

EMBO Courses & Workshops Programme

India | EMBO Lecture Courses Organizer guidelines

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EMBO subject areas

Cell Cycle, Cell & Tissue Architecture, Cellular Metabolism, Chromatin & Transcription, Development, Differentiation & Death, Evolution & Ecology, Genome Stability & Dynamics, Genomic & Computational Biology, Immunology, Membranes & Transport, Microbiology, Virology & Pathogens, Molecular Medicine, Neuroscience, Plant Biology, Proteins & Biochemistry, RNA, Signal Transduction, Structural Biology & Biophysics, Systems Biology

Contact: courses_workshops@embo.org

1. About

The aim of an India | EMBO Lecture Course is to teach participants, primarily PhD students and postdoctoral researchers about a specific scientific topic. The course should provide participants with background and underlying concepts, thereby making the topic accessible to scientists with diverse scientific background.

An India | EMBO Lecture Course should consist of:

- Scientific lectures by experts: preferably the speakers would give both a general overview lecture and a more specific research lecture
- Poster sessions and student presentations
- Additional training sessions covering e.g.:
 - Technologies relevant to the research
 - Journal clubs
 - Reviewing of manuscripts
 - Career options
 - Responsible conduct of research
 - Where, when and how to apply for postdoctoral positions and fellowships.
- Practical training if deemed necessary

Organizers are encouraged to consider covering scientific writing, job applications, presentation skills, or grant application writing. If additional trainers need to be hired, please specify your request in the application.

India | EMBO Lecture Courses must take place in India and last between three and ten days to provide sufficient time for all the activities. Attendance of these events should not exceed 120 participants and the ratio of speakers to participants should be around 1:5.

2. Funding

The maximum funding available for an India | EMBO Lecture Course is €35,000 of core funding and an additional €6,500 for travel grants, registration fee waivers and childcare grants to participants. It is expected that participants (other than the speakers) will pay for some of their travel, accommodation, and a modest registration fee.

Core funds can be used to cover:

- Travel (economy), accommodation and subsistence costs of the speakers;
- Catering costs during the meeting;
- Administrative costs up to €4,000 for in-person meetings and up to €8,000 for virtual and hybrid meetings;
- Room hire, Audio-Visual (AV) and IT facilities essential for the workshop;
- Social activities (e.g., excursions) up to max €3,000.

For hybrid meetings, an additional grant of €10,000 will be provided. The funds can be used to cover:

- Rental of a virtual platform to host the virtual part of the meeting;
- Rental of additional AV equipment and personnel costs;
- Additional administration costs up to a total of €8,000.

EMBO funds do not cover overheads or purchase of equipment or gifts for speakers and participants, honoraria and dinners/meals exclusively organized for the speakers.

To reduce environmental impact, organizers are encouraged to consider distributing the abstract book in electronic format via the workshop website and to print only a minimum number of hardcopies, if necessary.

It is understood that, as an organizer, you do not render any services on behalf of EMBO. The organizing institution is responsible for the EMBO Workshop. It is supported by EMBO with a grant, provided that the event is organized as described in the initial application (except for any further modifications that are subsequently approved in writing by EMBO), and that promotion of the event and submission of the final documentation complies with the funding conditions.

If you are holding your workshop in hybrid or virtual format, please refer to [organizing hybrid or virtual events](#) for a summary of options and points to consider.

Please inform EMBO as soon as you have decided upon any changes to the original plans, via courses_workshops@embo.org.

3. Payment of the grant

The funds will be transferred to the account specified by you and to which you have access. EMBO will not be able to transfer the funds to 3rd parties. We recommend that you open a separate account, preferably at your institute, with the name of the Workshop (but please do not use the term EMBO in the naming of the account, since this implies to our auditors that this account is managed by EMBO).

80% of the allocated funding will be transferred to organizers approximately four months prior to the start of the workshop. EMBO must be notified of any significant changes to the workshop budget and/or scientific programme after it has been initially approved.

