Internal use

Appendix 3

Evaluation grid

Criteria	Description	Multiplier
RESEARCH SUMMARY	The research summary is formulated in clear terms and is no more than 200 words.	2
RESEARCH WORKS	The research work describes all the work in progress at the time of the application. The research plan will be described in its entirety, as well as the scope, the novelty, and the possible repercussions of the research. Relevant and well prepared, it illustrates an innovative and creative spirit. It has no more than 2 pages.	5
METHODOLOGY	The experimental design is clear. The technologies used are in line with the objectives of the project. The project is feasible on time.	3
RECOMMENDATION LETTERS	The quality and relevance of the letters will be assessed.	2
SCIENTIFIC CONTRIBUTION	The research work should contribute to knowledge in the research area of the candidate and help promote scientific work, in the country, the region and abroad.	2
ACADEMIC FILE	Excellence of the application: number, quality and impact of publications, conference presentations, patents, etc.	3
USE OF THE ENDOWMENT	An estimated budget that will benefit from a contribution of $10,000 USD for doctoral students, post-doctoral or early career.	2
CAREER AND COMMITMENT	Assessment of the significant moments in the candidate's career (obstacles encountered, change of career, etc.) and/or her commitment to the cause of women and girls in science (mentoring, involvement in schools, associations, etc.).	1

The candidates' applications are reviewed and evaluated according to 8 criteria thanks to an analog scale with 5 scores