

Unpaid Internships in India: An Exploration into The Factors and Benefits Among Students

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Abstract

The paper seeks to explore the costs and benefits of an unpaid internship that is routinely undertaken by students. The paper attempts to identify the factors which motivate the students to take up internships that do not adequately compensate for the work performed by them. Primary data was used for the study collected through an online survey conducted using Google Forms. The paper is divided into 5 parts: introduction/motivation, literature review, methodology, results, conclusion, and policy recommendations.

JEL Classification: J24, J28, J33, J83, L21

Keywords: Learning Outcomes, Career Development, Micro-Internship

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1 Introduction

An internship can formally be defined as the period of work experience offered by an organisation for a limited time. Internships are generally undertaken by students to acquire job experience, help them become aware of their strengths and possible weaknesses, apply their skills to the industry, or improve their resumes.

A trend has been observed in recent years wherein an increasing number of students are seen/found to be taking up internships during their undergraduate education to acquaint themselves with the experience of working in an office and the industry of their choice. Platforms such as LinkedIn, Dare to Compete, Internshala have made it easier for both students to find internships and firms to find young interns. However, in recent months there has been a spike in the unpaid internships undertaken by students. Unpaid Internships do not offer any stipend or salary to the interns for the work performed for the firm/organisation, yet many students willingly enrol themselves in them. As a result, the organisations gain at the cost of the interns boosting their output and at the same time saving themselves the cost of actually paying the students. However, in doing so the firm denies the interns the basic right to get paid for any kind of work performed by the labour.

2 Objectives

The focus of our study is to attempt to explore:

- Reasons for students willingly undertaking internships that would not provide them the due recognition and wages for their work;
- Influence of gender and level of education on the willingness and tendency to undertake unpaid internships in India;
- Study the relevance of the skills provided by unpaid internships in career and skill development.

3 Literature Review

The benefits of unpaid internships don't seem to be strictly financial, graduates typically report higher job satisfaction and better health than those that haven't attained a minimum of a bachelor's degree. Achieving a better degree not solely advantages the individual, however additionally society gains by increasing productivity within the labour force and thus prod economic process. The benefits of unpaid internships need to be assessed to comment on their worth for a student's career growth. (Held 2016)

Understanding the impact of unpaid internships on university student career development and employment outcomes, assignments can be outlined, and different types of intentional reflection could facilitate students in investing certain growth opportunities, notably early in their educational careers. Meanwhile, paid internships—which square measure additionally closely tied to skilled talent development—may be inspired later. (Crain 2016)

Unpaid internships are often perceived as an unethical practice by for-profit firms, depriving the interns of remuneration for their work. Another study by Montacute (2018), pointed out that internships still are unpaid, unadvertised, and unfair. This highlights the high price of operating unpaid within Britain, however, analysis suggests that a lot of youngsters are still being asked to figure unpaid. To boot, analysis in the study suggests that a lot of employers still offer internships informally, lock up youngsters while not having skilled networks and contacts.

Paid internships remain desirable but simultaneously difficult to get. The question of merit is present in the case of paid internships and somewhat ignored in an unpaid internship. This can be understood from the firm's perspective. There are concerns that some employers are either unaware that their interns ought to be paid, or that some employers are exploiting the dearth of clarity within the law to avoid paying their interns. Montacute (2018) researched in the UK and found that due to immense competition, firms receive many better applicants who accept to work with no or very little pay. This results in limiting the opportunities through unfair selection and exploitation of potential applicants without connections. This paper concluded that the recruitment process should be based on merit and all internships should be advertised publicly.

Good internships mostly paid come out to be like a privilege to the candidates with contacts and network. The same path the candidates take to create a potential professional network requires a pre-existing network to get hold of valuable and worthy internships. This is mentioned in (Montacute 2018) that a good number of internships are never advertised and are offered through informal networks which creates a division among the inspiring interns. In this backdrop, unpaid internships turn out to be the last option for interns lacking contacts and networks in the job market, therefore, rendering an unethical and unfortunate practice of hiring interns and not rewarding them monetarily for their work.

Internships are generally undertaken for gaining valuable industry experience and for securing employment or increasing chances of securing employment post completing education. However, whether internships in reality help or not in finding employment after graduation is a different question. This was explored in a study conducted by (Rajakangas 2008) which explored the effect of internships as part of studies and whether they contributed to preparing students for work. It was found that there exists a general consensus among students that the internships do provide valuable experience and practical knowledge even though they may not always culminate in acquiring a job after completing graduation. It helped them to decide whether or not to take up a job in a particular sector.

Not everyone can afford to take up unpaid internships. However, completely abolishing unpaid internships or enforcing strict regulations may make the lives of the already disadvantaged even worse. This was pointed out in a study conducted by (Merrick 2013) which draws the conclusion that students consider an unpaid internship better than no internship and argues that abolishing unpaid internships will increase unemployment. In such a situation paid internships could be acquired either through connections or by going around the law. In both cases, the disadvantaged would be worse off and would not even gain any

experience that an unpaid internship could have otherwise provided.

The perceptions of students engaged in an internship, and the content of internships provided by the top companies in Taiwan were explored in a study conducted by (Cheng and Chen 2013). Internships do benefit both students and employers and were seen as a way to solve the graduate unemployment issue. It was also found that students valued professional learning more than social learning but also believed that internships could help them in shaping their career path in the future and improve their employment opportunities.

Gardner (2011) found that women in the USA were more likely to take up unpaid internships whereas men preferred to work in paid internships for for-profit companies. However, the widespread belief that students from wealthy families are better able to secure internships was found to be baseless. Low-income students participated more in unpaid internships while students from high-income groups had a greater inclination to take up work in for-profit companies.

