



Studentship Fund

What: The *Studentship Fund* seeks to provide support to graduate students who are likely to achieve significant integration into the CRIMT Partnership Project. This funding is based on a matching system, where the CRIMT CRSH-Partnership grant covers two-thirds of the requested amount, while the student's (co)supervisor covers the remaining third. Periods of funding range from 4 to 12 months, at a rate of **Can\$500** per month for master's students (for a maximum amount of **Can\$6 000**) and **Can\$1 000** per month for PhD students (for a maximum amount of **Can\$12 000**). If the submission of the dissertation or thesis is due in less than 12 months, the maximum length of funding is equal to the number of months remaining (from the closing date of the competition) until the projected date of submission of the dissertation or thesis.

NOTE TO APPLICANTS:

As one third of the amount will have to be requested (e.g. from a Department, a School or Faculty) or paid (e.g., from a contract or research grant) by your research supervisor or co-supervisor, it is important that the duration of the financing be discussed with your supervisor or co-supervisor **in advance of submitting your application** (knowing that in the case of 12 months of doctoral financing, your supervisor will have to secure or contribute Can\$4,000 from the total Can\$12,000).

When: This round of competition will be the only one organized in 2024.

Who: Applicants must:

- be full-time master's or PhD students in Canadian universities who have been registered in their current master's or PhD program for less than 24 or 72 months respectively. Students who have just been admitted to a full-time master's or PhD program may also apply. **NOTE:** Periods of medical or parental leave are not counted as elapsed time for the purpose of calculating the period of admissibility;
- be or will 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>);
- seek, as part of their dissertation, to contribute to the theoretical and/or empirical understanding of organizational or institutional experimentation;
- not be holding an SSHRC or an equivalent provincial grant (e.g. FRQ-SC in Quebec, OGS in Ontario) at the time of receiving an award from the Studentship Fund;
- Former CRIMT studentship award holders who still meet the eligibility criteria may reapply to this program. A separate progress report (two-pages long maximum, describing the expected objectives and achievements for the project submitted in the previous competition and to what extent these have been achieved or not) must be filed along with any new application. The assessment of this progress report will be integrated into any new application;
- Provided they still meet the other eligibility criteria, Master's and PhD students who have been registered for more than 24 and 72 months respectively in their current program may apply for a short-term scholarship (up to 4 months) to complete their thesis. A progress report is not required in this case.

How: Applications must include the following details and documents:

- a short introduction letter, which should include the date of first registration into the master's or PhD program, the name of the supervisor or co-supervisor, a brief summary of the candidate's project (in abstract form) and the period of funding sought (please write 12 if the expected date of submission is more than 12 months away). Clearly state the projected date of submission in your proposal (to the nearest month);
- a two-page description (references on separate pages) of the candidate's project, including an outline of the research project (research problem and question, theoretical approach, main hypotheses, and methodology) and its expected contribution to the CRIMT Partnership Project. The ability of the candidate to link his or her research to the Partnership Project is considered essential and 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 co-supervisor for their ideas or 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;
 2. the quality of the candidacy, how realistic the detailed timetable is, and, in particular, the student's projected submission date of his or her master's or PhD dissertation;
 3. his or her commitment to ensure local funds to match CRIMT funding (in a two-thirds CRIMT/one-third local ratio) and/or provide it through his or her own research funds (e.g. a grant or research contract);
 4. 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;
 5. 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 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 project, its contribution to the understanding of organizational or institutional experimentation, its link to the overall CRIMT Partnership Project and how realistic the timetable is;
- The academic merit of the candidate;
- The commitment of the candidate's supervisor or co-supervisor to ensure matching funds (equivalent to one-third of the requested amount).

Expectations and Obligations

- PhD students registered for less than 24 months at the competition closing date are required to submit an application for public funding to either the SSHRC, the FQRSC (for students registered in Quebec universities) or an equivalent national, state or provincial funding body (for foreign students and students registered in universities located elsewhere in Canada). This only applies if the level of funding offered by the equivalent national, state or provincial funding body is equal or greater than that of the CRIMT Partnership Studentship Fund;
- Candidates who should receive an SSHRC or equivalent national, state or provincial grant during the course of their CRIMT Partnership grant must notify CRIMT before the payment of their first SSHRC (or national, state or provincial equivalent) instalment. Any unpaid overlapping CRIMT studentship instalments would then be replaced by their SSHRC grant or equivalent;
- Funded students must notify CRIMT in advance of any significant change in status to their project, registration or supervisor;

- Upon receiving their studentship, 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.

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.