



## ILO RESEARCH DEPARTMENT INTERNATIONAL INTERNSHIP COURSES

International Internship Courses were initiated by the Governing Body of the International Labour Organization to provide an opportunity for a selected group of participants from government, employer and worker circles to study first-hand the activities, structure and working methods of the International Labour Organization. Since 1963, these courses have been organised and run by the International Institute for Labour Studies, replaced today by the ILO Research Department.

### 1. THE 2019 INTERNSHIP COURSE

In 2018, the Internship Course will be held in the ILO building, in Geneva, and will run from 30 May to 7 June 2019.

The 2019 course will be held in English. Candidates must therefore have a fluent knowledge of English, not only to be able to read and understand lectures but also to actively participate in discussions and possibly act as reporter for round table debates.

### 2. QUALIFYING CRITERIA

The Internship Course is intended for participants from developing or industrialised countries who:

- a) are **between 25 and 45 years of age**, have already taken on significant responsibilities in the social policy field and who are likely to be called upon to assume increasing responsibilities. This therefore excludes the self-employed (lawyers, chartered accountants, etc.) or those who in an enterprise or organisation hold a purely commercial position;
- b) are sponsored by governments, employers' or workers' organisations;
- c) have completed appropriate studies or have equivalent experience;
- d) have formally undertaken to follow exclusively the full curriculum of the course for its duration.

### 3. FELLOWSHIPS

Twenty-four fellowships will be granted for the 2019 course to candidates from ILO member states that fulfill the qualifying criteria. In principle, these fellowships will be distributed as follows:

- 8 to candidates presented by the Government Group;
- 6 to candidates presented by the Employers' Group;
- 6 to candidates presented by the Workers' Group.
- 2 to the International Organisation of Employers (IOE)
- 2 to international workers' federations

These fellowships will cover:

- return air fare, economy class;
- a basic allowance to cover normal daily living expenses;
- accommodation provided by the Research Department.

#### **4. VOLUNTEER PARTICIPANTS**

A limited number of volunteer participants may be admitted to courses, provided they meet the qualifying criteria. Such participants do not benefit from a fellowship, their travelling and subsistence expenses being borne by their respective organisations. Their attendance at the course, on the other hand, is free of charge. Various employer organisations (for example those in Germany, India, Sweden and Nigeria) have availed themselves of this opportunity in the past.

#### **5. SELECTION OF CANDIDATES**

On the basis of information provided by employers' organisations on the candidates proposed, the IOE Secretariat will submit to the ILO Research Department proposals which take into due consideration the equitable geographical distribution, the number of fellowships already granted to member federations and, of course, the curriculum vitae of the candidates.

The final selection of participants falls within the exclusive competence of the Director of the Research Department, but the latter always receives the proposals made by the IOE in a very favourable manner.

#### **6. IOE CONTACTS WITH EMPLOYER PARTICIPANTS**

A few days after the opening of the course, the IOE organises a meeting in its offices, to meet the employer participants and to provide them with documentation and information which may be of use. Furthermore, the IOE maintains close contact with employer participants throughout the course, to learn of their impressions and, if necessary, advise them in dealing with any problems that may arise.

#### **7. IMPRESSIONS OF EMPLOYER-SPONSORED PARTICIPANTS**

Upon return to their respective countries, employer participants are requested to send the IOE a summary of their impressions of the course. Reports received to date show that, generally speaking, these courses have been very beneficial, with participants emphasizing the value of the opportunity to learn more about the ILO and the IOE. Participants have also appreciated the opportunity to meet fellow interns from other countries and circles.

#### **8. RECOMMENDATIONS**

Aware of the general trend or thinking of many participants from government and worker circles (and even of certain ILO officials who often make contributions to the courses), the importance is underlined of ensuring that persons designated by employers' organisations are able and qualified to defend the views supported by their own organisations.