



Mobility Fund: Research Internship

What: The *Research Internship Fund* seeks to allow graduate students who are members of the Partnership Project to do a research internship in an institution distinct from their own under the supervision of a CRIMT Partnership Project coresearcher. This funding is based on a matching system, where the CRIMT CRSH-Partnership grant covers half of the requested amount, while the student's (co)supervisor covers the other half.

The length of research internships ranges from 1 to 3 months. The weekly living allowance is **Can\$500**, up to a maximum amount of **Can\$6 000**. To receive such an allowance, candidates must ensure sustained on-site presence and lodge near the host institution for at least 90% of the internship's duration. In terms of the reimbursement of travel expenses, the candidate can claim up to a maximum of **Can\$100** (in return travel) if the host institution is located less than 250 km away from the institution of origin. If located more than 250 km away, up to **Can\$2 500** can be requested (the table below details the maximum amounts that can be reimbursed according to points of departure and destination).

Departing from... /	Going to...	Americas	Europe	Asia	Oceania
Americas		Up to 1 000 \$	Up to 1 500 \$	Up to 2 000 \$	Up to 2 500 \$
Europe		Up to 1 500 \$	Up to 1 000 \$	Up to 1 500 \$	Up to 2 500 \$
Asia		Up to 2 000 \$	Up to 1 500 \$	Up to 1 000 \$	Up to 1 500 \$
Oceania		Up to 2 500 \$	Up to 2 500 \$	Up to 1 500 \$	Up to 1 000 \$

IMPORTANT: when these amounts are to be paid in foreign currencies, the applicable exchange rate is the one prevailing at the time the **payment of the funds is made**.

NOTE TO APPLICANTS:

As half of the amount will have to be requested (e.g. from a Partner Centre, a Department, a School or Faculty) or paid (e.g., from a research grant) by your supervisor or co-supervisor, it is important that the length of the research internship be discussed with your supervisor or co-supervisor **in advance** of submitting your application (knowing that in the case of a three-month internship, your supervisor might have to seek or provide up to Can\$4 500). **IMPORTANT:** A student cannot seek distinct funding as part of the same competition for an internship **and** fieldwork research (for information on the latter, see *Mobility Fund: Fieldwork Research*). Furthermore, the *Research Internship Program* is not intended to finance student participation in Partnership Project-related activities, such as international seminars, symposia or conferences. For such activities, applicants should consider applying to the *Research Dissemination program* or for support from their Partner Centre (as defined within the Project) or their research supervisor.

When: This contest will be the only one organized in 2024. The research internship must start before **April 1, 2025**.

Who: To apply, applicants must:

- be registered as a full-time master's or PhD student;
- have a minimum of two semesters remaining in their master's or PhD program;
- be studying under the supervision or co-supervision of a CRIMT Partnership co-researcher (see list in attachment, or on Teams at: <https://bit.ly/47bBbHH>);
- be undertaking a research internship under the guidance of a CRIMT Partnership co-researcher, in an institution distinct from their own;
- propose a research internship that is closely linked to their dissertation project, and that shall benefit the Partnership Project as a whole;
- seek, in the context of their work, to contribute to the theoretical and/or empirical understanding of organizational or institutional experimentation.

How: Applications must include the following details and documents:

- a short introduction letter, which should specify the date of first registration into the Master's or PhD program, the name of the supervisor or co-supervisor, the moment and period of funding sought (one to three months, and a brief summary of the research internship project (in abstract form) for which the candidate seeks funding. It is normal for the internship period and duration to be approximate in certain cases. These can be specified once the possibilities for accommodation and stay become clearer on the ground. Please provide a rough estimate at the application stage (e.g. around three months, in spring 2024);
- a description of the candidate's research project (on two pages - excluding bibliography - including an outline of the research question, the theoretical approach, the main research hypotheses and the methodology, a timetable and, even if approximate, a budget estimate of the main expenses, e.g. transportation, accommodation, etc.), and its expected contribution to the CRIMT Partnership Project. Since this latter element will figure prominently in the student funding committee's evaluation, candidates are invited to consult the Partnership Project (in attachment) and consult their supervisor or cosupervisor for their ideas and suggestions;
- a letter of support from the candidate's supervisor or co-supervisor, stating:
 1. the role of the student in the CRIMT Partnership Project, and the expected benefits of his or her research internship;
 2. his or her engagement to solicit local funds to match CRIMT funding (financing ratio: 50% CRIMT – 50% local matched funding) and/or provide it through his or her own research funds (e.g., a grant or a research contract);
 3. his or her expectations about the potential of the candidate's dissertation to contribute: a) to the theoretical and/or empirical understanding of organizational or institutional experimentation; b) to the database of cases of experimentation that the project seeks to build;
 4. his or her willingness to encourage the candidate to participate in CRIMT activities (see the meaning of participation under the **Expectations and Obligations** heading).
- a letter of support from the CRIMT Partnership co-researcher in the host institution, stating:
 1. his or her willingness to provide ongoing direction and support to the candidate for the duration of his or her internship;
 2. his or her commitment to ensure that the student has appropriate lab and/or office space and resources (e.g., access to the institution's computer network and library) during his or her research stay. Details as to what that entails should be included in the letter;
 3. when applicable, how he or she will adhere to internal institutional policies for visiting researchers. While most research internships are probably to be arranged rather informally, if a formal internal approval process is required by the host institution (e.g. some kind of fee waiver for visiting students is necessary to get approved), it can either be secured prior to the student submitting his or her application to the Mobility Fund (in which case, a confirmation of internal approval should be included with the support letter) or after (the Mobility Fund would then be conditionally awarded to the student pending internal approval by the host institution).
- a complete CV, including email and postal addresses;
- copies of all transcripts since first admission to the university, including the most recent. Electronic or photographic copies are preferred (no mailings please).