Once the final financial statement and reports have been approved by EMBO, the remaining funds (up to 20% of the allocated funding) will be transferred. Please list the travel and childcare grant recipients separately in the final report.

Since EMBO offers to set-up a website and registration system, design a poster and provide meeting bags and pens at no additional charge, any expenses incurred for these services will not be covered by EMBO funding and will be deducted from your final payment with the exception of the COMS payment service.

The final documentation must be submitted to EMBO within three months following the end date of the workshop. Failure to do so will result in the final payment being forfeited.

EMBO reserves the right to claim unspent funds based on the financial statement.

4. Beware of rising fraud cases

Due to a recent fraud case involving an EMBO meeting organizer, Organizers are asked to be vigilant when making any financial transactions. Please counter check to ensure that funds transfers involve only bonafide vendors or service providers' bank accounts. Be especially cautious and seek to verify information if funds transfer details are changed suddenly. Please note that EMBO is unfortunately not able to offer any additional funding to compensate for losses through fraud.

5. Travel and childcare grants

Travel grants can be used to cover travel, accommodation, visa costs and/or registration fees. Organizers should announce the travel grants and registration fee waivers to participants in advance of practical course, as soon as registration opens.

Organizers receive an additional €6,500 for their events to cover the following:

Type of grant	Amount allocated	Available for registered participants working in laboratories in	Explanatory notes
Travel grants and registration fee waivers	€2,500	All countries	Applicants should specify their needs in the registration form. Maximally €500 per participant can be allocated.
Childcare grants	€1,000	All countries	To cover additional childcare costs incurred by participants or speakers when participating at any EMBO-funded meeting including virtual and hybrid meetings. Eligible costs include fees for a baby-sitter or child-care facility, travel costs for a caregiver, or travel costs for taking the child to the meeting, etc. Applicants should specify their needs in the registration form. Maximally €500 per participant can be allocated.
Special travel grants & registration fee waivers	€3,000	Associate EMBC Member States (Chile, India, Singapore and Taiwan)	Exclusively for participants of any nationality working in laboratories in Associate EMBC Member States. Registration fee waivers and travel grants should cover the cost of attendance for participants who need it. Applicants should specify their

			needs in the registration form. Maximally €1,000 per participant can be allocated.
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Please note that the budget allocated to each category is not transferable.

Organizers may consider awarding fee waivers to applicants from lower income economies.

The EMBO travel grants shall be allocated based on the quality of the abstract submitted.

Please contact the eligible participants to offer them the grant or registration fee waiver and **reimburse the recipients directly for their travel costs**. It is the organizer's responsibility to select the awardees and directly reimburse them for their expenses as EMBO does not process reimbursements.

After your meeting, please provide us with the name, country of residence and amount awarded to each recipient as part of the final documentation you will send to EMBO. Please keep a copy of all participant travel receipts. **We will reimburse you for the total amount of the travel and childcare grants along with the final payment.**

6. Registration fees

Organizers should keep in mind the VAT (Value Added Tax) in India when setting the registration fees.

The registration fee for an India | EMBO Lecture Course:

- Should not exceed INR 5300/€60 (< 5 days in length) and INR 8000/€90 (≥ 5 days in length)
- Should not be less than INR 13000/€150 for participants from industry
- Should be paid directly to the organizer (or the organizer's nominee) and included as income in the final financial statement. Please note that EMBO does not collect registration fee payments; however, fees can be collected via the website set up by EMBO (see [Registration Fee Collection](#)).
- Must be waived for one EMBO editor registered for the course (the editor will cover their own travel and accommodation expenses)
- May be waived for editorial staff from other scientific journals who attend the course.
- Please include simple terms and conditions for refunds in case of cancellations. This is in order to ensure transparency and manage the expectations of those registering for the meeting.

The income from the registration fees is considered as EMBO funding.

Reduced registration fees can be charged to virtual participants. Discounts for group registrations should be considered.

7. Participants

When selecting speakers and participants, organizers are requested to ensure gender balance. For India | EMBO Lecture Courses, a greater representation of scientists based in India is encouraged.

