



## 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: the CRSH-CRIMT Partnership grant covers 50% of the requested amount, while the student's (co)supervisor covers the remaining 50%.

The funding period can range from **1 to 3 months**. The living allowance is **CAD\$500** per week, for a maximum total amount of **CAD\$6,000**. To apply, the candidate must plan to reside near the host institution and be present at the institution for at least 90% of the time during the internship. As for travel expenses, the candidate may request a reimbursement of up to **CAD\$125** for a round-trip if the host institution is located within 250 km of their residence, and up to **CAD\$2,500** if the distance exceeds 250 km. The table below specifies the maximum eligible amounts based on the distance between the departure point and the research site.

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 currency, the applicable exchange rate will be the one in effect **at the time of the fund disbursement**.

### NOTE TO APPLICANTS:

Since one-third of the requested amount must be solicited or funded by your (co)supervisor (e.g., through a funding request from a partner center, department, school, or faculty, or via a research contract or grant), it is crucial to discuss the duration of the intended funding with him or her **before beginning your internship application**. For example, in the case of a three-month internship, your research supervisor will need to request or disburse an amount of up to CAD\$4,000.

**IMPORTANT:** A student cannot request two separate funding for an internship and fieldwork research stay during the same period, although a project can combine both components. If you wish to receive combined funding for an internship and field research, please submit your application to the *Mobility Fund – Fieldwork Research Program*, specifying how the internship complements your field project, and providing all the additional information or supporting documents required by the *Mobility Fund – Research Internship Program*. The total eligible amount will then be that of the *Mobility Fund – Fieldwork Research Program*.

In addition, the *Mobility Fund – Research Internship Program* does not cover student participation in activities organized under the Partnership Project, such as international seminars, symposiums, or

conferences. In this case, candidates must submit an application to the *Mobility Fund – Research Dissemination Program*, with separate program components available for online and in-person activities.

**When:** The research internship must start before **April 1, 2026**.

**Who:** To be eligible, candidates must be:

- Be enrolled as a full-time master's or PhD student;
- Have at least 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 the attachment, or on Teams at: <https://bit.ly/47bBbHH>);
- Be undertaking a research internship under the guidance of a CRIMT Partnership co-researcher at an institution other than their own;
- Propose a research internship closely connected to their dissertation project, which will contribute to the overall Partnership Project;
- Aim, within the scope of their work, to enhance the theoretical and/or empirical understanding of organizational or institutional experimentation.

**How:** The application file must include the following information and supporting documents:

- A brief cover letter specifying the date of first enrollment in the master's or PhD program, the name of the (co)supervisor, the period and duration of the requested funding (from one to three months), as well as a brief summary of the research internship project. The period and duration of the internship can be approximate in some cases; therefore, it is recommended to provide an estimated timeframe (for example, approximately three months, in the spring of 2025);
- A description of the research project (two pages, plus bibliography), including an overview of the research question, theoretical approach, main hypotheses, methodology, and a budget estimate for the main expenses (transportation, accommodation, etc.);
- An overview of the expected contribution to the CRIMT Partnership Project. Candidates are encouraged to consult the Partnership Project (attached) as well as their (co)supervisor for ideas and suggestions;
- A letter of support from the candidate's (co)supervisor, outlining:
  1. The student's role in the CRIMT Partnership Project and the expected benefits of their research internship;
  2. The commitment to provide a matching contribution to the CRIMT funding (amounting to 50% of the total requested), either by requesting or disbursing it from research funds (e.g., from a grant or research contract);
  3. The expectations regarding the potential of the thesis or dissertation to contribute to the theoretical and/or empirical understanding of organizational or institutional experimentation;
  4. The commitment to ensure that the student participates in CRIMT activities (see the "Expectations and Obligations" section for the definition of "participate").
- A letter of support from the CRIMT Partnership co-researcher in the host institution, stating:
  1. His or her willingness to supervise and support the candidate throughout the duration of the internship;
  2. His or her commitment to provide the student with an appropriate workspace, as well as access to the necessary resources to carry out the internship (e.g., computer network, library). The conditions of the internship should be detailed in the letter;
  3. When applicable, how he or she will comply with their institution's policies regarding the hosting of invited researchers. Although most internships are arranged informally, if the application requires internal approval (e.g., a fee exemption for visiting students), the procedure can be initiated before or after submitting the application to the *Mobility Fund – Research Internship Program*. If internal approval is obtained beforehand, it should be included with the letter of support; otherwise, funding will be granted pending internal approval.
- A complete CV, including both the postal address and email address;
- Copies of all academic transcripts since first admission to the university, including the most recent. It is recommended to use electronic copies or photographs of the transcripts, as the originals will not be returned.

All required details and documents must be sent in a single PDF file to **Nicolas Roby** ([nicolas.robby@umontreal.ca](mailto:nicolas.robby@umontreal.ca)), Senior Research Advisor at CRIMT. The letter of support may be sent separately, at the discretion of the (co)supervisor, also by email to [nicolas.robby@umontreal.ca](mailto:nicolas.robby@umontreal.ca). The deadline to submit your application is **Friday February 14, 2025**.

## Evaluation Criteria

- The quality of the research internship project, its connection to the student's thesis or dissertation project and to the CRIMT Partnership Project, as well as its contribution to the theoretical and/or empirical understanding of organizational or institutional experimentation;
- The academic excellence of the candidate;
- The commitment of the research supervisor (or co-supervisor) to request or provide a matching contribution equivalent to half of the requested amount;
- The conditions of reception at the host institution.

## Expectations and Obligations

- Scholarship recipients must confirm their intention to participate in CRIMT activities (conferences, seminars, roundtables, masterclasses, lectures) upon signing the award letter. These events are held in person when possible, and online via Zoom or Teams when not. Furthermore, funded students are required to attend the CRIMT Doctoral School, typically held at the end of October, as well as the CRIMT Doctoral Day, usually organized in late May or early June;
- Submit an internship report at the end of the 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.

