

REGULATIONS FOR WOMEN IN SCIENCE GERMANY

17th EDITION

For Women
in Science

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FÜR FRAUEN IN DER WISSENSCHAFT
EINE ZUSAMMENARBEIT VON

L'ORÉAL
GROUPE




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Deutsche
UNESCO-Kommission

UNTER DER SCHIRMHERRSCHAFT VON
BETTINA STARK-WATZINGER MdB



**Bundesministerium
für Bildung
und Forschung**

1. INTRODUCTION

For Women in Science is the successful global cooperation of UNESCO and L'Oréal. Together, these two partners have **promoted women in science since 1998** – strengthening the excellence of research, fostering gender equality and highlighting the visibility of women in research ("role models").

For Women in Science Germany promotes four female early-career scientists working in Germany each year - with an award worth 25,000 Euros. In Germany, the partners are the **German Commission for UNESCO, L'Oréal Deutschland and the German Humboldt Network** (from 2006 until 2022, the Christiane Nüsslein Volhard Foundation had been a partner). In an innovative tripartite partnership, these partners are committed to promoting excellent female scientists in German science.

For Women in Science Germany is guided by the rules and regulations outlined below to realise the objectives of the cooperation in Germany.

2. GENERAL CONDITIONS OF ELIGIBILITY

Applications are open to **female early-career scientists working in STEM disciplines**. “Early-career” is understood as **post-docs, habilitation candidates or junior professors** in the four+two years following their doctorate (in accordance with relevant German law, WissZeitVG).

For Women in Science Germany **provides awards, not employments or scholarships**. Eligible candidates’ **livelihoods must therefore already be secured** through an employment contract/scholarship equivalent to at least 50% of a full-time position (equivalent to the minimum wage in Germany). The remaining duration of the employment contract/scholarship must be at least 12 months from the submission of the application. Female scientists in **the final year of their doctorate are also eligible** if an employment contract or scholarship commitment for the postdoc phase has already been granted.

Such employment contract/scholarship must be with a **German university, university of applied sciences or non-university public research institution** (e.g. Max-Planck, Fraunhofer, Helmholtz, Leibniz), and the research work must be done in Germany (excluding field trips). Such existing employment contracts/scholarships must cover for at least 50% the applicant’s work in research (excluding teaching). **Female scientists working in the laboratories of private companies are not eligible to apply.** The application of female scientists **with children is strongly encouraged**.

STEM disciplines are broadly understood, also including agricultural sciences, geosciences, informatics, veterinary medicine, for example (the entire “main categories 1 to 4” of the discipline categorization of the OECD Frascati Manual). **Both experimentally and theoretically working** female scientists are invited to apply. The application of female scientists with an **inter- and transdisciplinary research profile is strongly encouraged**, i.e. when a STEM subject is combined with research in the humanities or social sciences.

The nationality of the applicants is not relevant. If the residency permit of non-EU citizens is not already obviously implied by the work contract, a valid residence permit in Germany for at least 12 months from the submission of the application needs to be presented in addition.

Applicants must not have received funding from another programme component of For Women in Science (e.g. from another country) in the past.

3. SELECTION CRITERIA

The **only selection criterion is the excellence of the applicant's current and past research as well as her plans for future research**. The applicant's **scientific qualifications**, the **innovative content** and **methodology** of the current and future research approach and **the feasibility** of planned projects are the focus of the assessment.

Applicants' special commitment to the **"third mission"** of science is also assessed as part of the understanding of research excellence. This can be, for example, open science engagement such as special efforts in citizen science or open data, transdisciplinary work, policy advice or science communication, especially with young people as target group.

In accordance with the DORA declaration, quantitative indicators such as the number of publications, conference papers or patents including impact factors are considered, but are only used as one of several factors for the assessment of scientific excellence.

Among applicants of equal excellence, **preference is given to female scientists with children**. Family or relationship status, as well as special need are not considered in the assessment. On average half of the awards (across the years) are planned to be given to female scientists with children.

Letters of recommendation are welcome and a **letter of endorsement** from the host institute (which confirms the provision of laboratory space and infrastructure) is required for applicants whose research work depends on such infrastructure.

4. AWARD MONEY

Applicants are **free to decide how they use the award money**. Several purposes are conceivable purposes such as a research assignment abroad, research that cannot be financed otherwise (incl. procurement of equipment), but also financing of childcare or domestic help to allow the female researcher to spend more time in the lab, etc.

The **application must be accompanied by an investment concept**. Subsequent changes to this concept by the award winners are possible if consulted with the organisers.

Award winners will usually receive the prize money of **25,000 euros in one instalment**, unless two instalments are necessary or appropriate.

5. HOW TO APPLY?

Candidates can only submit their own applications via the online platform: <https://www.forwomeninscience.com>

Applications by mail or email are not accepted. Incomplete applications or applications received after the deadline will not be taken into consideration. The jury will treat all documents entrusted to it in full confidentiality.

The application and all its accompanying material must be written in English or German, the same applies for all letters of recommendation, where appropriate.

An application is only considered complete once it includes all the **following elements:**

- Research Summary (300 words)
- Presentation of the methodological and content-related research approach (4-5 pages)
- Investment concept for the award money
- Proof of employment contract/scholarship for the 12 months following application
- All information highlighted as obligatory in the online application form
- Letter of endorsement from the host institute (if research requires infrastructure)

6. SELECTION

The applications will be **assessed by a jury involving scientific experts in the field of research of the applicant.**

The jury's **decisions cannot be appealed.** The jury does not need to explain or justify its verdicts.

The organizers will inform the foreseen four award winners immediately after the jury's deliberation by telephone and e-mail. They must treat the information of their selection confidentially until the award ceremony. Applicants who have not been selected will be informed around the time of the award ceremony.

7. COMMUNICATION

The award winners are **obliged to have photos taken** of themselves for public communication and to take part in the award ceremony. If (a maximum of two) events are planned specifically for and with them in the 12 months following the award ceremony, they are also obliged to take part in them.

They **may also be filmed and interviewed** for non-commercial purposes related to the communication of the L'Oréal-UNESCO For Women in Science programme.

These photos, videos and texts may be used for written and audiovisual publications, for distribution to the German and international media. A **written authorisation for image rights must be signed** by each of the award winners when the contract is signed.

8. PROVISIONAL DATES

- Launch of the call for applications: **1 March 2024**
- Closing date for applications: **30 April 2024**
- Selection process by the jury: **May to July 2024**
- Final selection by the jury: **June/July 2024**
- Award ceremony: **November 2024**

9. REGULATIONS

Participation in the **L'Oréal-UNESCO For Women In Science German Program** call for applications 2024 implies acceptance of these rules.

10. CONTACT US

If you have any questions about the rules, please consult the online FAQ at **www.forwomeninscience.com**.



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