



Mapping of Internship Policies

Call for Researcher

Summary

- We are hiring a researcher to map out best and worst practice in Europe when it comes to internship policies and to present this in a report of 10 - 15 pages
- Budget 4,500 EUR excluding VAT
- To apply send a CV and 1 page Cover Letter to William Hayward william.hayward@youthforum.org by Monday 19th July 09.00
- Research to run between 26th July - October 4th 2021

Introduction

Advocating for better quality internships (termed traineeships at EU level) is one of our advocacy missions at the European Youth Forum so that we can ensure young people can claim their social and employment rights. We are now preparing a mapping exercise on internship policies in Europe to support policy change at EU level.

In 2020 the European Parliament called for a legislative instrument to ensure fair remuneration for trainees. Following up from that the European Commission announced in its Action Plan on the European Pillar of Social Rights that next year it will be reviewing its Recommendation on a Quality Framework for Traineeships that was introduced in 2014.

Our aim is to use this opportunity to push for stronger regulations on the quality of internships, in particular when it comes to remuneration and access to social protection which are missing from the existing Recommendation.

At the same time the results of our collective complaint against Belgium on the topic of unpaid internships are expected towards the end of 2021, so this is an important moment where policy change could be achieved.

To support our advocacy we will carry out a mapping of internship policies at national level in the EU, paying close attention to the criteria included in our [Quality Charter for Internships and Apprenticeships](#). Up-to-date information on internship policies across the EU is not readily available and this will be important both for informing our work and highlighting gaps in the quality of internship policies, demonstrating the need for EU level action.

The Mapping Exercise

The main approach for our mapping will be to identify best and worst practices in the Member States when it comes to internship policies - with a strong focus on remuneration, which is often the most important issue, with many young people having to undertake unpaid internships. We want to include country profiles in our mapping to highlight 1 or 2 best practice examples which most conform to our Quality Charter, as well as profiles of countries with unpaid internships.

This will allow us to demonstrate the divergence across EU member States when it comes to internship policies, highlighting the need for EU action and the limitations of the current EU Recommendation. It will also be useful to identify those Member States where the results of our collective complaint against Belgium may have relevance once the result has been published.

Key elements of the mapping

Identifying best practice examples:

- Identify best practice internship policies (potentially 2 country examples - to be agreed between the researcher and European Youth Forum) based on past research, using criteria from the European Youth Forum's Quality Charter.
- To verify that these policies remain best practice the researcher will contact European Youth Forum Member Organisations in those countries for their feedback as well as carrying out desk research.

Identifying examples of bad practice, in particular unpaid internships:

- Analyse past internships research and reach out to European Youth Forum Member Organisations to identify Member States with unpaid internships. Based on feedback from Member Organisations and also from desk research, countries should be selected to use as examples of bad practice for the mapping.
- This outreach to Member Organisations should also include questions on groups and organisations who are advocating on the topic of internships at national level, who the European Youth Forum can later engage in their advocacy.
- Prepare content of report (10-15 pages) including:
 - Summary - 1 page
 - Introduction - 1 page
 - Country profiles - 1 page each (number of country profiles to be agreed with researcher and will depend on the outcomes of research and member organisation feedback, initial aim is for between 5 - 10 country profiles)

- Conclusion with policy recommendations for the European Commission's review of its Recommendation on Traineeships - 1 page

Timeline

- Deadline to send application: Monday 19th July by 09.00
- Project to start: July 26th
- End date for all deliverables: October 4th

Budget for researcher

- 4,500 EUR excluding VAT. The researcher is exclusively responsible for the payment of all other taxes and social contributions related to the fee for the researcher.

Profile of Researcher

- Experience of analysing employment policies across different European countries.
- Excellent english writing and editing skills.
- Understanding of the EU institutions and policies, in particular employment and social policies.

How to apply

- Send a CV and a 1 page Cover Letter which describes your suitability for this role to William Hayward william.hayward@youthforum.org by Monday 19th July 09.00.
- You may be contacted for a call as part of the selection process.

Supporting information

The European Youth Forum aims to ensure that no applicant receives less favourable treatment on the ground of race, colour, nationality, religion, ethnic or national origin, gender, marital status, caring responsibilities, sexual orientation, disability or chronic illness.

The written materials delivered must be original and not been published previously.