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CENTRAL PROJECT  
MANAGEMENT  
AGENCY

**Fellowships to Belarusian lecturers, scientists, and PhD students  
at EU higher education and research institutions**

**EU4Belarus SALT**

**Questions and Answers**

**Question 1:**

***Can I apply during this call of proposals, if I have already received a fellowship EU4Belarus - SALT (the first edition with the deadline on 30.06.2023)? I finish my project in July and will send a final report by the end of August, so by 27.09.2024 I will have the previous project closed.***

**Answer 1**

As indicated in the Guidelines for grant applicants (section 2.1.2), applicants may NOT receive grant assistance for “a second or subsequent Fellowship from “Support to Advanced Learning and Training (EU4Belarus – SALT)” Action for the same recipient”. As a result, it is not possible to apply for this call of proposals, if you already received a fellowship in the previous call of EU4Belarus – SALT regardless that implementation periods of both SALT calls do not overlap. However, you may be eligible for the upcoming call in SALT II which is planned for the Q4 of 2024. Please monitor the website [www.EU4Belarus/info](http://www.EU4Belarus/info) for new announcements.

**Question 2:**

***I am a Belarusian scholar-activist enrolled in a PhD program at university X in the US. In my doctoral project, I work closely with Belarusian communities of retirees and people with disabilities who had to flee Belarus in 2020 and are currently located in Poland and Lithuania. I left Belarus in 2021 and cannot go back because of my participation in the uprising and my current work with protest communities in exile. Although I am currently affiliated with university X in the US, I have Belarusian citizenship, and my research and activist agenda are tied to Belarusian communities in Poland and Lithuania.***

- a) Am I eligible to apply for the EU4Belarus SALT fellowship for Belarusian scholars and PhD students?***
- b) Can I apply in collaboration with an EU-based Belarusian scholar? I appreciate your time and consideration of my request.***

**Answer 2**

- a) The Guidelines for grant applicants (section 1.2) define the objectives of this programme to support eligible applicants to access EU-based universities and research institutes, build professional contacts in the EU countries and support those, who were forced to leave Belarus and relocate to EU not earlier than August 2020. Additionally, the Guidelines (section 2.1.1) state that in order to be eligible for a grant, the applicant must “*reside in an EU member state or one of the Eastern partnership countries*”. If your residence (at the time of potential fellowship coverage) is in the US, you are not eligible for this grant application.
- b) Section 2.1.1 indicates that any applicant must act individually only. Additionally, Section 2.1.3 indicates that eligible direct costs cover only individual support grants. Currently there is no possibility of applying in collaboration or in any other way, which foresees grant contract with the involvement of more than one person.

**Question 3:**

***The guide for applicants says: "This is a mobility scheme and presupposes that fellows travel to another country or city and stay for the period of fellowship in the location of their host institution(s)." - I moved from Belarus to Poland in early 2021 and I currently work at a research institution in Warsaw, Poland. My job contract finishes on September 30. Can I apply for the SALT fellowship with my current employer in Warsaw? Or should I change the institute / city/country?***

**Answer 3**

As indicated in the Guidelines for grant applicants (section 2.1.2), applicants may NOT request grant assistance for fellowships “*at the same higher education institution or research centre where an applicant is an employee, a doctoral student, or has a fellowship*”. This requirement is applicable for the period when applicant shall receive grant assistance (i.e. after fellowship grant contract signature). Should this be an only consideration, CPVA would ask you to note the fact of former employment with the same research institution in the application and would reserve the right to request documental evidence of termination and discontinuation of employment with the same organization before signing of grant contract with the applicant. Failure to provide documental evidence of discontinued employment could result in non-signing of the grant contract.

However, the objective of this fellowship scheme is to promote academic mobility, which is described in the Guidelines (section 1.2). The Guidelines (section 2.1.2) indicate that “*this is a mobility scheme and presupposes that fellows travel to another country or city*”. If your current residency is in Warsaw, Poland, you are eligible to apply for fellowships in host institutions that are located outside of Warsaw. Subsidiaries of the same organization in other locations (cities) is a supported option.

