



RULES & REGULATIONS OF THE 2025 EDITION L'ORÉAL-UNESCO *FOR WOMEN IN SCIENCE* YOUNG TALENTS - SUB-SAHARAN AFRICA

1. Introduction

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

Since its launch in 2010, the majority of applications for the Sub-Saharan Africa regional program were submitted by South African researchers. Given the critical challenges for scientific research in Africa, as well as our commitment to encourage more women scientists across Sub-Saharan Africa, the initial regional program was split into two separate programs in 2019:

- A national program for South Africa
- A regional program for Sub-Saharan Africa, focusing on the 48 other countries of the region (list of countries in Appendix 1)

For its 16th edition, 30 endowments will be awarded in 2025 to encourage young researchers currently in doctoral or post-doctoral studies to pursue their scientific careers.

- **25 endowments of 10,000 €** each will be allocated to 25 doctoral students enrolled in a doctoral school and/or in a research laboratory in Sub-Saharan Africa (see section 2. Eligibility criteria).
- **5 endowments of € 15,000** each will be allocated to 5 post-docs working in a laboratory or research institute in Sub-Saharan Africa (see section 2. Eligibility criteria).

2. General conditions of eligibility

a. For doctoral students

- Having the nationality of one of the 48 countries covered by the Sub-Saharan Africa Program
- **And** being enrolled in a doctoral school and carry out their doctorate in a research laboratory in one of the 49 countries in the region (including South Africa)

OR

- Having the nationality of one of the 49 countries in the sub-Saharan African region (including South Africa)
- **And** being enrolled in a doctoral school and carry out their doctorate in a research laboratory in one of the 48 countries covered by the Sub-Saharan Africa Program

Therefore, applicants originally from South Africa doing their research in South Africa are not eligible for this program.

- 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 48 countries covered by the Sub-Saharan Africa Program
- **And** being enrolled in post-doctorate in a research laboratory or an institution in one of the 49 countries in the region (including South Africa)

OR

- Having the nationality of one of the 49 countries in the sub-Saharan African region (including South Africa)
- **And** being enrolled in a post-doctorate in a research laboratory or an institution in one of the 48 countries covered by the Sub-Saharan Africa Program

Therefore, applicants originally from South Africa doing their research in South Africa are not eligible for this programme.

- Having obtained a doctorate in one of the scientific fields listed in Appendix 2
- Have defended their thesis after February 2020. If the postdoctoral applicant has one or more children, this deadline is brought forward by one year per child.
- Conducting research in one of the scientific fields listed in Appendix 2, having started the post-doctorate before 24/02/2025, opening date of the call for application.

To note:

Candidates who have already been supported by one of the national or regional L'Oréal-UNESCO *For Women in Science* programs 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 training or the practical and theoretical knowledge 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.
- A motivation letter including her background and why she applied for this grant.

Origin (s) :

- Letter from the thesis director (thesis director (for doctorate) / laboratory director (for post-doctorate)
- Letter of acceptance from the laboratory reception team for the year 2025-2026
- If possible, from a peer in the research area of the thesis and / or postdoctoral project (which is not part of the environment close to the candidate).

Content :

- Recognition of the scientific quality and the importance of the work carried out and envisaged in the research work (originality, scientific scope, even economic and social scope). It is important to show how the candidate really contributed. The focus is not the institution's work, but the Young Talent's personal contribution to scientific advancement.
- Appreciation of the human qualities of the researcher, of her autonomy, inventiveness, creativity and ability to interact in an efficient, productive, caring way with others (sharing, listening, mentoring, etc)

b. Scientific excellence in research

- The research describes the research plan, 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.
- The research work must contribute to advance knowledge in the candidate's research area, as well as to promote scientific work and collaborations in the country, over the African continent and abroad.
- The research project should include a brief description of the candidate's commitments to education, teaching and mentoring activities, and/or to the United Nations Sustainable Development Goals (SDGs) more broadly.

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

d. Fluency in the English language is desirable:

- To be able to fully benefit from the training in "Management and Leadership", provided in English
- To be able to fully benefit from the media exposure through the various side events (interviews, etc.) organized during the *FWIS* week and throughout the year.

