GLO Virtual Young Scholars Program

Developed by Olena Nizalova

Terms and Conditions

1. Program's Goal

   In the spirit of the Global Labor Organization (GLO) Mission, the GLO Virtual Young Scholars (GLO VirtYS) Program's goal is to contribute to the development of the future generation of researchers, who are committed to the generation of policy-relevant research, are well equipped to work in collaboration with policy makers and other stakeholders, and adhere to the highest standards of academic integrity. This goal is achieved in the process of working on a specific research paper.

2. Benefits to the Scholars
   2.1. Feedback on their research from leading researchers in the area of their interest
   2.2. Networking opportunities with researchers from other countries within the same area and beyond
   2.3. (Priority) access to GLO activities
   2.4. Opportunity to promote own research via GLO channels.
   2.5. Completed research paper.

3. Selection criteria:
   3.1. Basic eligibility requirements involve the following:
      3.1.1. Applicant must be either currently enrolled in a doctoral program or be within 2 years after graduation as evidenced by the letter from the degree awarding institution or the degree certificate.
      3.1.2. Applicant must be at an advanced stage of the analysis of a specific research question within the corresponding GLO Thematic cluster to which he/she is applying as evidenced by the submitted draft.
      3.1.3. Applicant must be supported by a letter of endorsement from either one of the existing GLO fellows or from the administration of one of the GLO supporting institutions.
   3.2. Applications will be evaluated based on the following criteria:
      3.2.1. Policy relevance of the research question in a local and/or global context.
      3.2.2. Research excellence.
      3.2.3. Potential for capacity development (preference will be given to the applicants for which the GLO Young Scholars Program can bring the highest capacity development, compared to what the applicant would have achieved without being a GLO Young Scholar).
   3.3. Selection criteria listed in this document may be subject to change in each particular year depending on the GLO strategic goals and decisions of the participating Thematic Cluster leads.
4. Program Cycle:
   4.1 In May each year, the GLO Thematic Cluster Leads determine whether they would like to announce a position in the GLO Virtual Young Scholars Program, identifies the

Thematic Cluster Advisor (TCA), who will be working with the Virtual Young Scholar throughout the year, and notify the Program director by May 31st.

4.2 Program director prepares Call for Applications with the list of specific Cluster Themes open for the scholarship and starts promoting the Call (with the deadline for the submission of application set approximately in mid-August) via GLO and partners' networks and in social media.

4.3 Program director undertakes a first round of consideration, identifying applications which pass all the technical requirements for the submission and notifies corresponding Thematic Cluster during first week of September and shares the application materials with them.

4.4 Selection committee, which will consist of the Program director and Thematic Cluster Leads and/or Advisors participating in the program in each particular year, and a representative from the GLO Management Board, will consider the applications and make their decisions by the last week of September.

4.5 GLO Young Scholars for the academic year are announced at the end of September with the start of the scholarship period from October 1st.

4.6 Each scholarship year will involve the following activities (the exact dates may change):

- o Virtual kick-off meeting of the GLO VirtYS scholars and their Thematic Cluster advisors, and (possibly) past cohort graduates.
- o One-to-one activities with the Thematic Cluster Advisor will be agreed upon at the beginning of the scholarship period in an Individual Research Plan. These activities at a minimum shall include 2-3 virtual consultations, 1 review round of the completed research work and a discussion of the amendments (if needed) to follow up.
- o Progress meeting (around March-April), at which the GLO Virtual Young Scholars will be able to present their work in progress to their peers and other advisors to obtain feedback from the community in addition to the one-to-one meetings with their own advisor.
- o Webinar, open to all the GLO fellows, where the GLO Virtual Young Scholars will present their findings and receive feedback from their peers and the GLO wider community.
- o Possibility for ad hoc training opportunities, depending on the availability of speakers and training needs of the cohort.

4.7 The scholarship will conclude in June of the following year, when the GLO Management Board will decide on whether to extend an invitation to the graduate of the GLO Virtual Scholar Program to join the organisation as a GLO fellow, based on the recommendation from their Thematic Cluster Advisors.

5. Agreement

All GLO Virtual Scholars will be required to sign the agreement to confirm the formal offer of the virtual scholarship by agreeing to these terms and conditions and to the Individual Research Plan developed in Cooperation with the Thematic Cluster Advisors. GLO Virtual Young Scholars who are still undergoing doctoral training, will be required to present a signed letter from their PhD supervisor agreeing to their participation in the GLO VirtYS program.

6. Length of scholarship: 9 months
7. Mode of communication

- o Given the virtual nature of the program, the mode of individual communication will involve various modern communication methods such as email, skype, facebook or any other platform agreed upon between the GLO Virtual Young Scholar and the Thematic Cluster Advisor.
- o For the group communication, GLO slack platform will be used.
- o Where possible, the GLO Virtual Young Scholars will be invited to the non-virtual activities organised or co-organised by the GLO, taking priority over wider research community.

8. Intermission

8.1 Intermission from the program will be only granted in cases when the corresponding Thematic Cluster Lead and Advisor agreed to it and are willing and able to extend the period of their involvement in the program for another year (since the affected Virtual Young Scholar has to return back to the normal Program cycle). The circumstances which allow for the consideration for intermission are the following:

- o cases of grave and exceptional misfortune
- o critical illness which requires a medical treatment exceeding 8 weeks
- o parental leave

8.2 Virtual Young Scholar can only request one period of intermission with obligatory return to the normal program cycle if the intermission is granted.

9. Termination of scholarship

The GLO preserves the right to terminate the virtual scholarship when the level of engagement in the process on the side of the GLO Virtual Young Scholar is deemed to be unsatisfactory by the Thematic Cluster Advisor or if a breach of academic integrity is identified.

10. Program management structure
    a. Program director – Olena Nizalova (o.nizalova@kent.ac.uk)
    b. Program administrative assistant (if any, TBD)
    c. Scientific Advisory Board will provide support and advice to the Program director to ensure that a multitude of perspectives is incorporated and the Program is delivered to the highest standard possible. They will also provide recommendations on potential program advisors and help with the program promotion. They will also assess the impact of the program on the research capacity in the regions around the world and make recommendations as to the future development of the program.

11. Terms and Conditions developed on September 10, 2018. (Revised on May 7, 2020).