4 Data

4.1 Methodology

The study uses primary data collected through an online survey with a sample size of 78. The survey form was circulated amongst the students throughout India. Pre-testing of the questionnaire was carried out with a sample of 9 and changes were made to the questionnaire accordingly. The project only considers the unpaid internships undertaken by students for for-profit organisations (i.e excluding NGOs) for the period Jan 2020-September 2021. The response rate was 78 against the expected rate of 100. A follow-up survey was conducted to collect additional information. The response rate was 41. The results of the survey were interpreted using tools of statistical analysis. Confidentiality of data sources was maintained, and ethical considerations were upheld while writing the academic paper.

4.2 Participants and Data Collection

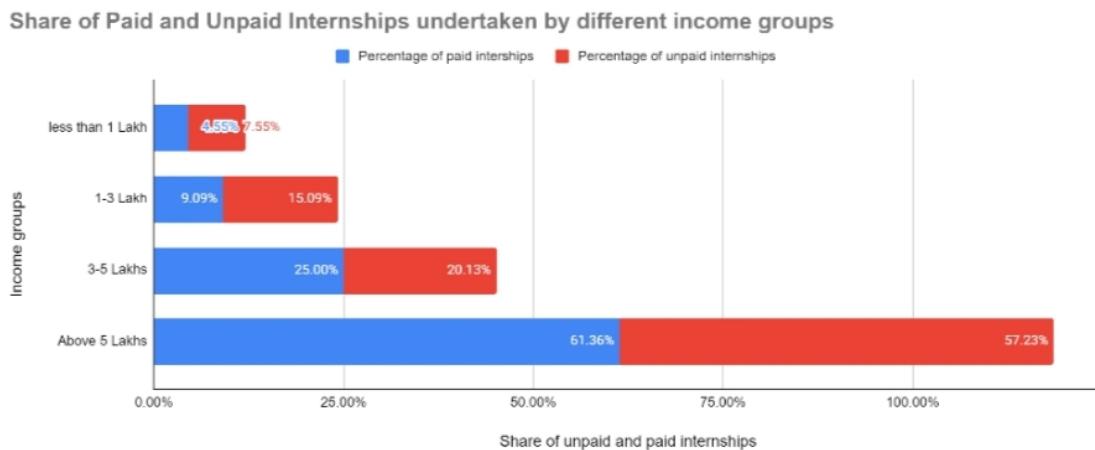
The survey was conducted through the online mode taking into account the pandemic situation prevailing in the country. The respondents were approached through social media platforms such as LinkedIn, and WhatsApp. The target audience was the students living in India who had worked as unpaid interns during the period January 2020-October 2021. The period was chosen taking into consideration that it was the lockdown phase in India.

Most of the respondents (53) in the sample were in the age group of 17-20 while 25 respondents were in the age group of 21-23. 63 respondents were female while 15 respondents were male. Therefore, due to the absence of a sizeable male population in the sample, the study cannot point in any particular direction with respect to the effect of gender on undertaking unpaid internships. 72 of the respondents belonged to the General category and therefore the study does not capture the effect of caste on undertaking work as unpaid interns. The sample consists of Indian students mostly pursuing graduation. The course of study being pursued and the college was not asked in the main survey form.

4.3 Results

Before the final analysis was carried out in MS Excel, data was cleaned for the missing values and outliers. Analysis was conducted using the tools of Microsoft Excel. According to the results of the survey, 71.8% of the respondents (56) were in the age group 17-20 whereas 28.2% of the respondents belonged to the age group 21-23 (22) wherein, 80.8% of the respondents were female (63) and 19.2% of the respondents were male (15).

Figure 1: Share of Paid and Unpaid Internships undertaken by Different Income Groups



Source: Authors' Visualisation from survey responses.

According to the results of the survey, 8 percent of the unpaid internships were undertaken by the respondents belonging to the group earning less than 1 lakh annually. For the same period, the percentage of unpaid internships undertaken by the respondents belonging to the 1-3 lakh income group stood at 15%. The percentage of unpaid internships undertaken were 20% and 57% for the respondents belonging to 3-5 Lakhs and above 5 lakhs respectively. Thus, as per the sample, the percentage of unpaid internships undertaken seems to increase as the annual income rises. This could be because at higher income levels, there is little or no incentive among students to undertake a paid internship because they are well-off whereas, at lower income levels, there is a greater incentive to earn extra money because of a poor living standard.

While 5 % of paid internships were undertaken by the respondents from the group earning less than 1 lakh annually. For the same period, the percentage of paid internships undertaken by the respondents belonging to the 1-3 lakh income group stood at 9.09%. The percentage of paid internships undertaken by the respondents were 25% and 61.36% from the 3-5 lakhs and above 5 lakhs income groups respectively. Thus, as per the sample, the percentage of paid internships undertaken rises with the increase in the annual income.

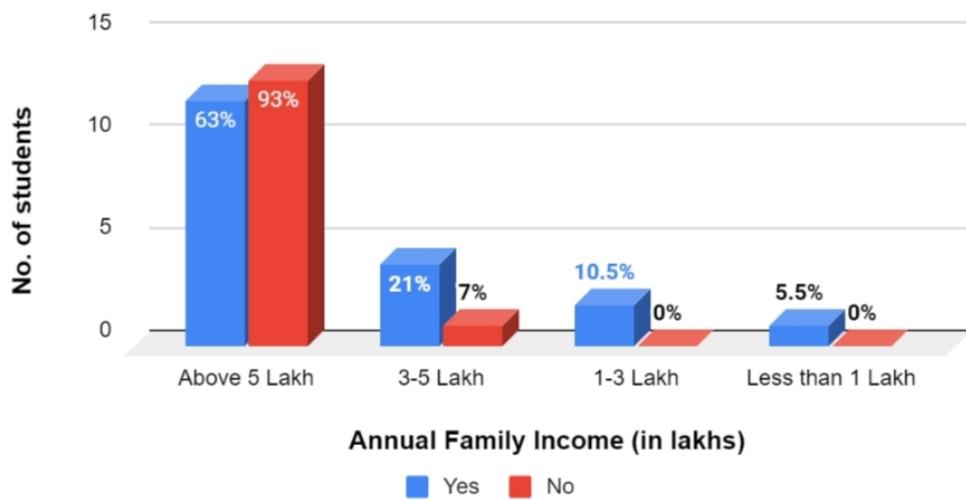
As per the sample data, the percentage of unpaid internships undertaken by the respondents from the income groups of less than 1 lakh and 1-3 lakhs is more than the percentage of paid internships undertaken by the respondents from these categories. On the other hand,

