Verité Research Internship
Fall 2021

About Verité:

Verité is an Amherst-based non-profit and award-winning pioneer in the social auditing, training, research, and consulting field. The organization has over 25 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 do interesting and substantive work and are exposed to the vast world of corporate social responsibility (CSR) and human rights. They contribute to a variety of research projects addressing forced labor, human trafficking, and human rights abuses worldwide. Interns perform tasks such as conducting desk research, updating various databases that Verité maintains, completing various administrative tasks, drafting reports, and proofreading texts. Research interns 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 across 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; end of summer/beginning of Fall semester
End date: Negotiable; end of Fall 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, interns will have the option to do a remote or in-office internship. For those who opt to do an in-person internship, hours in the office may be somewhat limited, and interns may not see their supervisors each time they are in the office.

Verité offers interns a modest stipend in the amount of $250 for the duration of the session to contribute to 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 plan different events for interns to interact with senior and other staff, and provide opportunities for mentoring and networking. We provide 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 and proactively, all with an attention to detail
- Excellent writing, grammar, and editing skills
- 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 and manipulating data in programs such as Infogram, Excel, and Airtable
- Demonstrates sensitivity, professional competency, and/or personal experience thinking and working effectively across boundaries and engaging with the diverse marginalized populations impacted by Verité's mission*

VERITÉ
Fair Labor. Worldwide.

*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. It is preferable that writing samples pertain to international studies and demonstrate research and analysis skills. Multilingual applicants may be asked to provide a writing sample in additional languages. Use subject line: "Verité Fall 2021 Internship." If you have an interest in one or more of the specific projects outlined below, please address it in your cover letter. Any questions can be directed to Yamila Irizarry-Gerould and Marah Brubaker at verite@verite.org.

Projects

- **CUMULUS Forced Labor Screen:** The CUMULUS project is a forced labor risk screening tool that enables companies to unravel complex labor supply chains and identify risks of human trafficking and forced labor within them. Verité continues to conduct original research to expand the scope of CUMULUS into additional industries and geographic areas. Interns will assist in gathering desk research in a number of languages using a wide variety of sources including academic, corporate, business, NGO, media, and government reports. Additional CUMULUS intern tasks may include:
    - o Contributing to desk research on labor migration, recruitment systems, and emerging legislation in the GCC, SEA, and EU regions.
    - o Organizing research findings using reporting templates and assist analysts in data entry.
    - o Providing translation assistance for documents, correspondences, and other resources. Those with language skills in Mandarin, Thai, Malay, or Arabic, closely followed by Italian or Spanish, are encouraged to apply.

- **Responsible Sourcing Tool:** In 2016, Verité launched the Responsible Sourcing Tool (RST), a free interactive web platform designed to help visualize, understand, and eliminate human trafficking in global supply chains. The tool was initially developed as a resource for federal contractors to utilize in meeting U.S. anti-trafficking compliance measures, and it has since expanded to provide companies, advocates, investors, and consumers with a comprehensive assessment of country- and industry-based risks of human trafficking and a suite of resources to address those risks. 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, various case studies, and links to guidance from other expert organizations. RST intern tasks may include:
    - o Conducting desk research and media scans on specific commodities and sectors.
    - o Drafting and updating reports.
    - o Engaging in data-related work (trade and export data, organizing data in certain platforms, updating data and quality assurance).
    - o Supporting the development of new sector-specific tools and general resources for the site.

- **Worker Empowerment:** One of Verité's goals is to empower workers to advocate for their own rights. The worker empowerment (WE) program is a committee within Verité working to develop the organization's position on worker empowerment, freedom of association (FOA), 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 may include:
    - o Reviewing Verité's existing WE program documents.
    - o Contributing to the development of WE products and service offerings.
    - o Conducting targeted desk research and data collection in English and Chinese.
    - o Developing worker training modules.
    - o Providing translation assistance for documents, correspondence, and tools (between English and Chinese).

– **Sub-Saharan Africa Microsite:** This site consists of reports on 22 major African export commodities, and on all 49 sub-Saharan African countries that provide information about industry and national characteristics relevant to trafficking risk. The site also provides guidance on understanding trafficking risk and additional resources for companies and others interested in establishing compliance systems and other programming to prevent and address trafficking risk within global supply chains. This intern will be responsible for maintaining and updating the statistical and narrative content in the Africa microsite. Intern tasks may include:

  o Pulling in new numbers from publicly available published datasets and manipulating them to generate updated charts in Infogram (Proficiency with Excel, Infogram, and/or WordPress or other content management systems a plus).

  o Conducting desk research to update written content to match the new charts and to update narrative information about key commodities and countries (potential research and media scans in French and/or local African languages).

– **Forced Labor Indicators Project:** Verité is currently implementing a five-year project funded by the U.S. Department of Labor that focuses on strengthening government, private sector, trade union, and civil society capacity to combat forced labor of adults and children in Ghana and Côte d'Ivoire. The Forced Labor Indicators Project (FLIP) was originally established to focus on the gold, cocoa, and palm oil sectors in Ghana and was expanded in 2020 to incorporate the cocoa and coffee sectors of Côte d'Ivoire as well. The project utilizes the International Labour Organization's forced labor indicators approach to understand and combat forced labor and trafficking in these countries, to collaborate with stakeholders to integrate this approach into existing labor monitoring efforts, and to further capacitate key actors in recognizing, documenting, and addressing forced labor and labor trafficking. FLIP intern tasks may include:

  o Supporting the development and implementation of online training sessions, curriculum, and materials.
  o Conducting desk research on various topics related to forced labor and human trafficking.
  o Organizing and synthesizing existing stakeholder mapping research.
  o Inputting and cleaning of project data.
  o Potential work in French.

– **STREAMS Project:** The Supply Chains Tracing Engagement and Methodologies (STREAMS) Project is an exciting new initiative to enhance the downstream traceability of goods made by child and forced labor in global supply chains. Funded by the U.S. Department of Labor, the STREAMS Project will focus on developing an analytic framework to map and categorize supply chains and methods for tracing and validating supply chain connections, conducting pilots of supply chain tracing and validation methodologies in India's garment sector, and creating accessible tools to enable diverse actors across sectors and supply chain tiers to adopt innovative tracing approaches. Interns will provide logistical, research, and strategic support to the development of the commodity matrix and methodology. STREAMS intern tasks may include:

  o Conducting extensive research on various topics such as product tracking methodologies and technologies, context on relevant commodities, and existing chain of custody models.
  o Drafting assorted internal memos, presentations, and reports to present research findings.
  o Collecting and cleaning production and trade data for specific commodities and associated supply chains, which will be used for the commodity matrix.