**Question 4:**

***If I want to apply to a Polish institute and my Polish bank card is in zlotys, can I indicate it to Financial Identification Form (FIF)? Transfers in euros can also be made to it, they will just be converted into zlotys, which is fine with me. Or do I need to open a new bank account in euros?***

**Answer 4:**

The Guidelines for grant applicants (section 2.2.1) outline that the bank indicated in FIF “*should be in one of the eligible residence countries, outside Belarus, and be able to receive payments in euros*”. As long as transfers in euros can be made and receiving bank ensures currency conversion to zlotys, it is permissible to use a such bank account. However, please be advised that the fellowship payments will be made in euros for the contractual amount, and all costs related to currency exchange shall be covered by the applicant without any additional payments from the contracting authority side.

**Question 5:**

- a) Can I apply for a grant if I currently don't have an academic affiliation?**
- b) Is it possible to apply for a grant to conduct independent research, including in various libraries and archives? Or is an invitation from an organization (university, research center, etc.) a mandatory requirement?**

**Answer 5**

- a) According to the Guidelines for grant applicants (section 2.1.1), to be eligible for the grant you need to be “*current or former lecturer or scientist at a higher education or research institutions, including think tanks and research NGOs, or independent researcher or a PhD student.*” You may apply for the grant if you don’t have a current academic affiliation, but you must show that you are an independent researcher or you used to have an academic affiliation (for example, entries in your curriculum vitae (CV) or enrollment status at the PhD studies as per requirements of the Guidelines (section 2.2.1)).
- b) The Guidelines for grant applicants (section 2.1.1) indicate that each applicant must “*be able to present an invitation letter for the duration of the fellowship from a host higher education institution or research center in the EU*”. The Guidelines (section 2.1.2) also require that fellowship must be composed of a set of activities, and the section on types of such activities foresees that they must be linked to higher education institutions or research centres. During the implementation phase of the contract, fellowship recipients have an obligation to submit certain documents signed by the representatives of the hosting institution. This means that independent research without a host institution invitation is not possible.

**Question 6:**

**Please tell me how to fill out financial documents? I don't understand it at all. Thank you.**

**Answer 6**

The templates of two financial documents you need to submit with the grant application are provided as the annexes to the Guidelines for grant applicants:

**1) Financial identification form (FIF) (Annex IV)**

Please fill it out according to your bank statement details. Please note that only EUR payments shall be made during the fellowship and only foreign (EU) banks are acceptable: Belarusian, Russian or other EU sanctioned banks are not acceptable. Please be advised to check the footnote of the FIF form, which allows you to submit an extract of your bank account statement instead of acquiring a

stamp and a signature from the bank. If you are currently residing in Belarus, a special waiver could be applied allowing you to submit the FIF with details of EU bank after you are confirmed for the fellowship, move to EU country, and open the necessary bank account.

## 2) Budget (Annex III)

**a. Budget worksheet:** Please indicate how many months of the fellowship is planned (enter whole number between 3 and 10 in cell C42, yellow background), the rest will calculate automatically.

**b. Justification worksheet B42 cell:**

1. Indicate the same number of months as previously entered in the worksheet "1. Budget"
2. Indicate the name of the EU country of the hosting higher education institution or research centre.

Detailed instructions for filling out the budget can also be found in the Information Session recording placed in the Call for applications [HERE](#).

If you have any specific questions about filling out the templates provided, please do not hesitate to submit further questions to the general question platform. If possible, please refer to specific points of interest (i.e. questions on what specific information is to be provided in the specific field or cell), as it would enable us to provide a more focused reply.

Should you submit an application and any mistakes in FIF and (or) the Budget file are identified, this will not be the grounds for rejection of the application, and you will be asked to update the documents per specific comments on identified shortcomings.

