



INTERN LABOR RIGHTS



INTERNATIONAL INTERNS'DAY

#InternsDay

Stand Up for Youth Employment!

10.11.2015

www.internsday.org



Y AQUÍ ESTOY ¿Y TÚ? UNETE
Ley electoral reforma, ya!
¿Democracia? ¡NO SE GANAN LA LA CALLE!



INTERN LABOR RIGHTS



UN INTERNS SURVEY 2015

PRELIMINARY RESULTS

HOW DID WE GET THE DATA?

- Questionnaire prepared by a joint Geneva-New York team
- Distributed mainly through social networks, intern organizations and newsletters



What ARE THE ISSUES...

- Statistical significance issues (sample non-randomized but based on willingness to respond)
- Non-even Organizational/duty stations' coverage

And yet...

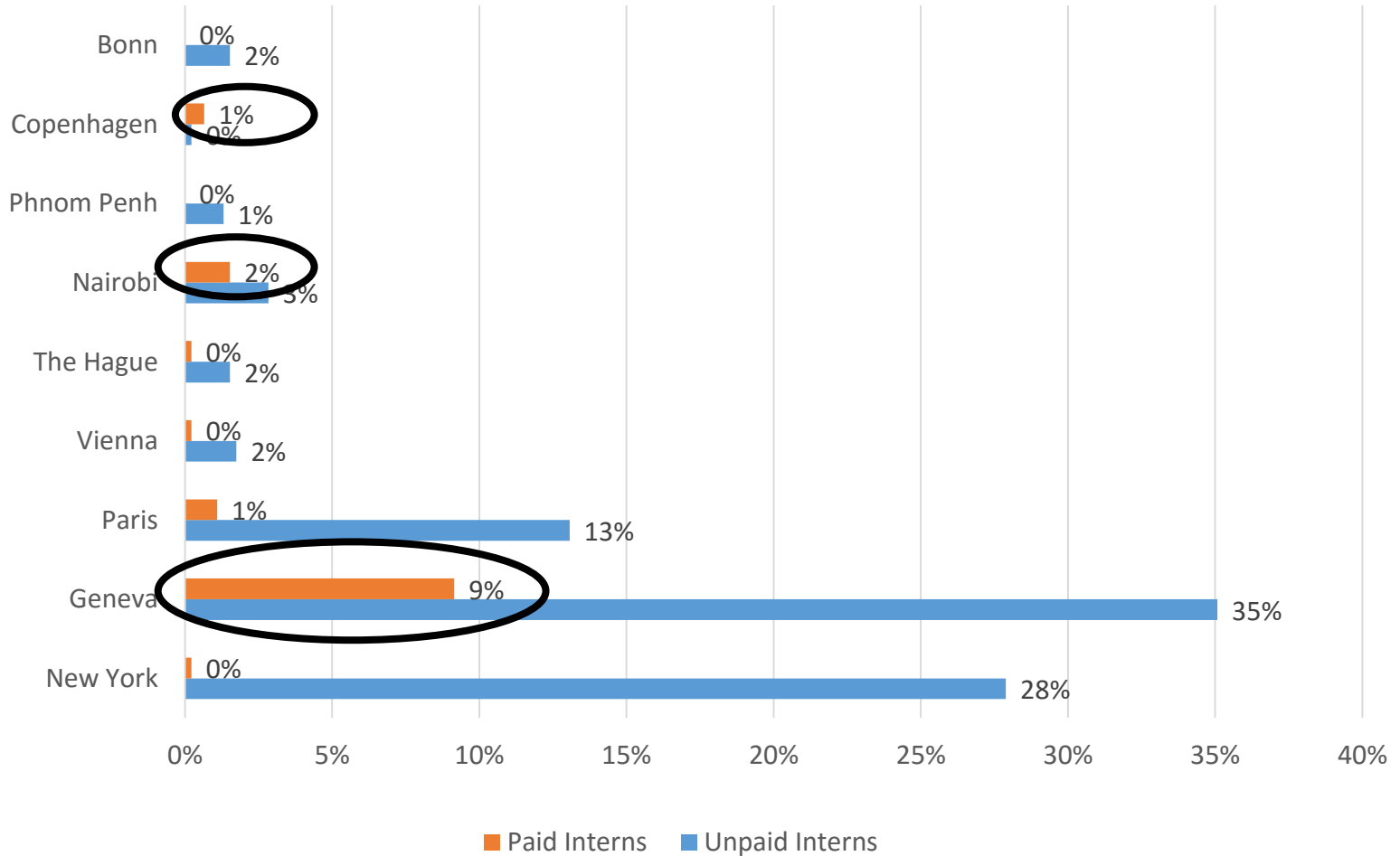
The first and most comprehensive survey of this kind!