for the respondents belonging to the higher income groups, (i.e. income group of 3-5 Lakhs and above 5 Lakhs) it's the opposite. As the unpaid internships do not duly compensate the intern for their work therefore this results in the exploitation of the intern. Since a higher share of the internships are being done by those coming from a lower-income group so it would apparently seem that they would also be the ones getting more exploited. However, this has not been empirically proven and can therefore be regarded as a theoretical notion.

Figure 2: Influence of Income Level on the Accessibility of Internships¹

Influence of income level on the accessibility of internships

(Internships obtained through connections)

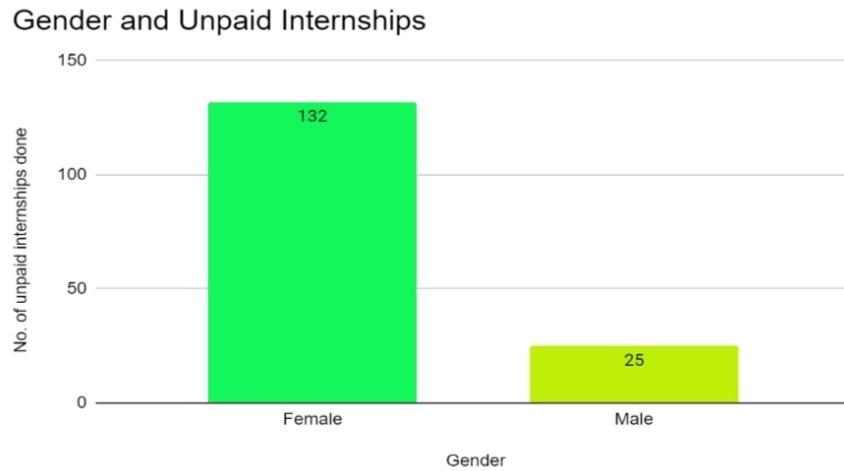


Source: Authors' visualisation from survey responses.

According to the results of the survey, 63% of the respondents belonging to an income level above 5 lakhs undertook internships through networking whereas 21% of the respondents earning 3-5 lakhs annually undertook internships through personal/professional connections. Approximately 10.5% of the respondents from the income group of 1-3 lakhs were able to obtain internships through their known connections while 5.5% of the respondents earning less than 1 lakh annually undertook internships through networks. On the other hand, 93% of the respondents belonging to the income level above 5 lakhs stated that they did not receive internships by capitalising on their networks; 7% of the respondents belonging to the income group earning 3-5 Lakhs stated that they had not obtained an internship through personal connections. Based on the results, we can conclude that lower the income level, poorer is the accessibility of students to undertaking internships through connections. However, a conflicting result arises since a very large proportion of respondents were also unable to obtain internships through personal/professional connections. Thus, we are tempted to conclude that income level would have no influence on accessibility of internships however, this may be sample-specific.

¹The graph is based on the results obtained from the follow-up survey. There were 41 respondents in the follow up survey.

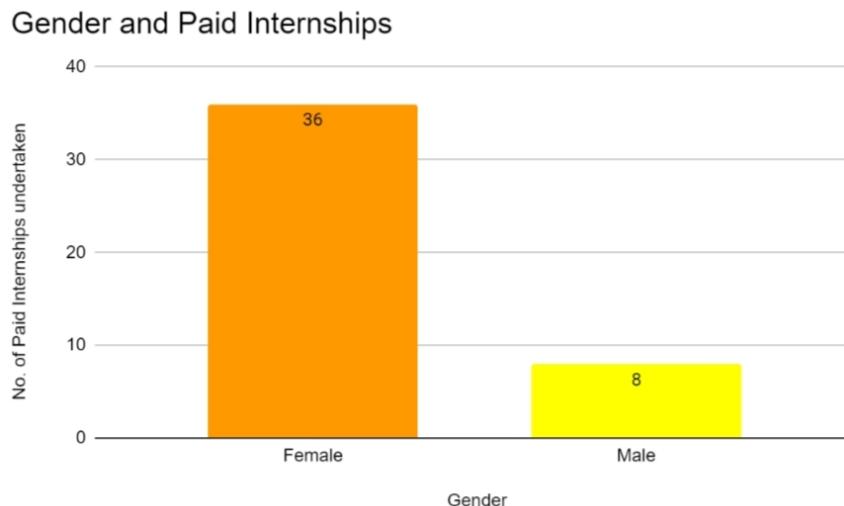
Figure 3: Gender and Unpaid Internships²



Source: Authors' visualisation from survey responses.

Based on the sample, on an average female respondents tend to take work as unpaid interns more than male respondents.