### Question 7:

*I would like answers to two related questions.*

- a) *After the events of 2020, the Head of Department where I worked and was simultaneously studying in a full-time doctoral programme was forced to leave for Vilnius. Two years later, the information that I had cast my vote not for the incumbent president, became known to the vice-rector of the university. As a result, my contract was not extended, despite the fact that I was finishing my doctoral studies and preparing to defend my doctoral thesis. Since then, I have been rejected for employment in my profession. Will a letter from the Head of Department, who is ready to confirm the above facts, be enough? Will this letter be a confirmation of the fact of repressions on political grounds?***
- b) *I have completed my doctoral studies and I would like to know information about whether I can defend my doctoral thesis in Lithuania? Which of the Universities in Lithuania have Doctoral Thesis Defence Boards directly related to computer science? Could you please provide the requirements for the design of doctoral theses in computer science for the purpose of their defence in English (Russian) or at least a link to these requirements?***

### Answer 7

- a) The Guidelines for grant applicants (Section 2.2.1) outline that *"if evidence of persecution by the Belarusian authorities on the political grounds is unavailable, letters of reference confirming the fact of dismissal, prosecution/threat of repressions on political grounds*

*provided by organisations and/or representatives of civil society (e.g., human rights organizations, representatives of democratic political institutions, diaspora organisations etc.) may be accepted.*” You may submit a letter of reference with your supporting documents. Any and all supporting documents, which would confirm any facts of persecution by the Belarusian authorities in any available language (English, Belarusian, Russian, Lithuanian, etc.) can be submitted and would be analyzed by CPVA and external assessors to confirm the compliance with the requirements, listed in the Guidelines. Whether the letter alone is enough will be determined by the Selection Committee during the eligibility check based on its content. The contracting authority is not in a position to provide a prior opinion on the eligibility of applicants at this stage.

- b) According to the Guidelines for grant applicants (Section 2.1.1), the design of the project is entirely the responsibility of the applicant. When designing the project, please keep in mind the eligibility criteria of the actions (Section 2.1.2) and compliance with the target group (Section 1.2), as any applicant must be a member of at least one such group with evidence provided in the applicant’s CV. If you would apply as a doctoral student, you must also provide proof of enrolment status at the PhD studies.

As there is a requirement to provide letter of invitation (signed by authorized representative of the institution or its subdivision) by an EU-based hosting accredited university or registered research institution inviting the applicant, you could try to arrange matters, related to the completion of your doctoral thesis, with such hosting university. If you need further guidance for various higher education related questions, please reach out to SALT Help Desk [HERE](#).

Please be advised that the Guidelines (Section 2.1.2) define types of activities, which could be the basis for the fellowship. Completion of own PhD studies are not one of such activities, therefore any actions taken by the applicant to complete his or hers PhD studies in parallel to fellowship activities are not the subject of the fellowship and its contract. Therefore, we cannot provide any of the asked information, as it does not directly relate to this call.

**Question 8:**

***I am a Belarusian public figure and former political prisoner. I am currently in Poland and I am preparing for the new academic year in a university. I would like to find out if there is any support available from your organization in my case. In addition to preparation of important new democratic projects, I have a lot of costs in terms of accommodation, language courses, documentation and logistics. I would be very grateful for any information that would be useful in my case.***

**Answer 8**

The types of activities allowed under the fellowship grants, defined by the Guidelines for grants applicants (Section 2.1.2), do not include individual financial support for studies. However, you may be eligible for other upcoming EU4Belarus SALT financial measures aimed at students or political ex-prisoners. The best advice would be to constantly monitor the website [www.EU4Belarus/info](http://www.EU4Belarus/info) for new announcements and eligibility requirements.