Participants should not be restricted to a pre-defined group, such as from a single institution only or other defined groups.

Participants can provide information regarding any special needs on the registration form. These may include any dietary requirements or accessibility needs. Organizers are requested to please accommodate these needs where possible. Should it not be possible to provide the requested services, please inform the applicants.

It is at the discretion of the organizers to define their own policies on participants using social media (e.g., X, formerly Twitter) or taking photographs or recordings of presentation slides or posters during the meeting. Please inform participants of the policies that you would like to adopt via your meeting website (there is a section on the website made by EMBO) and other communication channels. Also see the [Code of Conduct](#) section below. This text will also be displayed on the website created by EMBO.

8. Alert for speakers

Please note that speakers at EMBO Courses and Workshops have been contacted (via email or phone) by companies who wrongfully claim to be responsible for hotel and/or travel bookings and request credit card information. Please alert your speakers to this and inform them about the procedures you will use for the organization of your meeting.

9. Lectures

Lecture	Description
EMBO Young Investigator Lectures	The EMBO Young Investigator Programme offers meeting organizers the opportunity to apply for support of a lecture to be given by an EMBO Young Investigator.

	<p>Please note that only current EMBO Young Investigators are eligible. A listing can be found on the EMBO website.</p> <p>Maximum funding: €800 (within Europe) and €1,200 (outside Europe).</p> <p>Please complete the application form and send to the EMBO Young Investigator office (yip@embo.org).</p>
EMBO Global Investigator Lectures	<p>The EMBO Global Investigator Network offers meeting organizers the opportunity to apply for support of a lecture to be given by an EMBO Global Investigator.</p> <p>Please note that only current EMBO Global Investigators are eligible. A listing can be found on the EMBO website.</p> <p>Maximum funding: €500 (for travel within the same country/region) and €1,800 (for intercontinental travel).</p> <p>Please complete the application form and send to the EMBO Global Activities office (global@embo.org).</p>
EMBO Science Policy Lectures	<p>The EMBO Science Policy Programme offers meeting organizers the opportunity to include a non-scientific talk from a scientist, sociologist, ethicist or journalist.</p> <p>The lecturer must hold a presentation on 'Science Policy' issues.</p> <p>Maximum funding: €1,000 (within Europe) and €2,000 (outside Europe & Israel).</p> <p>Please complete the application form and send to the EMBO Science Policy office (policy@embo.org).</p>
EMBO Women in Science Lectures	<p>EMBO offers meeting organizers the opportunity to include a talk addressing issues related to women in science.</p> <p>The lecturer must hold a presentation on 'Women in Science' issues.</p> <p>Maximum funding: €1,000 (within Europe) and €2,000 (outside Europe & Israel).</p> <p>Please complete the application form and send to the EMBO Women in Science (women@embo.org).</p>

10. Publicising and co-funding

The course will be entitled "India | EMBO Lecture Course". The (main) title of the course may not mention other organizations or institutes that support the conference. Organizers should also refrain from using excessively long titles and numbers referring to previous meetings.

The website, poster and all materials should include the EMBO logo, the India Alliance logo and the [India | EMBO Lecture Course stamp](#). The EMBO Press logo should be featured with other supporter logos on the website and poster.

Sponsors cannot be mentioned in the title of the meeting but can be acknowledged on the website and the poster. Sponsors who provide €20,000 or more towards the meeting can be recognized as co-sponsors. The co-sponsors' logos can be displayed prominently on the website.

EMBO does not consider funding courses when the other co-funders/sponsors insist on the proceedings being published (although publications can arise from Lecture Courses, provided that all contributions are given voluntarily).

All India | EMBO Lecture Courses are announced on the EMBO poster, EMBO website and social media channels and through other select print and online media.

Further advertising is left at the organizer's discretion. It is a strict condition of EMBO funding that any additional publicity, as well as the programme and abstract book, should clearly indicate that the meeting is an India | EMBO Lecture Course, without subtitles relating to previous similar meetings or other organizations.