WHO DID ANSWER?

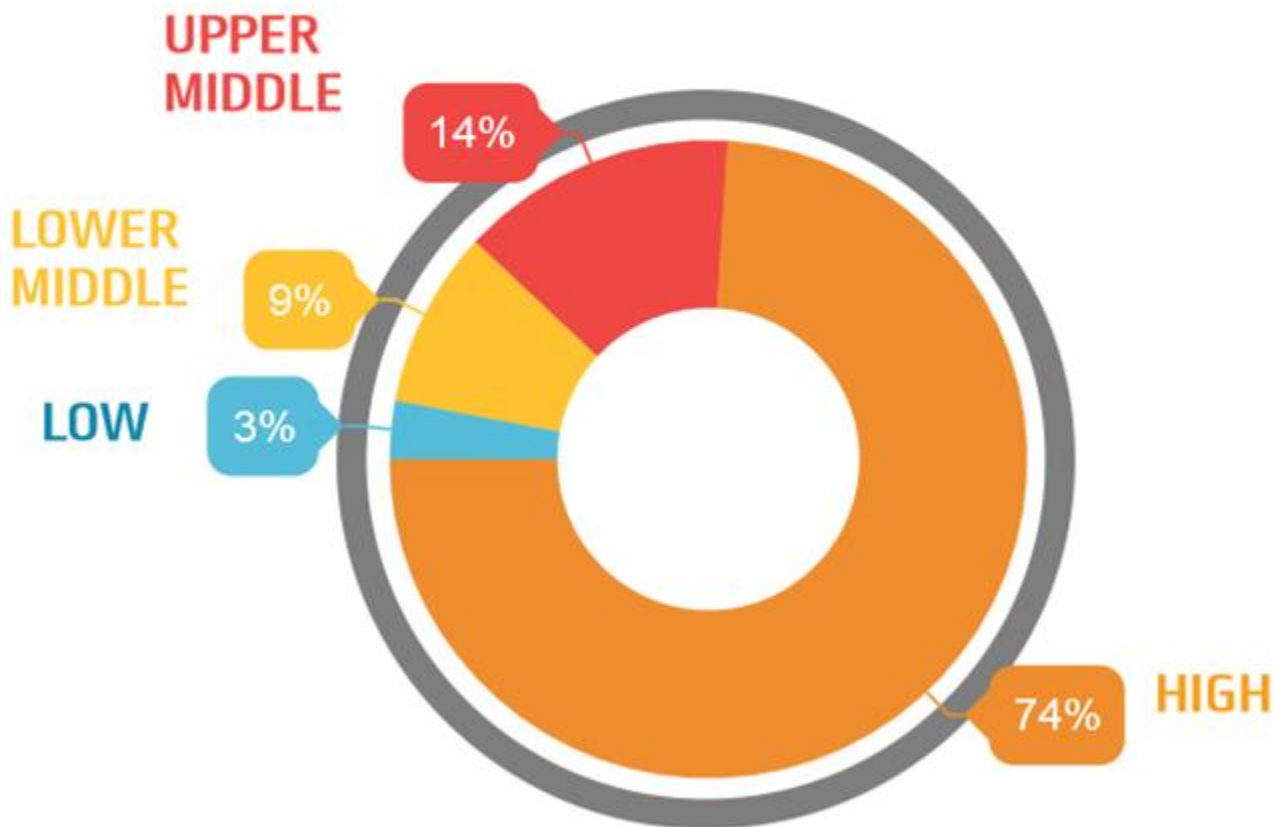
- 518 respondents
- From 80 Organizations, of which:
 - 64 UN Organizations/agencies
 - 16 Permanent missions
- In 38 duty stations
- Between 18 and 45 (average age 25)

WHO DID ANSWER?