**Question 9:**

***I am an activist in Belarus and I am a founder of an NGO that works in Lithuania, Poland and earlier, when it was safe, in Belarus. Our main focus is youth education. We teach them English language and we use non formal education as a main tool. We have a partner, an academic NGO, like us, in Germany and we can go to Germany and teach kids aged 9-19 English. All the processes with visa invitation for me, accommodation support and general program orientation our partners are ready to do. I can go alone for 3-10 months and use your great possibility as a fellowship for Belarus.***

**Answer 9**

Please note the requirements for the types of activities allowed under this fellowship call, outlined in the Guidelines for grant applicants (Section 2.1.2). The fellowship actions are concerned with **academic** exchange, research and internships **at higher education institutions and research centers**; therefore, your described scheme cannot be supported by this open call and its Fellowship financial mechanism.

Thank you for your time and effort in describing your proposal. The majority of our current and future initiatives under EU4Belarus programme are fixed before the launch to open public, so we have limited flexibility to integrate individual schemes into active funding mechanisms. Your proposal could be taken into account when designing new initiatives, focused on Belarusian diaspora in the EU in the future. Please check <https://eu4belarus.info/> periodically to see if any new initiatives could be relevant to you and your organization.

**Question 10:**

- a) Do I need copies of my PhD certificate?**
- b) Do I need to write the amount for travel to and from the internship site in annex III?**

**Answer 10**

- a) The Guidelines for grants applicants (Section 2.2.1) require that applicants who are currently doctoral students provide proof of enrolment status at the PhD studies. If you have already completed your PhD studies, please include the relevant information in your academic curriculum vitae (CV).
- b) Please leave the travel costs in the budget (Annex III) empty. In the Budget sheet, you only need to fill in the number of months planned for the fellowship (enter whole number between 3 and 10 in cell C42, yellow background). Please refer to the response to Q6 for further clarification. As foreseen in the Guidelines (Section 2.1.3, Eligible direct costs), provided funding is limited to monthly fellowship allowance, so **no additional funds** shall be granted for other types of additional individual costs (travel, accommodation, subsistence, etc.).

**Question 11:**

- a) Can the fellowship please start on January 6 and end on October 31? In this case, should the internship period of 10 months be included in the application?**
- b) I would also like to clarify, dismissal for political reasons is not recorded in Belarus. It is said in the corridors in whispers and hints. In official documents it is written: dismissed**

***by agreement of the parties. Similarly, no one in organizations says directly that they don't hire for political reasons. They whisper: we can't hire you for you know why. Or they say: you are suitable for us, but your name is on the list, so we can't hire you. How to prove it in the application? What documents should I attach? I have a protocol of personal inspection at the border, when I was forced to strip naked. When asked about the reason, they also whispered: order from the police. 2020. Can I attach the inspection report in my application?***

#### **Answer 11**

- a) According to the Guidelines for applicants (section 2.1.2), fellowships may start from December 16, 2024, and be completed no later than October 31, 2025 (including all approved interruptions). Thus, January 6<sup>th</sup> – October 31<sup>st</sup> is in the eligibility range. However, the funding mechanism under this Call for Proposals has limitations to cover only full monthly participation in the fellowship. No option to have partial periods (less than a full month) is available. If full 10 months cannot be declared (with documental proof provided by the hosting higher education institutions and research centers), your option is to have a 9-month fellowship covering either 06/01/2025 – 05/10/2025 or 01/02/2025 – 31/10/2025 or any option in between starting sometime in January 2025 and lasting 9 full months. As per obligatory requirements, the end of the fellowship cannot extend beyond 31/10/2025.
- b) We understand that it is not always possible to provide official documents for evidence of political persecution. The Guidelines for grant applicants (Section 2.2.1) indicate that when *“evidence of persecution by the Belarusian authorities on the political grounds is unavailable, letters of reference confirming the fact of dismissal, prosecution/threat of repressions on political grounds provided by organisations and/or representatives of civil society (e.g., human rights organizations, representatives of democratic political institutions, diaspora organisations etc.) may be accepted”*. We advise you to find and reach out to such organisations to arrange 3<sup>rd</sup> party confirmation of any type of persecution. Any and all supporting documents, which would confirm any facts of persecution by the Belarusian authorities in any available language (English, Belarusian, Russian, Lithuanian, etc.) can be submitted and would be analyzed by CPVA and external assessors to confirm the compliance with the requirements, listed in the Guidelines.