All requested details and documents should be sent in a single PDF file to Nicolas Roby (nicolas.robby@umontreal.ca), CRIMT's scientific coordinator. The letter of support can, at the discretion of your supervisor, be sent separately (also to nicolas.robby@umontreal.ca). **Deadline for submitting an application is Monday, May 27, 2024.**

Evaluation Criteria

- The quality of the proposed research internship, its contribution to the candidate's dissertation as well as the CRIMT Partnership Project, and to the theoretical and/or empirical understanding of organizational or institutional experimentation;
- The academic merit of the candidate;
- The commitment of the candidate's supervisor or co-supervisor to ensure matching funds (equivalent to half of the requested amount);
- The conditions of reception in the host institution.

Expectations and Obligations

- Upon receiving their research internship grant, students will have to confirm (in writing) their intention to attend and participate in CRIMT activities (seminars, round-tables, masterclasses, conferences). Attendance should be in person whenever possible, and, if impossible, online on a computer (either through YouTube Live, by Skype, on Teams or by videoconference). Funded students will also be expected to attend CRIMT's annual doctoral/postdoctoral school (reserved for PhD/postdoctoral students and usually held at the end of October) and CRIMT graduates School day, usually held in mid-May;
- Submit an internship report at the end of their research stay.

CRIMT NAMED SCHOLARSHIPS

CRIMT awards four annual scholarships in honour or in memory of great figures in the field of industrial relations and labour law in Quebec and Canada: Shirley Goldenberg, Roger Lecourt, Jacques Bélanger and Pierre Verge.

Shirley Goldenberg was a Full professor in the Faculty of Management at McGill University. As Canada's first female scholar of industrial relations, Shirley Goldenberg not only helped to legitimize the place of women in this traditionally male field, but has also contributed – with a profound concern for social justice and progress – to a better theoretical and practical understanding of the evolution of work and employment in Canada. This was evident in her groundbreaking work on industrial relations in the federal public sector, the role of union staffers, the unionization of professionals, and on women and the law.

Roger Lecourt is a nationally and internationally recognized specialist in industrial relations and social dialogue. He is a frequent contributor to CRIMT's activities and chairs its Stakeholder Committee. A former Deputy Minister of Labour in Quebec and a consultant to the International Labour Office (ILO) in a number of countries, he has also been a union leader and mediator/conciliator. His work exemplifies a commitment to building a practical understanding of work, its values and its transformations.

Jacques Bélanger was a Full professor in the Industrial Relations Department at Université Laval and the co-director and co-founder of CRIMT. Drawing on the finest British empiricist traditions, he developed a rigorous ethnographic approach that would guide his highly innovative research in an effort to comprehend actor strategies in the world of work, convinced as he was of the coherence of their reasoning. His contributions to the analysis of the foundations of conflict and cooperation, to the study of forms of resistance and consent on the part of employees, to the understanding of multinational firms and to the development of comparative industrial relations research have sparked a whole generation of younger scholars.

Pierre Verge was an Emeritus professor at the Faculty of Law, Université Laval, and a co-founder of CRIMT. A true humanist and a rigorous scholar, through his prodigious body of work, he helped to establish labour law within the larger field of law, while emphasizing its universality and fundamental importance. His efforts to understand the transformations of labour law, notably through his interdisciplinary work within CRIMT, highlight the multiplication of sources and norms of regulation and the re-articulations between them – always with the objective of developing a coherent legal doctrine in synch with the realities of the world of work.

The Shirley-Goldenberg Scholarship is intended for full-time graduate students at **Canadian universities**, and the Roger-Lecourt, Jacques-Belanger and Pierre-Verge Scholarships, for those at **Quebec universities**. Each scholarship focuses on a theme or field of research that reflects the work of those in whose honour it is awarded. These themes or fields are :

The Shirley Goldenberg Scholarship is aimed at students whose work focuses *on major developments in the field of work and employment in Canada or abroad, with a preference for those dealing with their implications for public policy.*

The Roger-Lecourt Scholarship, at students whose work deals with *major developments in collective labour relations, both in Canada and abroad, with a preference for those dealing with union renewal, new forms of collective bargaining and representation, and the public policies that promote them.*

The Jacques-Bélanger Scholarship, at students whose work deals with *the study of actors in multinational companies or the organization of work, with a preference for those involving an ethnographic approach or a research stay abroad.*

Finally, the Pierre-Verge Scholarship, at students whose work deals with *collective autonomy, international labour law, or the articulation of sources of labour law, with a preference for those integrating work from the social and human sciences in the analysis of the legal regulation of labour.*

In total of all competitions held during the calendar year, the four students whose master's or doctoral projects stand out the most - for their scope and quality - on the themes covered by each of the scholarships will be awarded an amount of **\$2,500** each.