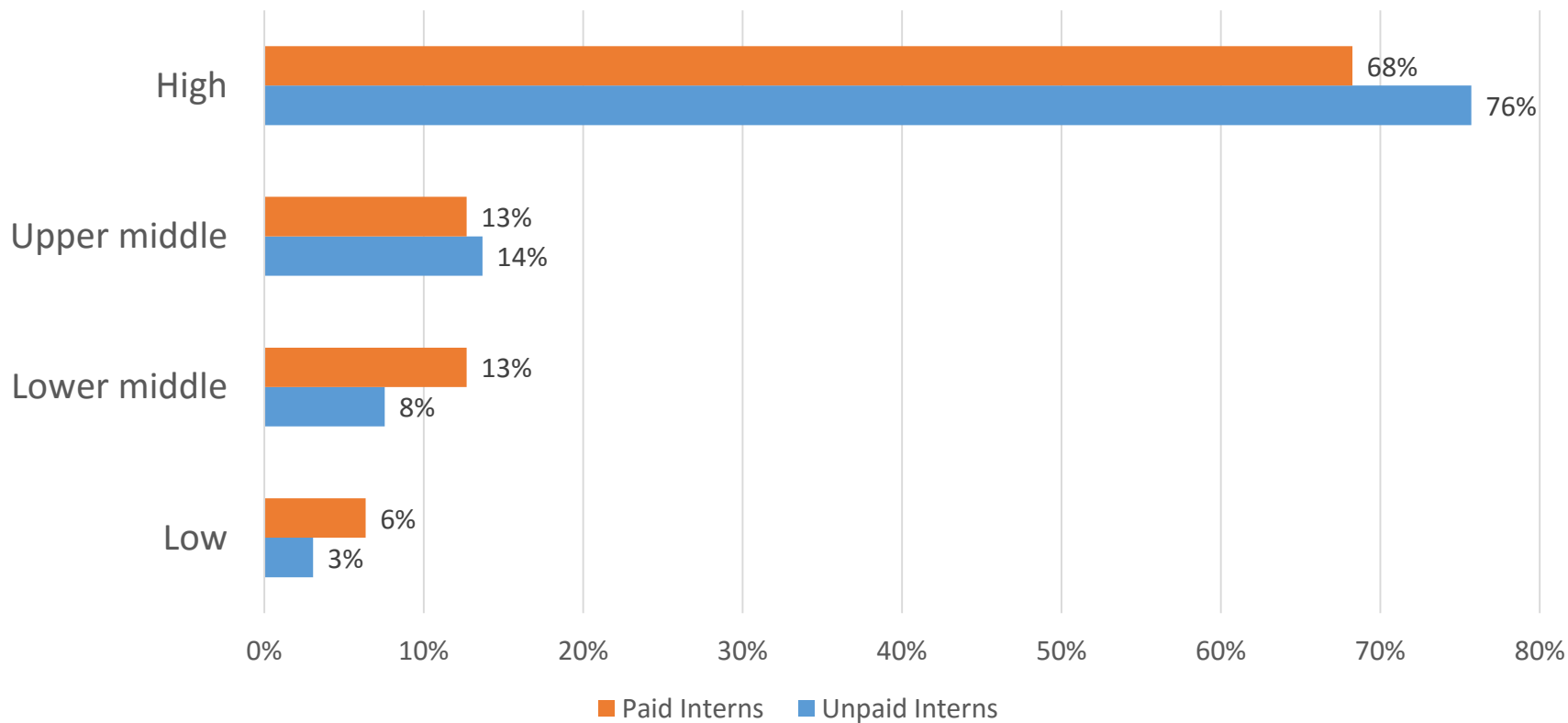
RESULTS: THE GEOGRAPHIC RIFT

Interns' country of origin, by country's income status



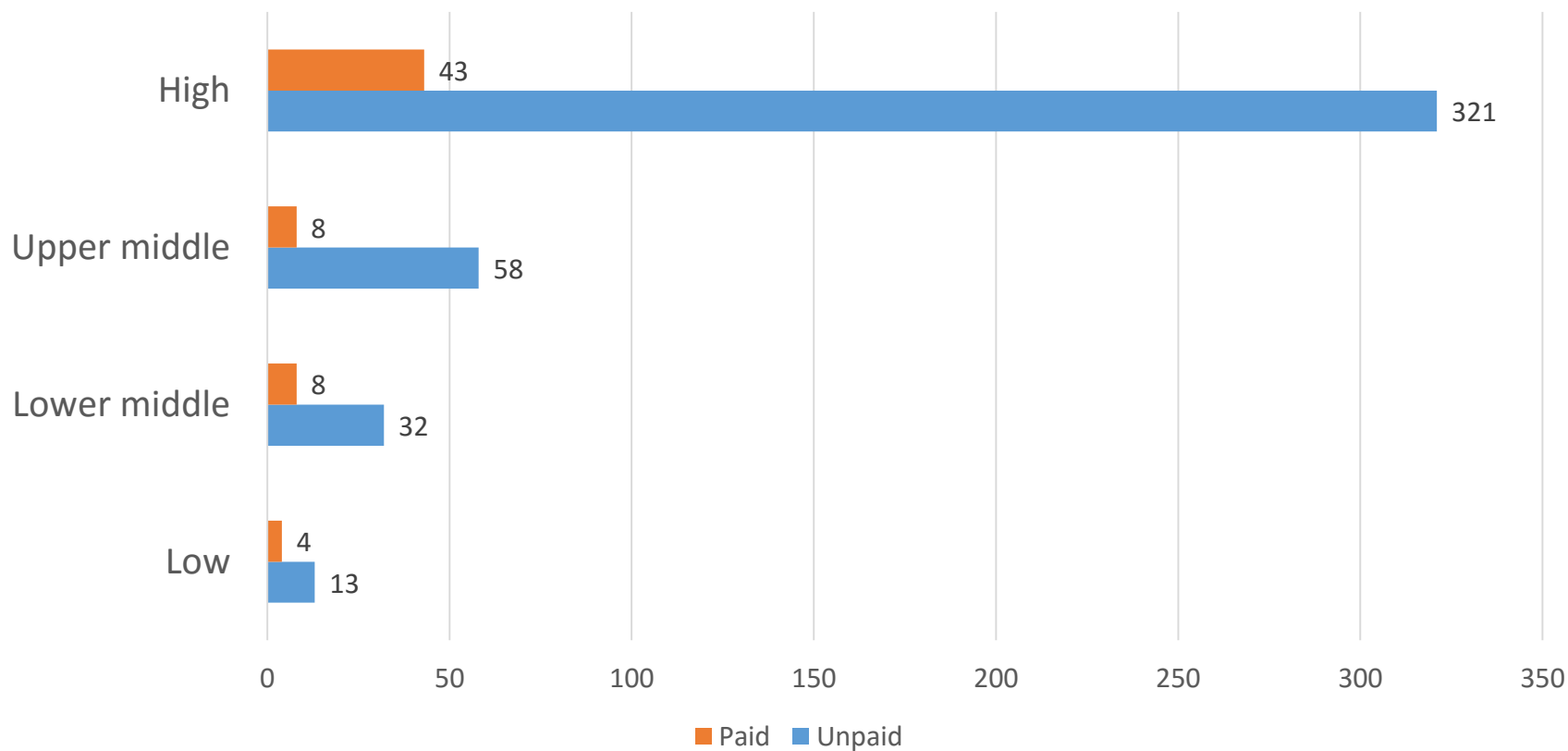
RESULTS: THE GEOGRAPHIC RIFT

Paid and unpaid interns' country of origin, by country's income status, in % of each group



RESULTS: THE GEOGRAPHIC RIFT

Paid and unpaid interns' country of origin, by country's income status, in absolute figures



RESULTS: JUST a 'LEARNING EXPERIENCE'?