Figure 4: Gender and Paid Internships



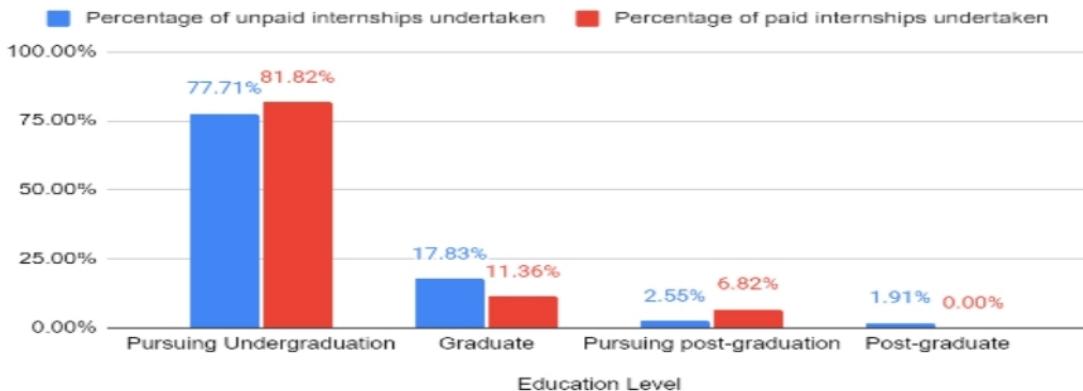
Source: Authors' visualisation from survey responses.

Based on the sample, females on average tend to take paid internships more than males. Thus, based on Figure 4 and Figure 5 we are tempted to conclude that there is a greater tendency in female respondents to undertake internships than male respondents. However, this may not give an accurate picture since a very small percentage of the respondents were male.

²Note: The average number of internships taken by males and females is studied.

Figure 5: Share of Unpaid and Paid Internships by Education Level

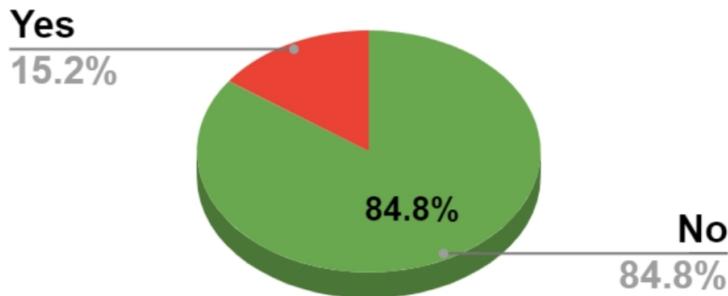
Percentage of unpaid internships undertaken and Percentage of paid internships undertaken



Source: Authors' visualisation from survey responses.

According to the results of the survey, 77.71% of the unpaid internships for the period Jan 2020-September 2021 were undertaken by the respondents who are currently pursuing graduation. For the same period, 17.83% of the unpaid internships were undertaken by the graduated students and only 2.55% of the unpaid internships were taken up by the respondents who are currently pursuing post-graduation. As per the survey, only 1.91% of the unpaid internships were undertaken by post-graduate students. Thus, as the students attain a higher education level, and become more skilled they tend to take fewer unpaid internships. 81.82% of the paid internships were undertaken by the respondents who are currently pursuing their graduation. As per the survey, 11.36% of the paid internships were undertaken by graduate students whereas only 6.82% of the paid internships were undertaken by students pursuing their post-graduation. As per the results of the survey, no post-graduate respondent undertook a paid internship. This is contrary to the notion that as the education level increases and the more skilled the worker becomes, the more bargaining power in the labour market. But the observed results may be sample-specific since only 2 respondents in the survey were post-graduates. Therefore, this trend may not generalise well to the entire population.

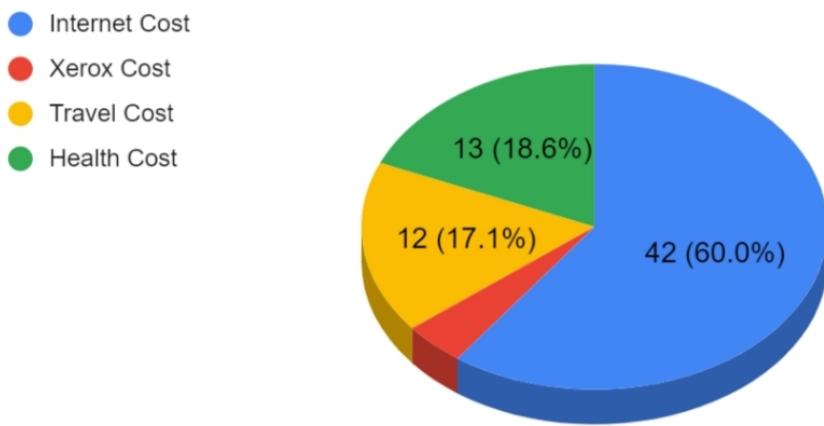
Figure 6: Internships: Compulsory or Not?³
Are internships a compulsory part of your curriculum?



Source: Authors' visualisation from survey responses.

According to the survey results, 15.2% of the respondents stated that the internships were part of their curriculum whereas 84.8% of the respondents stated that the internships were not a part of their curriculum i.e. they had participated voluntarily.

Figure: 7: Costs of Working in Unpaid Internships
Percentage of respondents who bore some cost during their unpaid internship



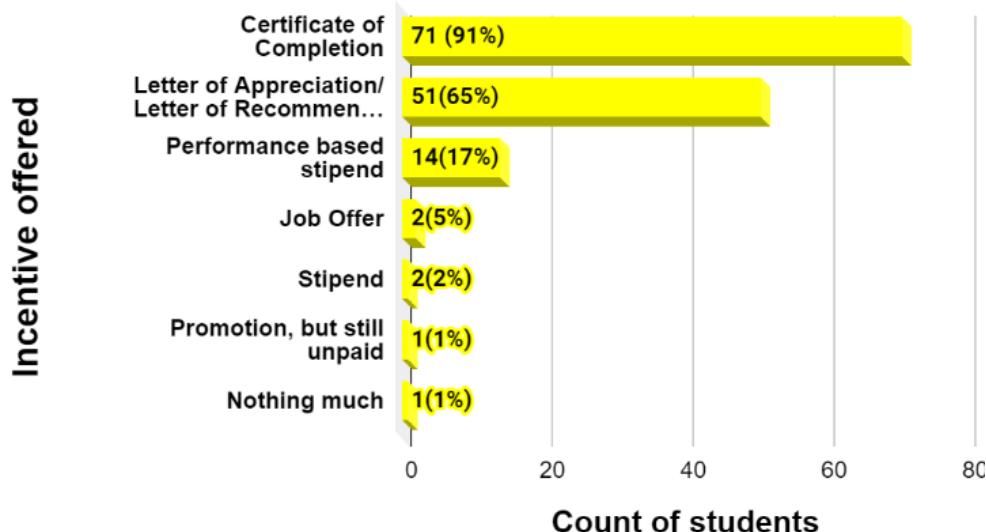
Source: Authors' visualisation from survey responses.

