Verité Internship

About Verité:

Verité is an Amherst-based nonprofit and award-winning pioneer in the social auditing, training, research, and consulting field. The organization has over 20 years of experience working with Fortune 500 corporations and their local suppliers through our global network of NGO partners. Verité works in over 70 countries to empower companies, factories, NGOs, governments, and workers to create sustainable workplace practices in the factories and communities where our consumer goods are made and the raw materials that go into them are sourced. For more information, please visit https://www.verite.org.

Internship:

Verité interns work on a variety of research projects addressing forced labor, human trafficking, and human rights abuses worldwide. Interns will perform desk research, various administrative tasks, draft reports, and proofread texts. Research interns will read and analyze reports published by the U.S. Department of State, the U.S. Department of Labor, and the International Labour Organization (ILO) and become familiar with the work of these entities as well as the work of many different stakeholders. Interns will support our work with brands and our large-scale federally-funded research projects by conducting desk research on and analyzing supply chains, sectors, and commodities. Interns may assist on a number of Verité projects and are not limited to only the projects detailed below.

Start and end dates: Interns are expected to work approximately 25 hours per week during the summer for at least eight weeks (for a total of approximately 200 hours). Exact start and end dates and hours are negotiable as long as those criteria are met. Our office hours are 9am – 5pm (EST). All internships are on-site; we do not accept interns working remotely.

Verité offers interns a modest stipend in the amount of $550 for the Summer session to offset any cost of living expenses. If your school also provides either funding or academic credits for intern work, Verité is happy to assist with the required paperwork. We also provide opportunities to interact with senior staff, mentoring, networking assistance, and references upon successful completion of the internship.

Skills, abilities, and competencies:
- Ability to find, evaluate, analyze, and summarize a wide range of complex source materials
- Ability to meet deadlines, prioritize assigned tasks, and work independently, all with an attention to detail
- Excellent writing skills
- Proactive approach to assignments
- Previous knowledge of (or interest in/willingness to learn quickly) issues related to countries and regions of focus, relevant regulatory frameworks, human trafficking, and/or corporate responsibility efforts
- Familiarity with organizing datasets a plus
- Reading fluency/competency in any of the following languages a plus: Arabic, Bahasa, Bengali, Burmese, Chinese, Filipino, French, Hindi, Khmer, Korean, Mandarin, Nepalese, Portuguese, Russian, Spanish, Swahili, Tamil, Thai, Turkish, Urdu, Vietnamese
- Demonstrates professional competency and/or personal experience thinking and working effectively across boundaries*
- Demonstrates sensitivity and competency engaging with the diverse marginalized populations impacted by Verité's mission

*These include, but are not limited to: gender, race, religion, age, disability, gender identity, sexual orientation, marital status, pregnancy status, nationality, class, political opinion, union affiliation, or social or ethnic origin.

VERITÉ
Fair Labor. Worldwide.

Verité is committed to a diverse work force and is an Equal Opportunity Employer that does not discriminate against any employee, intern, or applicant for employment or internship on the basis of race, ethnicity, national origin, age, sex, sexual orientation, gender identity or expression, class, religion, veteran status, ability, and any other federal, state, or locally protected classes.

How to Apply:
Please provide cover letter, resume, and academic writing sample of 3-5 pages to verite@verite.org. Multilingual applicants may be asked to provide a writing sample in additional languages. Use subject line: "Verité Summer 2020 Internship." If you have an interest in one of the specific projects outlined below, please address it in your cover letter. Any questions can be directed to Yamila Irizarry-Gerould at verite@verite.org.

Projects

- **Partnership for Slavery-Free Supply Chains:** Millions of victims of forced labor are connected to multinational corporations, whose labor supply chains are hidden behind multiple layers of third-party intermediaries known as "labor brokers," who recruit, hire and manage migrant workers on behalf of supplier factories and farms. A key root cause of the modern day slavery of migrant workers is lack of visibility and understanding by multinational companies and their suppliers of the recruitment practices experienced by these migrants. Companies also lack effective screening and oversight mechanisms to monitor the activities of these labor brokers, in both the countries of origin and destination of migrant workers. Multinational companies are struggling to perform effective monitoring and verification of good labor practice in an environment of long and complex supply chains that involve dozens if not hundreds or thousands of suppliers and brokers. New approaches are needed.

  Verité is currently working on a philanthropically-funded pilot project to create a labor broker risk screening tool that will enable companies to unravel complex labor supply chains and identify risks of human trafficking and forced labor within them. The initial stage of the pilot is focusing on electronics production in Southeast Asia. Verité is piloting original research on labor brokers and their practices in Argentina, Bahrain, Bangladesh, Cambodia, China, Egypt, India, Indonesia, Italy, Japan, Jordan, Malaysia, Mexico, Myanmar, Nepal, Pakistan, the Philippines, Poland, Qatar, Singapore, South Korea, Sri Lanka, Taiwan, Thailand, United Arab Emirates (UAE), United States of America (USA), and Vietnam. This data will be integrated with corporate supply chain data, analyzed, and visualized on a data analytics platform to give an unprecedented look at the source of forced labor risk in this sector and region. Intern tasks include:
  - Performing targeted desk research in a variety of languages, to develop profiles for a set of labor brokers and their practices in each country of focus, using a wide variety of sources including academic, corporate, business, NGO, media, and government reports
  - Organize findings using reporting templates and assist lead researchers in inputting the gathered information into a database
  - For individuals with fluency in certain languages, especially Mandarin, they might provide translation assistance for documents, correspondence, and research tools. Those with language skills in Thai, Malay, or Arabic, closely followed by Italian or Spanish, are also encouraged to apply.

