



RULES AND REGULATIONS

L'OREAL-UNESCO FOR WOMEN IN SCIENCE SOUTH AFRICAN NATIONAL YOUNG TALENTS PROGRAMME 2025

The seventh edition of the **L'Oréal-UNESCO For Women in Science South African National Programme** aims to promote and encourage young women in science. This programme identifies and rewards talented young female scientists in the field of Formal sciences, Life sciences, Environmental sciences, Physical sciences, Engineering and Technological sciences (list of disciplines in Annexure 2)

The L'Oreal-UNESCO For Women in Science programme launched in the Africa region in 2010. In line with our vision of supporting more female scientists across Africa, there are now two dedicated programmes for Africa:

- A **national programme** dedicated to South Africa
- The **regional sub-Saharan Africa programme** supporting the 48 other countries of the region

The South African National Programme recognizes young female scientists annually.

- **Research grants of R80 000 each** will be allocated to doctoral students enrolled in an institution and in a research laboratory in South Africa (see section 2 Eligibility criteria).
- **Research grants of R160 000 each** will be allocated to post-docs working in a laboratory or research institute in South Africa (see section 2 Eligibility criteria)

The **L'Oréal-UNESCO For Women in Science South Africa national programme** research grants are awarded within the framework of the L'Oréal-UNESCO For Women in Science partnership.

1. Eligibility Criteria

Applicants must meet the following general criteria:

a. Doctorates

- South African Citizenship
- Be enrolled in a South African university and carrying out their doctorate in a research laboratory in one of the 9 Provinces
- Conducting research in one of the scientific fields listed in Annexure 2

b. Post-Doctorates

- South African Citizenship
- Be enrolled in post-doctorate in a research laboratory or an institution in one of the 9 provinces
- Conducting research in one of the scientific fields listed in Annexure 2
- Having started the post-doctorate before the opening date of the call for applications

Important note:

Candidates who have already been supported by one of the national or regional L'Oréal-UNESCO For Women in Science program are not eligible. Candidates must have at least one year remaining in the program, in order to utilize the funds between 2024 and 2025.

2. Selection Criteria

The selection criteria of the candidate by the jury are the following:

a. 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 (200 words maximum)

Include exemplary letters of recommendation **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 to the research project

Appreciation of the human qualities of the researcher, of her autonomy, her ingenuity, her creativity, and her ability to interact in an efficient, productive, caring way and with others (sharing, listening, mentoring...)

b. Scientific excellence in research

The research describes the research plan, including the methodology, as well as the scope, novelty, and outputs of the research

A detailed description of a maximum of two pages including the references.

Note: 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 of the candidate and make it possible to promote scientific work, in the country, in African and abroad

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

3. Grant definition and use

There are six research grants

- Candidates in the Doctoral category receive a research grant of R80 000 each
- Candidates in the Post-doctoral category receives a research grant of R160 000 each

The research grants will be paid directly to recipients by L'Oréal South Africa (Pty) Ltd after the award ceremony and following receipt of originals of the documents required for the bank transfer. Each research grant recipient is responsible for meeting the fiscal obligations concerning the award. The grants are not transferable for any other purpose whatsoever.

The research grants are non-renewable and may be combined with other allowances, including other donations, awards, salaries other research grants.

a. Use

The awards are intended for the female scientists themselves and must be exclusively devoted to advancing research in their country or the researcher in their professional environment.

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 vis-à-vis its researchers. As a result, endowments cannot be used to procure basic laboratory equipment.

Travel in the country or abroad to meet experts or create collaborations. -

Funding to attend conferences, congresses, training/knowledge acquisition, creation of a business plan etc.

Funding for babysitters to attend conferences and congresses for example.

Purchase of scientific articles

4. Candidatures

Applications can be only made through the online platform www.forwomeninscience.com by the candidates.

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

- A detailed CV of 1 to 2 pages maximum including training, dissemination actions, commitments of the candidate, etc.
- 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 estimated budget detailing the expenditure envisaged to support the coherence and realism of the research work. This budget must not exceed R80 000 for doctoral students and R160 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.)

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.

Candidates Selection

- The candidates will be pre-selected by a committee of experts and then presented to an independent jury made up of eminent researchers from South Africa.
- 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 seven beneficiaries after the deliberations of the jury. They must remain confidential until the Awards ceremony.
- Candidates will be selected by the *For Women in Science* Jury for the South African programme.
- The results will be communicated by telephone and email to the six award winners after final deliberation.
- The decision of the jury cannot be contested or subject to explanation or justification.

5. Candidates Commitment

The researchers commit to:

- Continue the research work for which the L'Oréal-UNESCO *For Women in Science* South African National programme research grant was obtained. A report on the research work must be submitted 12 months after receiving the research grant.
- Carry out the expenses detailed in the estimated budget of the application file.

- Participate in the Management and Leadership training as well as in the award ceremony. Participation in these events is mandatory, transportation and accommodation costs for the award winners will be covered by L'Oreal South Africa.

6. Communication

Young Talents agree to participate in communication activities related to the programme. They will be photographed, filmed, and interviewed for non-commercial purposes related to the communication of the L'Oréal-UNESCO For Women in Science South African National programme. These photos, videos and texts may be used for written and audiovisual publications, allowing dissemination to the South African, pan-African and international media. A written image right authorization must be signed by each of the beneficiaries when the contract is signed.

7. Provisional Timetable

- Launch call for applications - 10 March 2025
- Closing date - 20 May 2025
- First review of applications by experts - 23 June 2025
- Final selection by Jury - 18 July 2025
- Announcement of winners & Ceremony (TBC) - September 2025

8. Rules

Participation in the call for applications for the L'Oréal-UNESCO For Women in Science South African National Programme implies the candidate is deemed to have accepted these rules.

For any questions relating to the regulations, please visit the online FAQ and contact form on for www.forwomeninscience.com

**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

FORMALSCIENCES

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)

PHYSICALSCIENCES

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 MEDICINE	CLINICAL MEDICINE	HEALTH SCIENCES	HEALTH BIOTECHNOLOGY	EARTH & RELATED ENVIRONMENTAL SCIENCES	AGRICULTURE SCIENCES
<ul style="list-style-type: none"> - Biochemistry - Bioengineering - Cell biology - Reproductive biology - Extremophile 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 - Biochemic al research methods - Microbiology - Mycology - Neuroscience - Paleonthology - Cell physiology - Biodiversity conservation - Radiobiology - Plant sciences, botany - Symbiosis - Virology - Zoology, Ornithology, Entomology, Behavioral sciences biology 	<ul style="list-style-type: none"> - Ana tomy 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 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)