It was observed that 60% of the respondents (42) bore internet costs in their unpaid internships. 18.6% (13) were affected physiologically and/or psychologically during the tenure of their unpaid internship and thereby bore some health costs. 17.1% of the respondents (12) bore travel costs during their tenure as unpaid interns. Approximately 4.3% of the respondents (3) bore xerox costs during their unpaid internship. As seen in fig 7 and as per

³The graph is based on the results obtained from the follow-up.

a sample of students pursuing undergraduate (assumed not earning) have to pay internet costs and health costs and travel costs which is a matter of concern and strong evidence of exploitation of interns when compared to the incentives.

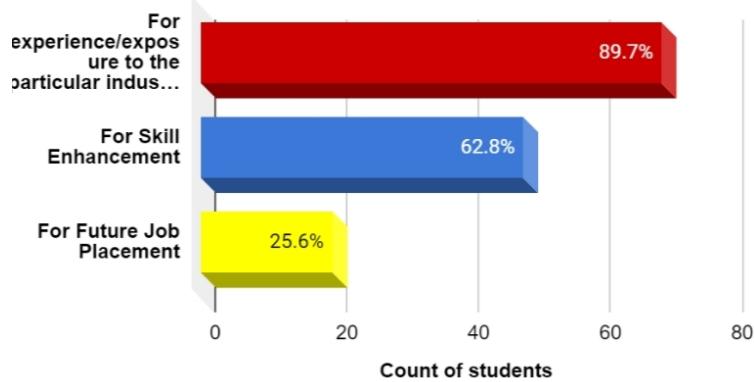
Figure 8: Incentives for Taking up Unpaid Internships



Source: Authors' visualisation from survey responses.

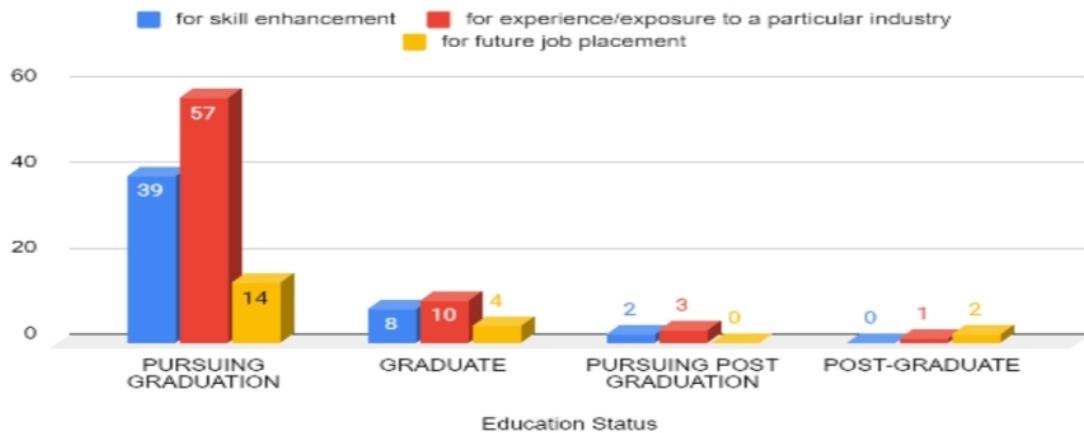
Taking about the incentives for taking up unpaid internships, 91% of the respondents (71) were given certificates of completion for their work as unpaid interns. 65% of the respondents (51) also received a letter of appreciation and/or a letter of appreciation from their respective employer organisation. Moreover, a relatively small proportion of the respondents (14), roughly 17%, received a performance-based stipend for their tenure as unpaid interns.

As per the survey, only a negligible percentage (5%) of those who worked as unpaid interns ended up with a job offer. The survey found that 2% received a stipend from their unpaid internship and 1% earned a promotion but it too was unpaid. As per the results of the survey, 1% of the respondents who undertook unpaid internships did not receive any recognition for the work done by them.

Figure 9(a): Reasons for Joining Unpaid Internship⁴**Reason for joining the internship**

Source: Authors' visualisation from survey responses.

According to the results of the survey, 89.7% of the respondents cited experience/exposure to the given industry as the reason for having taken the unpaid internship. Approximately 62.8% of the sample which constitutes more than half of the respondents also stated skill enhancement as a factor in motivating them to take up the unpaid internship. Only a quarter of the respondents (25.6%) cited future job placement as a reason for undertaking work as an unpaid intern.

Figure 9(b): Reasons for Joining Internships**Reasons for joining internship**

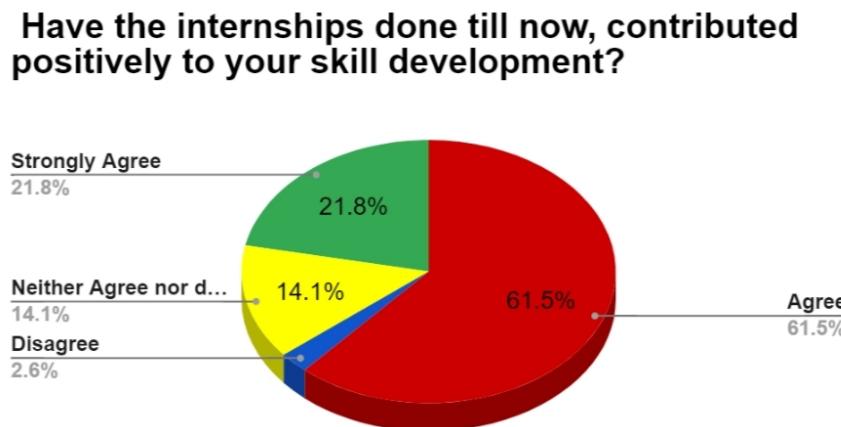
Source: Authors' visualisation from survey responses.