#### **Question 12:**

***I was the founder and director of an NGO in Belarus, which was forcibly closed in 2020 by decision of the government. Are letters from the local government about the liquidation of the organization sufficient as confirmation that I have suffered from the shock crisis and can participate in the competition for a research grant?***

#### **Answer 12**

Please look at the response to Q7 a) and Q11 b) regarding evidence of persecution. Please also keep in mind that the objective of this Call for proposals is to increase access to **academic** mobility opportunities and professional exposure. The target groups of the call are lecturers, scientists and PhD students, according to the Guidelines for grant applicants (Section 1.2). As this Call for Proposal is aimed at the established target group participating in activities with higher education

institutions and research centers, invitation letters from such organizations are also mandatory. Lastly, we want to emphasize, that Fellowship provides financial support to individuals to cover their livelihood during fellowship period, and not the research itself; therefore any other costs, linked to the research itself, are not covered.

**Question 13:**

***I teach at X in Belarus. I am interested in the scholarship offer and the possibility of an internship at a university in Poland. I meet the requirements you have set for academic staff. However, I do not have formal evidence of being persecuted for political reasons. Can I still expect to participate in the scholarship application process? Thank you.***

**Answer 13**

The Guidelines for grant applicants (Section 2.1.1) outline eligibility requirements which include that the applicant must “*demonstrate that the applicant or an immediate family member has been under threats, suffered from actual persecution /repression, or risks of threatening, persecution, repressions, dismissal on political grounds related to political situation of August 2020*“. If you or your immediate family members have not faced dismissal, persecution, or risks of persecution by the Belarusian authorities on the political grounds, you may not apply for this fellowship.

Please note that **formal** evidence is not a mandatory requirement as evidence of persecution. The Guidelines (Section 2.2.1) indicate that when “*evidence of persecution by the Belarusian authorities on the political grounds is unavailable, letters of reference confirming the fact of dismissal, prosecution/threat of repressions on political grounds provided by organisations and/or representatives of civil society (e.g., human rights organizations, representatives of democratic political institutions, diaspora organisations etc.) may be accepted*“. Please look at the response to Q7 a) and Q11 b) regarding evidence of persecution.

**Question 14:**

- a) ***What are the responsibilities of the supervisor at a host institution and will she/he get any remuneration? If so, from whom?***
- b) ***Will the university get any funds\indirect costs for hosting my project? What is the benefit for the institute to host me?***
- c) ***What kind of employment agreement will I get (if any) from the host institute, ex., in Poland?***
- d) ***In the video at 01hr 03 min 40 sec, the presenter says that "confirmation of duration of fellowship" will be needed after each month of my stay at a host institution, signed by my supervisor. Will my contract be renewed every month? What is written in that monthly form; How does a monthly form look like? On the website, there is only such form for the end of the fellowship (saying fellowship started ... \ended on ...)***
- e) ***The guide for applicants says: "This is a mobility scheme and presupposes that fellows travel to another country or city and stay for the period of fellowship in the location of their host institution(s)." However, in the informative video at 06 min 34 sec, the presenter says the project "is not supposed to be at the same institution where you may be". She doesn't mention the requirement to move to another city or country. Can I stay***



***in the same city but change the institution? Or should I move to another city? I'm asking this question because it is very exhausting to move to another city or country after I have already had to leave my home country and have a very insecure life situation. It is very difficult to integrate in an EU institution if you have to change institutions every year. It is very hard to find a new apartment in a new city for a short period of 10 months, especially if you have a family and children.***

