



Fair Labor. **Worldwide.**

Research Intern

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 on Verité 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. Specific projects that interns may be working on during the summer are listed below. Interns with relevant skills, language abilities, and area expertise are encouraged to apply and mention these projects specifically in their application. Interns are not limited to only the projects detailed below; they will likely be requested to work on any of the numerous projects with which Verité is engaged.

Start date: Negotiable; end of Spring semester, beginning of summer

End date: Negotiable; end of summer

Interns are expected to work **at least 25 hours per week for at least eight weeks**. All internships are on-site; we do not accept interns working remotely.

Verité offers summer interns a modest stipend in the amount of \$550 for the duration of the summer session to offset 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 research staff, mentoring, networking assistance, and references upon successful completion of the internship.

Required 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 (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 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. For bilingual applicants, please provide a writing sample in each language. Use subject line: "Verité Research Internship – Summer 2018." 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.

PROJECT #1: Partnership for Slavery-Free Supply Chains

Project Background:

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 Bangladesh, Cambodia, India, Indonesia, Malaysia, Myanmar, Nepal, Pakistan, the Philippines, Singapore, Sri Lanka, Taiwan, Thailand, 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.

Examples of Potential Intern Tasks/Projects:

- Perform targeted desk research in English, and local languages if possible, 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. Local languages include: Bahasa, Bengali, Burmese, Chinese (Mandarin), Filipino, Hindi, Khmer, Nepalese, Tamil, Thai, Urdu, Vietnamese.
- Assist lead researchers in organizing and inputting the gathered information into a database.
- For individuals with fluency in any of the above languages: provide translation assistance for documents, correspondence and research tools.

PROJECT #2: Emerging Markets Research Project

Project Background:

Through the Emerging Markets Research Project, Verité produces annual reports describing country compliance with internationally accepted labor standards in 25 countries in Europe, Africa, Asia, and Latin America. These reports and scores are updated each year based on extensive desk research and in-country interviews with labor experts in the focus countries. This research influences multi-billion dollar investment decisions by a large pension fund that considers issues

related to labor protections when making investments in emerging markets. Verité submits an in-depth narrative performance report as well as a quantitative assessment and ranking for each country, covering the following issues:

- Freedom of association and collective bargaining
- Forced labor
- Child labor
- Discrimination / equality
- Conditions of work (wages, hours, health and safety, sexual harassment, etc.)
- Treatment of foreign workers

Examples of Potential Intern Tasks/Projects:

- Perform targeted desk research, reviewing a wide range of sources, including newspaper articles, academic studies, and reports from NGOs, the U.S. Department of State and Department of Labor, and UN agencies, particularly the International Labour Organization.
- Find and analyze relevant statistics (e.g. on gender wage gap, convictions related to labor trafficking, occupational fatality rates, percentage of children engaged in child labor).
- Update existing country reports based on new information gathered.
- Format and copy-edit reports.

ADDITIONAL PROJECTS

Interns may assist on a number of other Verité projects, many of which approach issues of human trafficking and forced labor by analyzing supply chains. Interns may help conduct commodity-specific desk research for our work with brands or for large-scale federally-funded research projects, including but not limited to projects in the forestry and electronics sectors. Below are a few other projects on which Verité interns may work:

- **Migration Corridors to the Gulf:** Two projects promote safe and fair labor migration to the Gulf Cooperation Council (GCC) states using a multi-stakeholder strategic approach to build civil society, government and private sector capacities in both sending and receiving countries to promote safe and fair migration. Projects focus on migrants coming from [India](#) and [Kenya](#) migrating for work in Qatar and the United Arab Emirates. Our goal is to establish a robust, comprehensive framework protecting migrant workers at every stage of the migration process, from recruitment and deployment to employment and safe return. Interests in the regions (India, Africa, GCC, or MENA), and/or migrants rights, and/or developing technology such as mobile apps and interactive websites for migrant workers are a plus.
- **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 will include desk research and media scans on specific commodities as well as report drafting.
- **Social Responsibility Assessments Projects:** Support the Verité workplace assessments team in its work with international companies to improve working conditions in supply chains. Strong focus on reviewing legal frameworks for migration corridors, other labor law related to employment (Southeast Asia, East Asia focus, as well as South Asia, the Gulf, and Latin America), and research into company public disclosures on social responsibility. Additionally, there are opportunities for other desk research and supporting assessment tool development.