



UNIVERSITÀ DEGLI STUDI DI BERGAMO
CENTRO di ATENEIO per la
QUALITÀ dell'INSEGNAMENTO e dell'APPRENDIMENTO



INTERNSHIP AND TRAINEESHIP FOR STUDENTS AND YOUNG PEOPLE

Training, School-to-Work Transition or Exploitation?

IV Edition

Bergamo (Italy), October 2013

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Almost five years after the onset of the crisis, youth unemployment witnessed a further worsening, as exhibited by the International Labour Organisation in the last *Global Employment Trends for Youth 2013*. With 73.4 million youth expected to be out of work in 2013 – 3.5 million more than in 2007 – the long-term impact of the youth employment crisis could be felt for long time. Besides persistent unemployment, the quality of youth employment is also challenged by the increase in non-standard, temporary, part-time and informal work. Adding to the difficult labour market transition faced by young people on the supply-side, the skills mismatch remains an unsolved issue, despite the increasing attention received in the last years. Tools to fill the youth productivity gap and ease school-to-work transition do exist, but sometimes they are misleadingly used and implemented. This is the case of traineeships, also known as internships or stages, which are mainly understood as a limited period of work spent at businesses, public bodies or non-profit institutions by students or school-leavers, in order to gain some valuable hands-on experience ahead of taking up regular employment.

This conference aims at attaining – by means of an interdisciplinary and comparative approach – a better understanding on the role of traineeships and other work-training programmes, schemes or arrangements for youth employability, in order to meet the current and future needs of the labour markets.

The conference is part of the ADAPT international events on [*Productivity, investment in human capital and the challenge of youth employment*](#), which resulted in three volumes making up the [*ADAPT Labour Studies Book Series*](#) edited by Cambridge Scholars Publishing:

- [*Productivity, Investment in Human Capital and the Challenge of Youth Employment*](#) (September 2011)
- [*Youth Unemployment and Joblessness: Causes, Consequences and Responses*](#) (September 2012)
- *Tackling Youth Employment* (Forthcoming)

This year also, the best papers among those selected will be published in a special volume of the Book-series. **The editors also welcome contributions of those who are not able to participate in the conference but in any case are willing to provide their contribution to the event.**

[ADAPT](#) and the [*International Doctoral School in Human Capital and Labour Relations*](#) invite professors, researchers, doctoral students, experts, practitioners and all those interested in the conference topics from a multidisciplinary perspective – including, but not limited to, economics, sociology, political science, labour and employment law, industrial relations, and human resource



studies – to present contributions reflecting on the issue of this conference.

Papers should be devoted to one of the following tracks:

(i) DEFINITION: WHAT IS TRAINEESHIP?

According to the European Commission, traineeships, also known as internships or stages, are understood as a limited period of work spent at businesses, public bodies or non-profit institutions by students or school-leavers, in order to gain some valuable hands-on experience ahead of taking up regular employment. This definition produces several misunderstandings and interpretations. While for some people the notion of “traineeship” is understood as part of the training undertaken by students, others regard it is an employment contract. This aspect has been the subject of a lively debate, which is still on-going, on what traineeship is. Is it a “work experience”, curricular traineeship, extracurricular traineeship, or something else?

(ii) COMPARATIVE LEGAL FRAMEWORK ON TRAINEESHIP

This section welcomes contributions setting the legal framework of traineeship in different countries, in the form of comparative analysis, case studies and case law. The goal of this section is to benchmark countries’ diversities and set comparative models of traineeship schemes, legal definitions and types, legal profile of traineeship, pay, duration, existence of intermediary entities between trainee and firm and their role, as well as rights and duties, costs and benefits, connected to the implementation of traineeship.

(iii) THE SOCIAL AND ECONOMIC ROLE OF TRAINEESHIP

This section aims at providing evidence on the extent to which traineeship can be considered an effective tool for youth, and, more in general, for economies and societies. This track welcomes evaluation studies on traineeship’s effects on employment outcomes, skills and productivity gaps, vertical and horizontal mismatch, skill shortages, as well as on youth social and economic integration. This section will indeed include contributions assessing the effectiveness of traineeship schemes that are part of Active Labour Market Policy strategies addressing young unemployed and other disadvantaged youth.

(iv) TRAINEESHIP ON THE MOVE

This track aims at providing evidence on structure, design, functioning and effectiveness of traineeship and other work-training schemes entailing youth mobility. This section will include evaluations of trans-national and international traineeship programmes provided by governmental and non-governmental, national and international institutions, as well as evidence on the devise of work-training schemes by multinational corporation.

(v) TOWARD A TRAINEESHIP QUALITY FRAMEWORK?

The purpose here is to critically review the European debate on the creation of a European Quality Framework for internship, on the legal basis of Article 153 2(b) or Article 292 TFEU. This section will provide room for debate on what should be included as quality elements of traineeship, and therefore be implemented by each national legislation. Different options and (legal) tools aiming at ensuring the quality of traineeship will be discussed, as those referring to the “Quality label of traineeship” and applicability and transferability of best practice as the Italian legal institute of contracts’ certification.



(vi) STAKEHOLDERS VISIONS ON TRAINEESHIP

The final track will host contributions by trade unions, employers' associations, NGOs, youth organisations, educational institutions, employment agencies, as well as single researchers, to discuss their visions on traineeship, underlining main problems and benefits. This section should be aimed also at critically reviewing each stakeholder role and possible contribution to improve traineeship's implementation in the respective country, thereby improving also youth labour market condition.

On-line abstracts submission: instructions

The procedure for submitting an abstract is on-line. Before starting, you must be registered at the conference system. To register, you need to create an account for the on-line cooperation area. Please, follow the instructions [here](#). If you have any problem, please write to helpdesk@adapt.it.

Deadlines

Deadline for abstracts: 1 July 2013.

Deadline for our confirmation: 15 July 2013.

Deadline for your confirmation about your participation to the conference: 31 July 2013

Deadline for submission of papers for the conference: 15 September 2013.

Fees and expenses

Participation to the conference is free. Accommodation expenses are covered by the organizers. Participants must cover their travel expenses, although a limited number of grants to cover travel costs (only economic fares) will be available for selected students of PhD candidates. In case of co-authorship, only one person, namely the author presenting the paper at the conference, will be reimbursed.

Authors will be reimbursed upon completion of their papers, if complying with scientific requirements set up by the Selection Committee.

Further information

Further details will be available at <http://moodle.adaptland.it/course/view.php?id=22> and www.bolettinoadapt.it (Eventi).

For any queries, please contact the Conference Organizing Committee at info@adapt.it.