According to the survey, 39 of the respondents currently pursuing graduation cited skill enhancement as the reason for joining the unpaid internship. Skills matter more than just a certificate and as per Figure 9 (reasons for joining internship) students join internship for skill enhancement and exposure and not merely for a certificate, whereas the result of Figure

⁴Note: The figure has been drawn incorporating the intersections since the respondents had multiple motives for joining the internship.

8 shows that certificate and LOR is given as an incentive to majority. But, for a large share of the undergraduates, experience/exposure to a particular industry was the main reason which led them to take up unpaid internships. For very few respondents, however, future job placement motivated them to undertake work as unpaid interns. Within graduates, 10 respondents cited experience/exposure to a particular industry as the reason for undertaking unpaid internships whereas only 4 respondents cited future job placement as the factor that motivated them to take up the unpaid internship.

Figure 10: Learning Outcomes from Undertaking Unpaid Internships

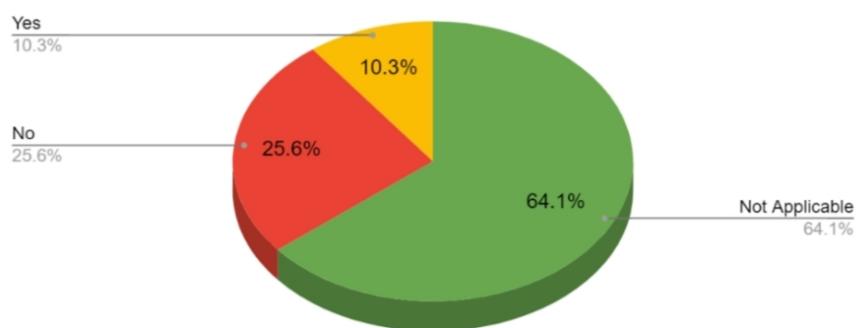


Source: Authors' visualisation from survey responses.

According to the results of the survey, 83.3% of the respondents who undertook unpaid internships agreed that it contributed substantially in their skill development such as development of soft skills, technical skills, managerial skills etc. Whereas 2.6% of the respondents who worked as unpaid interns believed that their internship did not contribute substantially in their development of skills.

Figure 11(a): Unpaid Internships and Career Development

Did the unpaid internship undertaken improve your chances for securing employment in the job market?

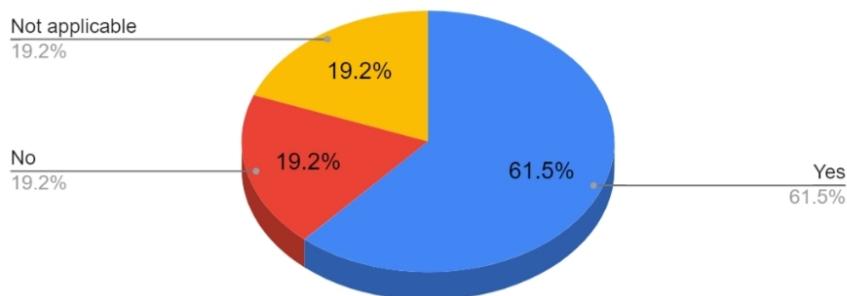


Source: Authors' visualisation from survey responses.

It was found that for 10.3% of the respondents the unpaid internship that they undertook significantly improved their chances of securing employment in the job market. However, for 25.6% of those who took unpaid internships the chances of securing employment had not improved. As per the survey, 64.1% of the respondents who undertook unpaid internships were not eligible to enter the job market (in the sense that they are not a part of the working population) and therefore this analysis could not be made for this share of the sample.

Figure 11(b): Do the Skills Help?

Did the skills developed during the internship help you substantially in career development till now?

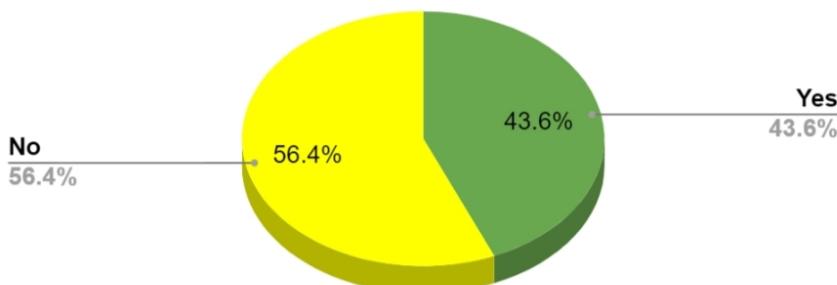


Source: Authors' visualisation from survey responses.

As per the survey, for 61.5% of the respondents, the skills acquired during their unpaid internships helped them substantially in career development. However, for 19.2% of the respondents, the skills developed during their unpaid internships had no impact on their career development. However, 19.2% of the respondents have not entered the job market and therefore this analysis could not be made for this share of the sample

Figure 12(a): Unpaid Internships; Fair or Not?

Do you think the perks provided to you in the unpaid internship were fair and/or compensated the work that you did for the firm?

