

# REGULATIONS FOR WOMEN IN SCIENCE GERMANY

18<sup>th</sup> EDITION



FÜR FRAUEN IN DER WISSENSCHAFT  
EINE ZUSAMMENARBEIT VON

L'ORÉAL  
GROUPE



## 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**. 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.

## 2. GENERAL CONDITIONS OF ELIGIBILITY

Applications are open to **female early-career scientists working in STEM disciplines**. “Early-career” is understood as **post-docs, junior professors or other academic positions without a tenure** in the four+two years following their first doctorate (for each child, two additional years can be added; detailed regulations as to admissibility correspond the rules of 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 (and at least receive 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 (if it is less and the employer can reliably assure a continued employment/scholarship, reliable written proof of such assurance is sufficient). 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 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 work in research (excluding teaching) for at least 50% of full-time employment on annual average. **Female scientists working in the laboratories of for-profit companies are not eligible to apply.**

**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 research as well as her plans for future research.** The applicant's **scientific qualifications**, the **innovative content** and **methodology** of the 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, 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 needs are not considered in the assessment. On average, at least 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 a concise investment concept for the prize money**. Subsequent changes to this concept by the award winners are possible if consulted with the organisers. The prize money can be spent within a timeframe chosen by the applicant according to her needs; the timeframe cannot be longer than a few years. The applicant's own future employment/scholarship **may not be funded from the prize money**.

Award winners will usually receive the prize money of **25,000 euros in one instalment to their personal bank account**, 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 focusing on past and current research; illustrations are neither required nor excluded)

- Curriculum Vitae (up to 4 pages, including a list of the five most relevant publications)
- Concise 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 and videos 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: **31. January 2025**
- Closing date for applications: **10 March 2025**
- Selection process by the jury: **March to May 2025**
- Final selection by the jury: **May/June 2025**
- Creation of communication material (photo/video): **June/July 2025**
- Award ceremony: **tbc, planned 18 September 2025**

## 9. REGULATIONS

Participation in the **L'Oréal-UNESCO For Women In Science German Programme** call for applications 2025 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](http://www.forwomeninscience.com)** .



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