The scientific programme of your meeting, as submitted at the time of application, was reviewed and approved by the EMBO Course Committee. Responsibility for subsequent changes to the programme, and the organization and execution of the event, lies exclusively with the event organizers.

Furthermore, EMBO hosts the website, where organizers opt for this, but does not take responsibility for the content provided by the organizers of the meeting. Organizers are responsible for ensuring that all content and images provided by them for the websites comply with German copyright laws. Fines resulting from copyright infringement will be the organizer's responsibility and will be deducted from the final payment of the awarded EMBO funding.

Organizers shall comply with all applicable laws and regulations, standards and guidelines, including GDPR (see also [Data protection](#) below), in the advertising of an EMBO funded meeting. Organizers shall also ensure that all processes and procedures used relating to the organization of the meeting comply with all local laws, regulations, standards and guidelines that apply in the jurisdictions in which the meeting takes place.

11. Poster and website

EMBO will create the course website (including an online registration system), design a poster and abstract book cover at no additional charge where organizers opt for this. EMBO hosts the website but does not take responsibility for the content provided by the organizers of the meeting. Organizers are responsible for ensuring that all content and images provided by them for the websites and posters comply with German copyright laws. Fines resulting from copyright infringement will be the organizers' responsibility and will be deducted from the final payment of the awarded EMBO funding.

For information on various methods of collecting registration fees, please see [Registration Fee Collection](#). Please note that EMBO does not handle registration fee payments, but only provides information that may be useful to organizers.

Please note that EMBO does not print or mail the posters or abstract books designed for your workshop.

Organizers who make their own websites and posters have to adhere to the EMBO brand guidelines (please refer to "[Guidelines for organizers creating their own web pages and posters for EMBO Courses or Workshops](#)").

Full details will be supplied to organizers shortly after acceptance of the funding conditions has been confirmed.

12. Code of conduct

At EMBO, we believe that harassment and discriminatory behaviour are unacceptable in any setting. This code of conduct will be applicable for all participants of EMBO events and will be published on the website of your meeting.

We know that individual communities will have different ways to deal with the use of social media and data communication. You may want to edit and adapt the policy on media and communication as appropriate and agreed to by your community.

Please find below a general code of conduct for your Inda | EMBO Lecture Course.

Anti-harassment and non-discrimination policy

This EMBO meeting shall maintain an environment free of harassment and discriminatory behaviour for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, ethnicity, beliefs (religious or otherwise) or manner of articulation.

Harassment and discrimination of attendees in any form, either in person or online is not tolerated.

Attendees are expected to conduct themselves in a professional manner and all communication and behavior should conform to a respectful environment for all.

Media and communications policy (*adapt as appropriate*)

Unpublished data may be presented at this meeting and presenters may not want their results to be communicated beyond the audience in attendance at the event. Participants must seek approval from the presenter before quoting or passing on any of the data presented.

Furthermore, the recording or communication of the scientific content presented (e.g., talks, discussion sessions or posters) by audio, video, photographs or any other means, or communication via social media needs to be agreed upon by all concerned.

Attendees violating this Code of Conduct may be asked to leave the workshop, practical course or lecture course without a refund at the sole discretion of the organizers.

Attendees are expected to respect the media and communications policy during this EMBO event.

13. Encouraging Sustainable Meetings

EMBO would like to promote the reduction in CO₂ emissions in order to lessen environmental impact by encouraging the organizers of EMBO Courses and Workshops to implement, to the best of their abilities, some measures that should keep the CO₂ footprint of the course or workshop at a minimum.

We are aware that these measures may not seem significant on their own, but we do hope that they will create awareness and will help to change many people's minds and behaviours. Only together can we make a difference to the climate and the future of the planet and our children. We would therefore welcome that organizers encourage debate about this topic at the meeting.

Reducing long-distance air-travel: It is recommended to include at least one remote presentation at the meeting. This should not be given by an additional speaker but should replace a regular speaker in your programme. The money saved for travel and accommodation (max. €1,500) as a result can be used to cover additional travel grants for participants travelling to the venue by train from the available core budget. Please indicate this in your budget estimate. Please note that this is not a binding requirement for Practical Courses.