#### **Answer 14**

- a) The supervisor will be the person who will formulate tasks for you during the entire fellowship, supervise the course of your fellowship, and perform any other functions agreed between the host institution and the fellow. The supervisor will not need to prepare any documents for the Contracting Authority but will need to sign off a monthly confirmation of duration of fellowship form as well interim and final reports. Eligible costs are outlined in the Guidelines for grant applicants (Section 2.1.3) and only include monthly fellowship allowance for the fellow. There are no funds foreseen for supervisor remuneration.
- b) Please see response above about additional funds. Additionally, according to the Guidelines (Section 2.1.1), the applicant must *“be directly responsible for the preparation and management of the action”*, which includes the partnership agreement, if such required, between the fellow and the host institution. The host institution will benefit from your contribution and work done during the fellowship.
- c) Please see the response above. It is the task of the applicant to agree on the fellowship and its characteristics and sign any contract pertaining to it, if such is needed. Please note that there should not be any contractual relationship with direct costs to reimburse the fellow, be it employment or service provision, between the host institution and the fellow, as such costs are covered by this fellowship programme. Having an employment contract to reimburse fellow costs for the same activities this programme covers would be breach of requirements and would make the applicant not eligible for the fellowship.

The Guidelines Section 2.1.2) also outline that *“applicants may NOT receive grant assistance for fellowships at the same higher education institution or research centre where an applicant is an employee, a doctoral student, or has a fellowship (regardless of its funding source)”*.

- d) The Grant contract is signed once before the start of the fellowship for the entire fellowship period and covers the full fellowship period (from 3 to 10 months). Confirmation of duration of fellowship form is required to be signed after the end of each reporting period to make monthly fellowship payments. Please find the form for Confirmation of duration of fellowship in Annex VII provided with important documents of the Call [HERE](#). In the same link you can also refer to Grant Contract (Special conditions) template and its article 4.1, which will be developed according to the properties of your fellowship and will provide understanding when each of the Confirmations of duration of fellowship will need to be provided.
- e) Full eligibility requirements are outlined in the Guidelines for grant applicants (Section 2.1). Please see the response to Q3 for further details about the mobility requirement. Please

refer to objectives of the programme described in the Guidelines (Section 1.2), which define the goal to increase access to **academic mobility** opportunities for Belarusian lecturers, scientists, and PhD students.

The contracting authority is not in a position to provide a prior opinion on the eligibility of applicants at this stage.

**Question 15:**

***Can I apply if I left Belarus for Lithuania in 2022 due to repression? I am currently working as a teacher and would like to collaborate on a project with a state research institute in Vilnius. In Belarus, I worked as a teacher but was also involved in research, and the project I had there was one of the best innovative projects.***

**Answer 15**

The Guidelines for grant applicants (Section 2.1.1) outline the eligibility requirements for applicants which includes that for the applicants who reside in an EU member state, they must have left Belarus **not earlier than August 2020**. As a result, regarding this criterion, you are potentially eligible to apply if you moved to Lithuania in 2022.

If your current employer (e.g. school) is not an EU-based university or research institute and you have not yet engaged with any EU-based universities or research institutes for research work, you could also potentially comply with the objectives and target group requirements, described in The Guidelines. Please see the response to Q3 and Q14 e) for further details about the mobility requirement.

The contracting authority is not in a position to provide a prior opinion on the eligibility of applicants at this stage.

**Question 16**

- a) What is the required format for the Letter of Invitation from the host institution in the EU? Can it be written in a free format, or must it be on the "Annex VII - Confirmation of Duration of Fellowship" form?***
- b) Should the Letter of Invitation from the host institution in the EU contain only the signature of the authorized person, or does it also need the institution's seal?***

**Answer 16**

The Letter of Invitation should be a formal letter, signed by an authorized representative of the institution or its subdivision. There is no fixed form or template for this letter, the host institution is free to develop it in any form. Ideally, the letter should come on an institutional letterhead with the duration of your stay, research topic, types of activities you are to perform, host department, and clearly visible signatures, names and titles of the people who sign it. Please note that the procedure **may vary** from institution to institution.