4. Endowment : definition and use

a. Definition

30 endowments will be awarded through the “Young Talents Sub-Saharan Africa L'Oréal-UNESCO *For Women in Science*” Program.

- Candidates awarded in the "doctoral" category receive an endowment of 10,000 euros each.
- Candidates awarded in the "post-doctoral" category receive an endowment of 15,000 euros each.
- Awards are paid directly to beneficiaries by the Fondation L'Oréal through UNESCO - as part of the *L'Oréal-UNESCO For Women in Science*

partnership - after the regional award ceremony and following receipt of the documents required for the bank transfer.

- Each beneficiary must inquire about the taxation linked to this endowment. The endowments are non-renewable.

They can be combined with other allowances: other donations, prizes, and funding for doctorates and post-doctorates.

b. Use

The endowments 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, endowments cannot be used to purchase basic laboratory equipment.
- Travel in the country or abroad to meet experts and/or create collaborations.
- Funding to attend conferences, congresses, training courses / knowledge acquisition, etc.
- Financial support for childcare i.e. to attend conferences and congresses.
- 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 training, dissemination actions, commitments of the candidate, etc.
- A motivation letter.
- Copies of diplomas or certificates obtained from the license 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 € 10,000 for doctoral students and € 15,000 for post-doctoral researchers (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 and 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: 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 them.

6. Selection of Young Talents

The candidates will be preselected by a committee of experts and then presented to an independent jury made up of eminent researchers from the African continent.

The evaluation grid and the coefficients associated with each criterion are included as Appendix 3.

The jury's decision 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 30 beneficiaries following the jury's deliberations. They must remain confidential until the awards ceremony.

7. Collaborative actions for the Young Talents

The selected Young Talents commit to:

- Continue the research work for which the Young Talent Sub-Saharan Africa - L'Oréal-UNESCO *For Women in Science* endowment 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 endowment, to be submitted to the Fondation L'Oréal in the year following the awarding of the endowment.
- Participate in the "Management and Leadership" training, as well as in the award ceremony, to be held in one of the 48 African countries covered by the Program (still to be confirmed), in principle in November 2025.

Participation in these events is mandatory, transportation and accommodation costs for beneficiaries from all countries will be covered by the Fondation L'Oréal¹.

8. Communication

The selected Young Talents will communicate about the endowment under the name "L'Oréal-UNESCO *For Women in Science* Young Talent - Sub-Saharan Africa - Award".

The selected Young Talents will be photographed, filmed and interviewed for non-commercial purposes related to the communication of the L'Oréal-UNESCO *For Women in Science* program and the *For Girls in Science* program. These photos, videos and texts may be used for written and audiovisual publications, allowing dissemination to French, African and international media. A written image right authorization will be signed by each of the selected Young Talents and included in the contract / Letter of Agreement related to the endowment.

9. Estimated timetable

- Opening of the call for application: February 24th, 2025
- Closing of the call for application: April 7th, 2025
- First review of applications by experts: April 14th, 2025
- Final selection by the jury: July 2025
- Awards ceremony: November 2025

10. Rules

Participation in the call for applications for the Young Talent Sub-Saharan Africa 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.

¹ According to the general conditions of transportation and accommodation applicable to Fondation L'Oréal

Appendix 1
List of countries included in the program

Angola	Rwanda
Benin	Sao Tome & Principe
Botswana	Senegal
Burkina Faso	Seychelles
Burundi	Sierra Leone
Cameroon	Somalia
Cabo Verde	Sudan
Central African Republic	South Sudan
Chad	Tanzania
Comoros	Togo
Congo	Zambia
Cote d'Ivoire	Zimbabwe
Djibouti	
Eritrea	
Eswatini	
Ethiopia	
Gabon	
Gambia	
Ghana	
Guinea	
Equatorial Guinea	
Guinea-Bissau	
Kenya	
Lesotho	
Liberia	
Madagascar	
Malawi	
Mali	
Mauritius	
Mauritania	
Mozambique	
Namibia	
Niger	
Nigeria	
Uganda	
Democratic Republic of Congo	

Appendix 2
List of 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 FWIS Programme

FORMAL SCIENCES

MATHEMATICS	COMPUTER & INFORMATION SCIENCES
<ul style="list-style-type: none"> - Applied mathematics - Pure mathematics - Statistics and probability - Biomathematics 	<ul style="list-style-type: none"> - Computer sciences - Information science - Bioinformatics - Artificial intelligence (AI)