Train travel: Encourage speakers and participants to take trains within Europe for shorter distances, e.g., under 800km or under 6–8 hours of travel time. As above, organizers may use the money saved by introducing remote speakers to offer travel grants or subsidies to participants travelling by train (max €1,500 total).

Provide catering with lower CO₂ impact: Serve vegetarian food preferentially and reduce meat options from the meals. You might consider the following:

- a) On at least one day of the meeting only vegetarian food is served.
- b) Catering should be served in non-disposable wares.
- c) If possible, try to avoid (plastic) bottled water and plastic cups.

Electronic programme and abstract book: Organizers should distribute the abstract book in electronic format via the workshop website and to print only a minimum number of hardcopies, if necessary. Via the EMBO provided meeting web site organizers can export the abstract book in electronic format. This can then be made available, password protected, on the workshop website.

Voluntary CO₂ compensations: Organizers may consider collecting voluntary CO₂ compensation payments from participants and donate to accredited compensation brokers.

Central locations: Consider venues that are centrally located and easily accessible by public transport.

Plastic-free badges: Organizers should consider using paper badges.

EMBO promotional items: EMBO provides notebooks (FSC certified paper), bags (from recycled materials), and pencils for meetings on request. Notebooks are perforated to encourage their continued use after the meeting. You will be contacted prior to the meeting to inform us of your needs.

14. Participant feedback

If EMBO creates and hosts the website for the course, feedback from all participants is automatically collected after the meeting. Participants who fill out the questionnaire automatically receive their certificate of attendance via email. Organizers will have access to the anonymised feedback forms.

Should you be using your own registration system, EMBO will request a complete list of participants, including speakers. They will be contacted by EMBO with the request to fill out the feedback questionnaire. Organizers will have access to the anonymised feedback forms.

15. Data protection

Since India | EMBO Lecture Courses include speakers and attendees from Europe, you have agreed to comply with the European General Data Protection Regulation ([GDPR](#)). Under the GDPR, you hold the position of “data controller”, meaning that you are the decision-makers regarding the personal data that is collected and processed for the organization of your event. As a data controller, you must familiarize yourselves with the GDPR and your obligations to your data subjects. Specifically, you must agree only to collect personal information that is necessary for organizing your meeting and ensure that the people whose information is collected are aware of the ways in which it will be used. Any person whose personal information (including names, email addresses, institutional addresses etc.) is to be used in the promotion of the meeting must explicitly agree to their information being used in this way. You must also ensure that subjects are aware of their [rights under the GDPR](#), including the right to be made aware of the data you hold about them and to correct, erase or receive a copy of this data.

An appropriate disclaimer informing users of their rights under the GDPR will be included in all online registration systems supplied by EMBO. If you are not using the websites or registration platforms provided by EMBO, it is your responsibility to ensure that the participants are made aware of their rights.

If you are planning to contact event participants after your meeting, you must obtain their active consent during the event (e.g., through a sign-up list). Please be aware that under the GDPR, you have an obligation to document that they have given this consent, so please keep the corresponding documentation.

16. Final documentation

Templates for the final documentation will be provided after the 1st instalment of the grant has been paid, approximately four months before the meeting. The following documents will be expected:

- A short report (1–2 pages) about the course, including a short scientific overview, participants' reaction to the location and organization, and any other relevant comments.
- Final financial statement, which should include all income and expenditure for the workshop. Please note that the organizer must retain receipts for ten years after the workshop for auditing purposes.
- If the meeting was hybrid, a separate hybrid component financial statement
- Total number of applicants, and the number, gender, nationality, and country of residence of academia & industry participants, and of instructors and speakers. For hybrid meetings, please indicate whether participants attended virtually or in-person.
- Programme and abstract book (preferably electronic).
- If applicable: List of travel grant, childcare grant and registration fee waiver awardees (including name, institute, nationality (if known), country of residence and amount awarded for travel and childcare grants. Please note that the organizer must retain receipts for ten years after the workshop for auditing purposes.