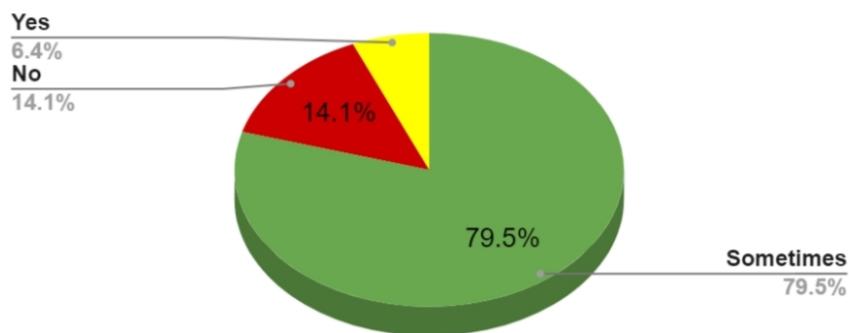


Source: Authors' visualisation from survey responses.

According to the results of the survey, a significant proportion of the respondents (56.4%) believed that the perks offered to them for their unpaid internship did not duly compensate for the work they did for the firm. However, 43.6% of the respondents believed that the perks provided to them by their employer/organisation recognized and compensated them fully.

Figure 12(b): Unpaid Internships; Worth it or Not?

Do you think unpaid internships are always worth taking?

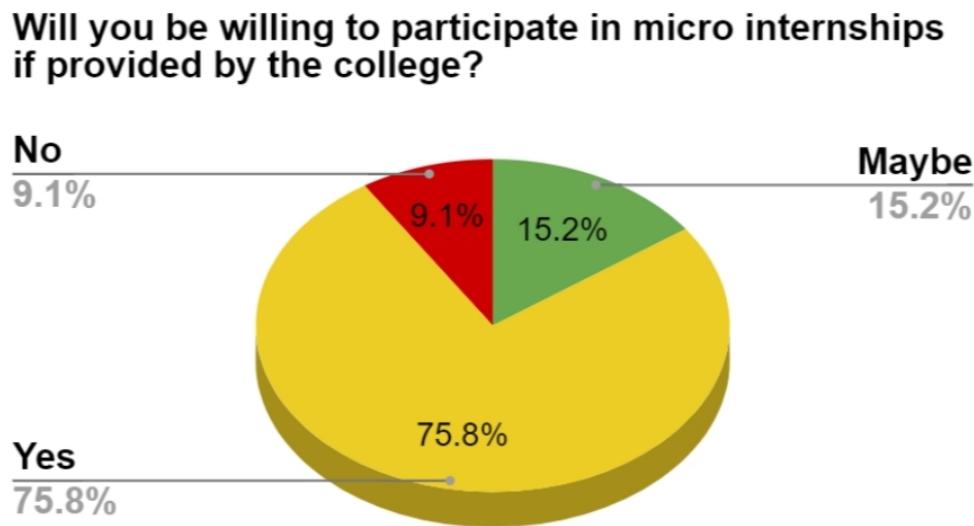


Source: Authors' visualisation from survey responses.

It was found that a very small share of the respondents, that is, 6.4% believed that unpaid internships were always worth taking as opposed to 14.1% of the respondents who believed that unpaid internships were not worth their while. As per the survey, 79.5% of the respondents stated that unpaid internships may not always be worth undertaking.

The respondents have worked as unpaid interns with various organisations and at different positions. Assuming that the revenue of the firm will be generated only by labour output and productivity and keeping other contributing factors constant, and if the majority of the students across India take up unpaid internships one could point out that the firms have been able to save costs by not paying the intern and have also profited by the efforts of the intern. The firms instead of paying the interns according to their work provide to them a certificate/letter of recommendation which the interns, especially those pursuing graduation, willingly take in the hope of improving their CV.

As per the survey, it was found that most of the respondents felt that the perks received, and the skills acquired were not following the work performed by them for the organisation. However, this is a theoretical proposition. For this to be empirically proved, company data is required of sales and the number of unpaid interns employed during a specific time. This is out of the scope of this project. Further research can be done to empirically test this theoretical consideration.

Figure 13: Willingness of Students to Participate in Micro-internships⁵

Source: Authors' visualisation from survey responses.

More than half (75.8%) of the respondents were willing to participate in the micro-internships if the college were to provide them. However, 9.1% of the respondents were unwilling to participate in micro-internships.

5 Conclusion and Policy Recommendations

We have not taken the supply side factors into account because of unavailability of data. It was found in the survey that many of the respondents felt that the perks received, and the skills acquired were not following the work performed by them for the organisation. However, this is a theoretical proposition. For this to be empirically proved, company data is required of sales and the number of unpaid interns employed during a specific time. This is out of the scope of this project. Further research can be done to empirically test this theoretical consideration.

Unpaid internships are often perceived as an excellent way to commence building one's skilled network, develop skills, and acquire valuable feedback from professionals and experts. This also turns out to be a decent indicator of whether you'll like your future profession. As stated by (Ravishankar, 2021) in Harvard Business Review while internships have high worth within the job market, analysis shows that forty-third of internships by for-profit firms, square measure unpaid. Not paying associate interns for their work, time, and energy isn't simply unfair, it's unethical and exploitative.

With the advent of the COVID-19 pandemic, the number of virtual internships has skyrocketed—most of them being unpaid; naturally exhibiting the same virtues and vices of unpaid labour. One way to work in the direction of ending the vices would be the introduction of micro-

⁵The graph is based on the results obtained from the follow-up survey.

internships at different levels of education.

5.1 Introduction and Implementation of Micro-Internships:

A micro-internship holds the characteristics of a short-run, paid project for college-going students. Every project is extremely specific and might vary from content creation to knowledge analysis to analysis work. The project will extend from a week-long assignment to a one-month engagement mode might be virtual or on the website. Unlike summer internships, a micro-internship would be obtainable throughout the year, which means a corporation can run a standard summer post-program and still use the micro-interns year-round.