- **Responsible Sourcing Tool:** In 2016, Verité launched the Responsible Sourcing Tool (RST), providing a resource to federal contractors to meet the anti-trafficking compliance measures in the Federal Acquisition Regulation. In addition to federal contractors, the interactive website helps companies, advocates, and consumers detect, prevent, and combat trafficking in global supply chains and meet the growing number of legal, regulatory, and market demands for attention to severe exploitation in global supply chains. The website currently contains extensive research on 11 key sectors and 43 commodities at risk for trafficking or trafficking-related activities, ten comprehensive risk management tools, case studies, and links to guidance from other expert organizations. Intern tasks include:

- Desk research and media scans on specific commodities and sectors
- Report drafting and updating
- Data-related work (trade and export data, organizing data in certain platforms, updating data and quality assurance)
- Support development of new sector-specific tools

— **China Worker Well-being Project:** This program is designed to change how workers are taught the key compliance subjects (focusing on labor rights and health and safety) in China's vocational schools, with a direct link to on-going training and empowerment mechanisms in their post-school workplace life. Interns would work in cooperation with the Grant Program Manager based in China, the China office Director, and other Verité staff. Intern tasks include:
  - Perform targeted desk research and data/information/material collection in English and Chinese
  - Conduct preliminary/basic analysis of survey and evaluation results
  - Provide translation assistance for documents, correspondence and tools as (between English and Chinese)
  - Assist Program Manager in organizing and inputting the gathered information into a database
  - Assist in drafting and formatting of communication leaflets/reports/training materials/surveys
  - Other tasks as required by Program Manager and China Director
  - Occasional calls or check-ins outside of office hours may be required, due to the time difference with our China office

— **Worker Empowerment (WE) Project:** One of Verité's goals is to empower workers to advocate for their own rights. The worker empowerment program is a committee within Verité working to develop the organization's position on worker empowerment, freedom of association, and trade union rights. It seeks to build internal capacity and expertise on worker empowerment through the development of a WE catalogue, business cases, and an impact measurement plans, to integrate WE components into Verité's different workstreams, programs, and initiatives, and to establish products and services and business development strategies and plans accordingly. Interns tasks might include the following:
  - Review Verité's existing WE program documents
  - Catalogue documents/resources based on a classification framework provided by the WE working group
  - Contribute to the development of WE products and service offerings

— **Research & Data:** The Research and Data intern will be responsible for maintaining the statistical content in the [Africa microsite](#) on our website. The work will involve pulling in new numbers from publicly available published datasets and manipulating them to generate updated charts. The project will also involve desk research to update written content on the site to match the new charts, and to update narrative information about key commodities and countries. This intern will also assist and support our Raw Materials programming more generally. Skills, abilities, and competencies for this internship include:
  - Attention to detail
  - Excellent English-language writing and editing skills
  - Basic interest in statistics and data analysis
  - A designer's eye and a writer's mastery of grammar and copyediting
  - Familiarity with Microsoft Office Suite
  - Interest in Sub-Saharan Africa preferred, and proficiency with Infogram and/or WordPress or other content management systems a plus

— **Monitoring & Evaluation:** Verité assesses the progress and outcomes of grant-funded projects and is working to build organization-wide systems for measuring the broader impact of our work across departments. This internship will support Verité's M&E efforts at both a project and organizational level—an exciting opportunity for anyone interested in the complexities of impact measurement in the human rights sector. Candidates should be able to take initiative and work independently. Intern tasks may involve the following:

- o Participate in Verité's internal Performance and Impact Team and support the development of a framework for measuring organizational impact.
- o Research relevant performance indicators and M&E methodologies in the labor rights, policy advocacy, and capacity building sectors for potential inclusion in Verité's impact framework.
- o Support the creation of M&E tools and guidance materials, such as indicator tracking tables, indicator guides, and visual results frameworks.
- o Support M&E activities for grant-funded projects. May include database management, data analysis, and survey development.
- o Review historical documents and extract data, stories, and anecdotal evidence that can be used to communicate organizational impact.

- **Scaling Up Responsible Recruitment: Pilot Approaches and Technology Tools for High-Risk Sectors in Southeast Asia:** Modern day slavery, including forced labor and human trafficking, affects more than 20 million people. As globalization and migration have increased, an exploitative system of labor recruitment has emerged, based on charging excessive and illegal recruitment fees to migrant workers, often resulting in circumstances of forced labor, bonded labor and trafficking for labor exploitation. Despite initiatives to promote responsible recruitment, there has been limited progress in better protecting foreign workers from human trafficking. There remains a great need to understand the economic barriers to responsible recruitment; to build the capacity of all stakeholders to promote and adopt responsible recruitment practices and provide them practical tools and approaches with which to do so; and to enhance workers' ability to advocate for better conditions & legal protections. Verité is currently engaged in a research project examining the implementation of responsible recruitment practices in the electronics manufacturing sector in Southeast Asia. Intern tasks will include:
  - o Desk research on electronics manufacturing supply chain composition and migrant worker populations in Southeast Asia
  - o Proofreading, formatting of citations, and other tasks to support report drafting