

2021 UM Summer Internship Opportunity

Topic: Fair Compensation Program in apparel and footwear industries

Deadline to Apply: February 10, 2021

Eligibility: U-M graduate student; U-M advanced undergraduate student (at least two years of completed college education); *Students graduating in Spring 2021 are not eligible*

About the Internship:

The Fair Labor Association (FLA) seeks to provide a current graduate or undergraduate student of the University of Michigan with an opportunity to learn about labor and human rights issues in agricultural and apparel supply chains. The internship is supported jointly by U-M President's Advisory Committee on Labor Standards and Human Rights (PACLSHR) and the Donia Human Rights Center (DHRC) at the University of Michigan.

The FLA brings together business, civil society and universities to learn, share, and collaborate in responsible supply chain practices. The challenges in agricultural supply chains are complex and multi-faceted, and increasingly, investors, consumers, workers, governments, and civil society organizations demand that companies not only understand their supply chain but are accountable to the workers. Universities have historically played a key role in moving the apparel supply chains toward responsible practices with the FLA.

The intern will support the FLA's fair compensation program for apparel and footwear members. They will be trained on the FLA's wage data collection tool, methodology, and the FLA's online Fair Compensation Dashboard. The dashboard allows FLA and its apparel and footwear members to visualize and analyze workers' monthly wages in a wage ladder with relevant living wage benchmarks. Using these tools, they will review data, conduct aggregate analysis, prepare reports on living wage pilots or case studies; and support on updating and researching wage benchmarks. These activities will require engagement with FLA staff and potentially apparel and footwear FLA members. Depending on the skillset and as time permits, the intern may provide support on other living wage capacity building projects to assist companies in using the FLA's fair compensation tools to improve wages for workers.

Key Deliverables:

Living wage analysis and report on a specific topic or country, and wage benchmark research table, as defined by the FLA. The PACLSHR may request a brief oral or written report at the completion of the experience.

Working Relationships:

The intern will work remotely with the FLA's Fair Compensation Team, based in the Washington D.C. area. There will be opportunities to engage with relevant members of the living wage pilot or case study, and the FLA's Fair Compensation Practitioners Working Group, with representatives from adidas, Patagonia, Gildan, and the University of Syracuse.

Preferred Start Date: May 15, 2021 (negotiable)

Duration of Internship: 8-10 weeks; up to 40 hours per week.

Compensation: The PACLSHR and DHRC will provide funding for this internship and the intern will receive a stipend up to \$6,000.

Desired Qualifications and Skills:

- Graduate student or Advanced Undergraduate student with at least two years of college

- education completed will be considered;
- Strong computer skills to include Microsoft Office, particularly Excel, Word, and PowerPoint, and design software such as Adobe InDesign or Piktochart;
 - Strong data and statistical analysis skills using Excel and Power BI;
 - Strong report writing skills;
 - Strong analytical and problem solving skills;
 - Strong organizational and communication skills with an ability to obtain information through phone conversations and written communication;
 - Strong virtual presentation skills and comfort with using Microsoft Teams and Zoom for remote webinars, calls, and presentations;
 - Strong business acumen to include successful completion of fundamental business classes highly preferred;
 - Understanding of wage data privacy and sensitivity; and
 - Interest in social (labor and human rights) issues, especially on living wages.

Application Process: Applicants are to submit materials by email to PACLSHRApplications@umich.edu. Enter “PACLSHR+DCHR FLA Internship: Fair Compensation Program” as the subject line and do not include any additional text in the email.

Include as attachments in PDF format:

- 1) A current CV/resume
- 2) A 150-300-word statement explaining your interest in this internship
- 3) Current transcripts. Wolverine Access (un)official copies are acceptable for this purpose

Applications will be reviewed by a subcommittee of the PACLSHR, DCHR, and the FLA. Applicants are encouraged to email questions to PACLSHRApplications@umich.edu.

About

[President's Advisory Committee on Labor Standards and Human Rights \(PACLSHR\)](#)

The President’s Advisory Committee on Labor Standards and Human Rights is appointed by the President to provide advice concerning University policies and procedures to address labor issues in the production of U of M goods (items sold with the University of Michigan’s name, logos, or other symbols). The Committee includes students, faculty, and staff and reports its recommendations to the President.

[Donia Human Rights Center \(DHRC\)](#)

The Donia Human Rights Center is a forum for intellectual exchange on issues around human rights among scholars, practitioners, students, and the broader public. Toward that end, we invite leading practitioners and scholars to share their insights and expertise on human rights gained through their experiences and research. We also offer internship and study-abroad opportunities to students that would enhance their understanding of contemporary human rights issues and equip them with the tools to tackle challenging human rights problems around the world.

[Fair Labor Association \(FLA\)](#)

FLA is a collaborative effort of universities, civil society organizations and socially responsible companies dedicated to protecting workers’ rights around the world. We are an international organization with a dedicated staff and board, headquartered in Washington, DC, with offices in China, and Switzerland. FLA places the onus on companies to voluntarily meet internationally recognized [labor standards](#) wherever their products are made. We offer:

- A [collaborative approach](#) allowing civil society organizations, universities and socially responsible companies to sit at the same table and find effective solutions to labor issues;
- [Innovative and sustainable strategies](#) and [resources](#) to help companies improve compliance systems;
- [Transparent](#) and independent assessments, the results of which are published online; and
- A mechanism to address the most serious labor rights violations through the [Third Party Complaint](#) process.