Micro-internships for firms, provide how to diversify their worker pipeline, and forge relationships with young talent. For college students, they provide a wonderful opportunity to achieve real-world expertise and connections with additional flexibility and fewer barriers to access. All at once, micro-internships will cut back inequalities inherent within the ancient billet paradigm by providing valuable skilled coaching to a broad array of scholars, firms that add micro-internships to their hiring strategy would be likely to profit.

Indian educational institutions can incorporate such a model to reduce the urge of the fresher student to enrol themselves in certain irrelevant and futile internships, instead encouraging them to indulge in enlightening and fruitful internships. This can be further classified into 2 methods:

- **Internship-inclusive course curriculum:** Certain courses in India have internships as a compulsory component of their course curriculum. An introduction of micro-internship would require an institution to get involved in ensuring that the students get hold of their compulsory internship but ensuring that the internship was worth undertaking and was duly completed.
- **Internship-exclusive course curriculum:** For some courses like B.A. and BSc. in institutions like Delhi University which do not include an internship as a compulsory component, implementation of micro-internship would require some specific steps to be taken care of.

A systematic regulatory body can be established within the campus to act as watch guards to ensure a fair and just flow of internships. Such a body would aim to eliminate the factor of attaining the internships through just personal and professional connections encouraging enrollment in internships through merit moreover making sure that the relevance of the micro-internship does not get compromised. This would not be a herculean task as with micro internships the topic of the paid project is specific and would obliterate the chance of enrolling in futile and irrelevant internships.

Alumni of every institution are a valuable asset and can contribute to the micro-internship unit. Alumni can organise camps to recruit students and invite other employers and companies to provide micro-internship opportunities. This would help in narrowing the internship access gap existing in the traditional internships.

With the incorporation of such a micro-internship cell, the students stand a chance to cover several ill-effects associated with unpaid internships in particular and reap genuine benefits from their experiences.

A Appendix

SECTION 1: Personal Profile

2. 1.1) Name *

3. 1.2) Age *

Mark only one

17-20

21-23

24-26

4. 1.3) Gender *

Mark only one

Female

Male

Prefer not to say

Other:

5. 1.4) Caste:

Mark only one

General

SC

ST

OBCs

Other:

6. Marital Status

Mark only one

Married

Unmarried

Divorced

Separated

7. Annual Family Income (INR) *

Mark only one

Less than 1 Lakh

1-3 Lakh

3-5 Lakh

Above 5 Lakh

8. Education Status *

Mark only one

Pursuing Graduation

Graduate

Pursuing Post-Graduation

Post-graduate

Section 2

2.1) Position(s) of Unpaid Internship (held till-date): *

Tick all that apply.

Campus Ambassador

Content Writer

Data Analytics Intern

Graphic Designer

HR Intern

Research Intern

Sales/Marketing Intern

Operations Intern

Social Media Marketing

Other:

2.2. Platforms helpful for finding internship: *

Tick all that apply.

Internshala

LinkedIn

Dare 2 Compete

Career Opportunity Cell

Other:

2.3) How many UNPAID internships have you done till now? (Jan 2020-present) *

2.4) How many PAID internships have you done till now (Jan 2020-present)? *

2.5) Duration of unpaid Internship: (on an average) *

Mark only one oval.

Less than 1 month

1-3 months

4-6 months

Above 6 months

2.6) Hours worked per week: (on an average) *

2.7) Reason for joining internship *

Tick all that apply.

For experience/exposure to the particular industry

For Skill Enhancement

For Future Job Placement

Other:

2.8) Work culture exhibited at your internship: *

Tick all that apply.

Healthy work environment

Flexible working hours

Professional

Promised but not delivered

Availability of Work from Home Facility Other:

2.9)(A) Incentives Offered *

Tick all that apply.

Certificate of Completion

Letter of Appreciation/ Letter of Recommendation

Performance-based stipend

Job offer Other:

2.9) (B) If you received a performance-based stipend, how much did you earn?

2.10) Mention the costs that you bore during the tenure of the internship: (Choose Not Applicable if no cost was incurred) *

Tick all that apply.

Travel Cost

Xerox Cost

Internet Cost

Not Applicable

Other:

2.11)(A) Did any of the internships have a negative impact on your health?
(physiological or psychological issues) *

Mark only one oval.

Yes

No

2.11)(B) If yes, then did your firm offer health benefits(E.g.: sick leaves, flexible schedules)? *

Mark only one oval.

Yes

No

Not Applicable (for those who chose no in the previous question)

2.11)(C) Further, was the organisation/employer sensitive to the health problems you faced? *

Mark only one oval.

Yes

No

Not Applicable

2.12) Learning outcomes from the internships/ Major takeaway: *

Tick all that apply.

Skills (E.g.: Managerial Skills, Technical Skills, Writing Skills etc.)

Exposure in a particular industry

Soft skills

Other:

2.13) Have the internships done till now, contributed positively to your skill development? *

Mark only one oval.

Strongly Agree

Agree

Neither

Agree nor disagree

Disagree

Strongly Disagree

2.14) Did the skills developed during the internship help you substantially in career development till now? *

Mark only one oval.

Yes

No

Not applicable

2.15)(A) Did the unpaid internship undertaken improve your chances of securing employment in the job market? (Choose Not Applicable if you have not entered the labour market/are not currently seeking a job) *

Mark only one oval.

Yes

No

Not Applicable

2.15)(B) If chosen yes in the previous question, explain how. (Write no if not applicable)

2.16) Do you think the perks provided to you in the unpaid internship were fair and/or compensated for the work that you did for the firm? *

Mark only one oval.

Yes

No

2.17)(A) Do you think unpaid internships are always worth taking? *

Mark only one oval.

Yes

No

Sometimes

2.17)(B) Explain your choice(Yes?, No?, Sometimes) in the previous question. *

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