Please also note that you do not need to submit a filled in Annex VII (Confirmation of Duration of Fellowship) with your application. Should the applicant be successful and sign the Fellowship grant contract, Confirmation of Duration of Fellowship will need to be submitted periodically after end of each reporting period (month) of the fellowship.

#### **Question 17**

- a) Will the proposals related to the topic of Belarus or events of 2020 be given priority or not? I'm asking because in the guidelines it says "What contribution will the proposed research make to furthering academia or general socio-economic development in Belarus or the region?"**
- b) I have a doctoral degree but I haven't published a book based on my dissertation. A monograph would strongly increase my job opportunities and will benefit greatly my academic career. Can I propose writing a book based on my dissertation as a type of action "fellowship action for academic exchange"?"**

#### **Answer 17**

- a) The evaluation of applications will be determined by the Selection Committee based on evaluation criteria, outlined in the Guidelines for grant applicants (Section 2.3). Please note that the Guidelines do not provide for any additional score for any topic or area identified in the application.
- b) You can find eligible types of activities outlined in the Guidelines (Section 2.1.2). It depends on how you plan and present your action as a project of academic exchange and collaboration, how you raise goals and measure incremental achievements. You would still need to have an affiliation with a host institution which would invite you, support your selected topic, defined efforts and intended deliverables, and have a colleague there who would serve in a supervisory role and would be able to sign your reports. The contracting authority is not in a position to provide a prior opinion on the evaluation of applications.

#### **Question 18**

***I am a professional researcher. In 2022 I was deprived of employment opportunities in Belarus for political reasons. Currently, I am working on a contract in a research institute of one of the EU countries. May I apply for the competition on Fellowships to Belarusian lecturers, scientists, and PhD students at EU higher education and research institutions under the Programme support to advanced learning and training (EU4Belarus SALT)?***

#### **Answer 18**

The Guidelines for grant applicants outline eligibility requirements for applicants in Section 2.1.1. If you reside in an EU member state, are a researcher and can demonstrate suffering from persecution, you are potentially eligible to apply for this grant. When writing your application, please keep in mind further eligibility requirements for eligible actions (Section 2.1.2).

If you intend to continue relationship with the same research institute you are employed in now, please carefully assess if you comply with the programme objectives (section 1.3), mobility requirement (section 2.1.2) and eligibility requirement which requires not to have an employment contract with the same hosting institution in parallel with the fellowship.

The contracting authority is not in a position to provide a prior opinion on the eligibility of applicants at this stage.

#### **Question 19**

***My brief questions relate to Application form, section 3.5, Applicant's experience and relevant awards:***

- a) There are no uniform rules for links to publications; could you give examples of FULL references and links to articles in journals or conference proceedings?***
- b) Similarly, what is meant by relevant awards; please give examples of what can be considered as awards that are relevant to the applicant's experience. Thank you in advance for your response***

#### **Answer 19**

- a) There is no mandatory referencing style for this application and, hence, we cannot provide a specific example of a full reference. When making a list of your research and scientific publications, we encourage you to choose one referencing style (such as APA, MLA or Chicago) and keep the referencing style consistent.
- b) Relevant awards refer to any honors, prizes, or recognitions that are directly related to your field of expertise, demonstrate your professional and academic achievements, and align with the experience required for the Action you've proposed in the application.

#### **Question 20**

***In the Application form, section 2.3.2, Expected results, it says: "ii. Explain how you will address visibility and sustainability measures of the action". Could you elaborate what is understood under sustainability measures?***

#### **Answer 20**

Sustainability, in the context of this Action, refers to your ability to maintain the Action's outcomes and impacts over the long term, even after support from the European Union has ended. Should the applicant be successful, they will be required to report on the sustainability of the Action, including follow-up activities envisaged and immediate plans for the upcoming 12 months.