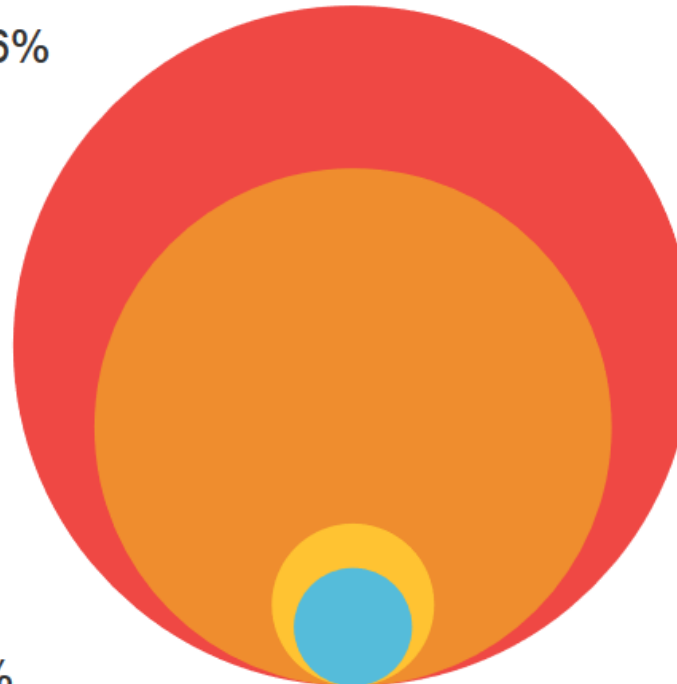
Nature of the internship

Mainly working experience 46%

Working experience 35%

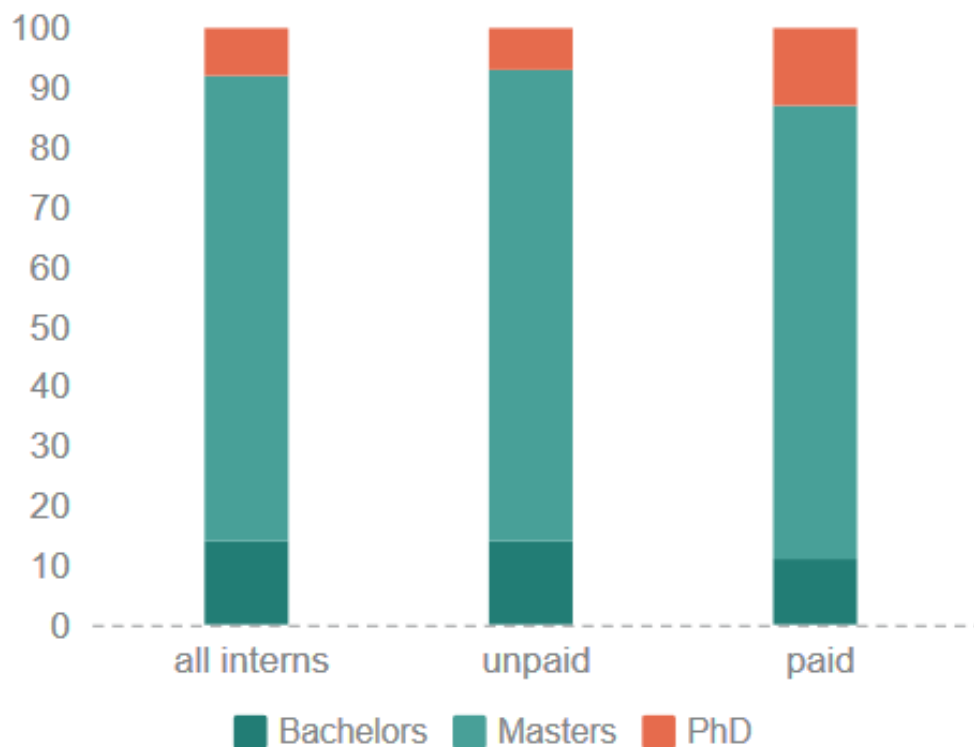
Mainly learning experience 11%

Learning experience 8%



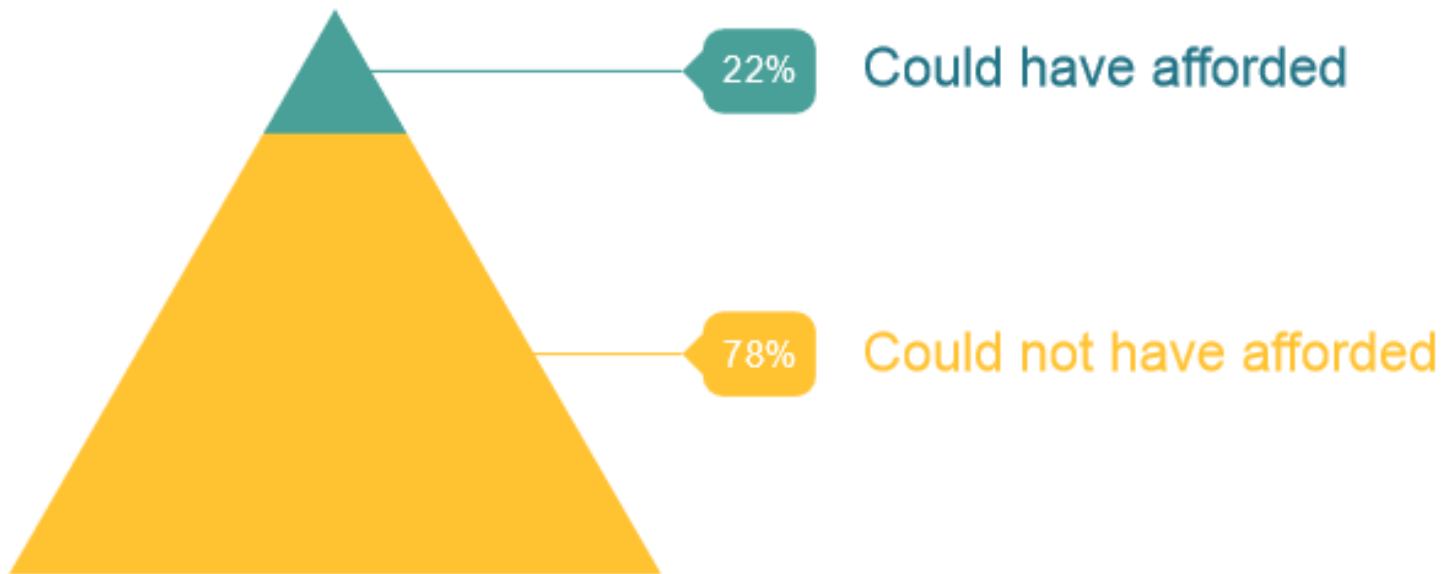
RESULTS: EDUCATION LEVEL

Level of education



RESULTS: AN OPPORTUNITY FOR FEW

Could you have afforded your unpaid internship without your family support?



RESULTS: AN OPPORTUNITY FOR FEW



External funding recipient



QUALITATIVE RESULTS

“I am not eating a nutritionally balanced diet and I have gone into debt in my home country to pay for this internship.”

“My mother supported me to do this internship as a way to help further my experience but many days I had to ration the food I ate because it was too expensive to eat three times a day and I wanted to make sure my room was paid for so I wouldn’t be homeless in Geneva.”



QUALITATIVE RESULTS

“I took out an additional US federal student loan of \$7,500 in order to finance my time here in Geneva. I am not receiving any funding from my parents and will most likely deplete my entire funds and savings here in Geneva.”

“I had to leave Geneva due to high cost of living and unforeseen financial situation with bank loan on which I was relying.”



QUALITATIVE RESULTS

“I had to move the family home in Australia to cheaper accommodation in order to afford rent in both Geneva (for me) and Australia (for my partner and children).”

“My parents spent all their savings to make this internship possible. Living in New York is much more expensive than Brazil.”

QUALITATIVE RESULTS

“I took out an additional US federal student loan of \$7,500 in order to finance my time here in Geneva. I am not receiving any funding from my parents and will most likely deplete my entire funds and savings here in Geneva.”

“I was one of the lucky ones – to get an internship with ILO in Geneva. The stipend helped me a lot – it was only 1800 CHF but it covered the living expenses plus my plane ticket. I didn’t get family support because my family cannot afford it so I could only apply for the paid internship with the ILO.”



Qualitative Results

“I come from a wealthy family. If I did not I would not have been able to do the unpaid internship with the UNHCR”.

“My parents are supporting me. If they weren’t or were doing so at a level lower than they are currently, I would be entirely unable to afford this internship.”

QUESTIONS?

POINTS FOR DISCUSSION

- SDG #10 targets:

“By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status”

“Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard”

“Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality”

QUESTIONS?

POINTS FOR DISCUSSION

- SDG #8 targets:

“By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value”

“By 2020, substantially reduce the proportion of youth not in employment, education or training”

QUESTIONS?

POINTS FOR DISCUSSION

- UN Charter, art. 8:
“The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs.”
- Universal declaration of Human Rights