

VERITÉ

Fair Labor. **Worldwide.**

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 date: Negotiable; beginning of Winter/Spring semester

End date: Negotiable; end of Spring semester

Interns are expected to work 8 – 10 hours per week during the semester for 10 – 12 weeks (for a total of 80 – 120 hours). Exact start and end dates and hours are negotiable as long as those criteria are met. **Due to the COVID-19 pandemic, all internships are currently remote.**

Verité offers interns a modest stipend in the amount of \$250 for the duration of the session to offset any cost of living and/or travel 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.

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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 Winter/Spring 2021 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:** Verité is currently working on a philanthropically-funded 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 focused on electronics production in Southeast Asia and has since expanded into additional industries and geographic areas. Verité continues to conduct original research on labor brokers and their practices in Argentina, Bahrain, Brazil, Egypt, Italy, Japan, Jordan, Malaysia, Mexico, Poland, Qatar, Singapore, South Korea, Taiwan, Thailand, United Arab Emirates (UAE), and the United States of America (USA). This data is 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 these sectors and regions. 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
 - Organizing findings using reporting templates and assisting analysts in inputting the gathered information into a database
 - Engaging in new software feature research, testing and documentation to assist the product team in maintaining an efficient project workflow
 - Assisting in project-specific administrative activities including customer service, metrics gathering and analysis, and survey progress monitoring
 - Individuals with fluency in certain languages, especially Mandarin, may 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 is in the process of building organization-wide systems for measuring the broader performance and impact of our work across departments. This internship will support Verité’s M&E efforts at an organizational level—an exciting opportunity for anyone interested in both organizational strategy and the complexities of impact measurement in the human rights sector. Candidates should be able to take initiative and work independently. Familiarity with basic M&E concepts is preferred. Intern tasks may involve the following:
 - Participate in Verité’s internal Performance and Impact Team and support the development of an organizational impact framework.
 - Research qualitative methodologies for measuring organizational impact indicators.
 - Support the creation of guidance materials that promote systematic performance and impact data collection.
 - Meet with Verité staff to help document organizational success stories related to our advocacy efforts, worker empowerment initiatives, and private sector engagements.
 - Support the drafting of external communications on Verité’s impact.

- **Ghana Forced Labor Indicators Project (FLIP):** Verité is currently implementing a U.S. Department of Labor-funded project focused on growing government, private sector, trade union, and civil society capacity to combat forced labor of adults and children through advancing the ILO forced labor indicators approach in Ghana. The Ghana Forced Labor Indicators Project (FLIP) focuses on the gold, cocoa, and palm oil sectors and has three main objectives:
 1. Develop a shared understanding of the precise nature of forced labor and trafficking in Ghana and how the forced labor indicator approach can be utilized in support of this understanding;
 2. Collaborate with stakeholders to support integrating the forced labor indicators approach into existing labor monitoring efforts; and

3. Further capacitate the labor inspectorate and other key government actors in recognizing, documenting, and addressing forced labor and labor trafficking and the risk factors and indicators it encompasses.

Ghana FLIP intern tasks may include:

- Supporting development of training curriculum and materials
- Desk research
- Stakeholder mapping
- Data cleaning and input
- Potential work in French

- **Evidence to Action: Increasing the Impact of Research to Mobilize Efforts against Forced Labor:** Verité is an implementing partner for a multi-year project to increase knowledge and mobilize stakeholders regarding forced labor in the garment sector in Argentina and Mauritius. The project will provide significant new information regarding the nature and causes of forced labor within the garment and associated textile sectors of Mauritius and Argentina; will build the capacity of national research institutions, government and civil society organizations to undertake and use research to prevent, identify, and combat forced labor; will provide globally relevant examples and assessment of tools for the investigation of forced labor; and will catalyze a broad group of stakeholders to act on the research findings, making the link from data to policy. Verité is seeking two interns to aid with the rapid appraisal phase of the project, with special focus on Argentina and Mauritius. Activities for this work may include:

- Desk research
- Database creation and maintenance, data collection, and possibly geospatial analysis of publicly available information.
- Stakeholder mapping: identifying key stakeholders for interview, assisting in interview preparation, and recording or organizing notes from expert interviews.

Intern qualifications should include:

- For the intern focusing on Argentina:
 - Fluent or advanced language proficiency in both English and Spanish
 - Currently pursuing an undergraduate or advanced degree in relevant fields, with preference for specializations in Latin America
 - Optional: Knowledge or interest in geospatial analysis and data visualization software
- For the intern focusing on Mauritius:
 - Fluent or advanced language proficiency in both English and French
 - Currently pursuing an undergraduate or advanced degree in relevant fields, such as political science, economics, or public policy.