PHYSICAL SCIENCES

CHEMISTRY	PHYSICS
<ul style="list-style-type: none"> - 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 	<ul style="list-style-type: none"> - 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

LIFE AND ENVIRONMENTAL SCIENCES

BIOLOGICAL SCIENCES	BASIC MEDECINE	CLINICAL MEDECINE	HEALTH SCIENCES	HEALTH BIOTECHNOLOGY	EARTH & RELATED ENVIRONMENTAL SCIENCES	AGRICULTURE SCIENCES
<ul style="list-style-type: none"> - Biochemistry - Bioengineering - Cell biology - Reproductive biology - Extremophyle biology - Evolutionary biology (Anthropology, Archeobiology) - Human biology - Marine biology, freshwater biology, limnology - Molecular biology - Theoretical and mathematical biology - Biophysics - Biotechnology - Stem cells - Chronobiology - Cryobiology - Ecology - Embriology and Developmental biology - Enzymology - Epigenetics - Ethology - Genetics and heredity - Immunology - Metabolism - Biochemical research methods - Microbiology - Mycology - Neuroscience - Paleontology - Cell physiology - Biodiversity conservation - Radiobiology - Plant sciences, botany - Symbiosis - Virology - Zoology, Ornithology, Entomology, Behavioral sciences biology 	<ul style="list-style-type: none"> - Anatomy and morphology - Medicinal chemistry - Human genetics - Immunology - Neurosciences (including psychophysiology) - Pathology - Pharmacology and pharmacy - Physiology (including cytology) - Toxicology 	<ul style="list-style-type: none"> - 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 	<ul style="list-style-type: none"> - Epidemiology - Infectious diseases - Occupational health - Tropical medicine - Nutrition, Dietetics - Parasitology - Public and environmental health - Sport and fitness sciences - Substance abuse 	<ul style="list-style-type: none"> - Biomaterials (as related to medical implants, devices, sensors) - Health-related 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) 	<ul style="list-style-type: none"> - 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 	<ul style="list-style-type: none"> - 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

ENGINEERING SCIENCES AND TECHNOLOGY

CIVIL ENGINEERING	ELECTRICAL, ELECTRONIC & INFORMATION ENGINEERING	MECHANICAL ENGINEERING	CHEMICAL ENGINEERING	ENVIRONMENTAL ENGINEERING
<ul style="list-style-type: none"> - Civil engineering - Architecture engineering - Construction engineering, Municipal and structural engineering - Transport engineering 	<ul style="list-style-type: none"> - 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 	<ul style="list-style-type: none"> - Aerospace engineering - Audio engineering, reliability analysis - Nuclear related engineering (nuclear physics to be in Physics) - Mechanical engineering - Applied mechanics - Thermodynamics 	<ul style="list-style-type: none"> - Chemical engineering (manufacture, production plants) - Chemical process engineering 	<ul style="list-style-type: none"> - 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
<ul style="list-style-type: none"> - 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 	<ul style="list-style-type: none"> - Medical engineering - Artificial Intelligence assisted devices - Medical laboratory technology (including laboratory samples analysis; diagnostic technologies) 	<ul style="list-style-type: none"> - Bioremediation, diagnostic biotechnologies (DNA chips and biosensing devices) in environmental management - Environmental biotechnology - Environmental biotechnology related ethics 	<ul style="list-style-type: none"> - Bioprocessing technologies (industrial processes relying on biological agents to drive the process) biocatalysis, fermentation - Bioproducts (products that are manufactured using biological material as feedstock) - Biomaterials, bioplastics, bioderived bulk and fine chemicals, bio-derived novel materials - Industrial biotechnology 	<ul style="list-style-type: none"> - Nano-materials (production and properties) - Nano-processes (applications on nano-scale)

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, Africa and abroad. Ability to propose scientific solutions to social challenges facing Humanity.	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 which does not exceed € 10,000 for doctoral students and € 15,000 for post-doctoral students.	1
Valorisation and commitment	Overall appreciation including: the excellence of the application, but also the candidate's ability to communicate and promote science to the youngest.	2
		TOTAL = 100 points AVERAGE on 5 points

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