All of the above documents must be submitted to EMBO within three months following the end date of the workshop. Failure to do so will result in the final payment being forfeited.

17. Registration Fee Collection

This brief overview is intended to provide information on the possible avenues for setting up a payment system for your EMBO funded event.

You may want to get advice regarding tax implications of your meeting. These may arise for example from collecting registration fees, sponsorships etc. These implications may differ between the place from which you organize the event and where the event is taking place.

Please note:

- EMBO does not guarantee nor take responsibility for the services of any of these providers.
- EMBO does not offer to set up or provide support in the use of these services—questions about the platform and how to work with it should be directed to the support services of the respective providers.
- Some services charge a commission for the transaction of each payment. You should check the amount of the fee and consider whether to adjust your pricing accordingly.

Payment module via EMBO supplier	Online transactions (PayPal, Stripe, WorldPay etc.)	Bank transfer
Can be used with a standard checking account	Requires that you have a business bank account	Requires that you have a business bank account
The registration system matches the payments to the participants.	Payments and participant registration details have to be manually matched.	Payments and participant registration have to be manually matched.
Credit card payments are possible.	Credit card payments are possible.	Credit card payments are NOT possible.
Included with the EMBO website, but not set up by EMBO.	PayPal and other online payment services generally charge a commission for each transaction.	There may be additional charges for international transfers.
For set up and support, please contact: m.mandl@conference-service.com	For support, please contact your service provider. For a brief tutorial on how to use PayPal for online payments, please see here .	For support, please contact your bank.

IMPORTANT

Please note that your chosen payment provider may not be available in all countries and may not accept all credit cards, debit cards, or payment methods. EMBO cannot help with any problems relating to the platform you use.

Please also note that only the payment module via the EMBO supplier will allow for matching the payments with the registrants' data. For all other methods of accepting registration fees, you will need to manually match the payments with the registrant's data.

18. Organizing hybrid conferences

Conferences in hybrid format allow scientists to participate when they are unable to attend in person. Possible reasons include health-related issues, care obligations, lack of funding, or difficulty to obtain a visa.

One of the goals of EMBO is to stimulate scientific exchange across a broad audience. We therefore encourage the organizers of EMBO Courses and Workshops to opt for a hybrid format. Additional funding of up to 10,000 € is provided for expenses related to a hybrid set-up for e.g., AV support, virtual platform, administrative support, etc.

EMBO works with a third-party conference management service that can provide a virtual meeting platform as well as a mobile app. Depending on the number of users and the amount of support needed, the cost for this platform will range from 1,100 – 2,200 Euros. In addition to that, EMBO can offer you a bespoke mobile app for your meeting, which allows participants to easily communicate with each other. The cost for this mobile app for your event is 1,100 Euros as a stand-alone or 1,900 Euros together with the virtual platform.

Based on feedback from previous organizers of hybrid EMBO meetings, below some suggestions for setting up a hybrid meeting:

- Designate someone as responsible for interacting with the virtual participants
- Invite and support participation of virtual participants in the Q+A session: Appoint an additional session chair to monitor questions from the virtual participants
- Consider selecting virtual participants for short talks
- Enable online networking activities, such as online poster and discussion sessions, or flash talks, amongst virtual participants. These can be hosted via Zoom breakout rooms or other social networking platforms, for e.g., Wonder.me, Gather.Town, SpatialChat, Topia, and others
- Support participation of virtual participants in discussion sessions or other on-site sessions
- Speakers must be informed and asked for consent if talks are recorded
- Recording of the talks helps, virtual participants to deal with the time difference and screen fatigue, they should be available as soon as possible on a dedicated platform or website. Talks should be recorded individually, not as a full session. This will make viewing and excluding talks that are not to be recorded easier
- Advertise activities for virtual participants in the meeting programme.

***Disclaimer:** This document is intended to assist organizers set-up virtual meetings and offers mere suggestions and advice. EMBO does not endorse any software or services and does not take any responsibility for third-party services that the organizer may choose to use.*