

## **2024 UM Summer Internship Opportunity**

**Topic: Labor standards and human rights in the agriculture sector**

**Deadline to Apply:** February 15, 2024

**Eligibility:** U-M graduate student; U-M advanced undergraduate student (at least two years of completed college education);

*Students graduating in Spring 2024 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 apparel and footwear supply chains are complex and multi-faceted, and increasingly, investors, consumers, workers, governments, and civil society organizations are demanding 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 at FLA.

FLA's fair compensation strategy for agriculture intends to advance the industry's efforts toward living wages for workers in supply chains. FLA developed and piloted the agricultural wage collection tool to analyze the wage data to compare against the existing benchmarks. The intern will support (i) improving the FLA agriculture wage collection tool and analysis method, (ii) updating the wage benchmarks, (iii) developing wage conversion methods to compare applicable minimum wage against the quota-based individual worker wage for selected countries, and (iv) other agricultural assessment tool improvements and research work, as needed.

### **Key Deliverables:**

Key Deliverables will include a case study, report, and presentation to the FLA, PACLSHR, and DHRC.

### **Working Relationships:**

The intern will work remotely in collaboration with the FLA staff and others as appropriate with the PACLSHR & DHRC.

**Preferred Start Date:** May 15, 2024 (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](mailto:PACLSHRApplications@umich.edu). Enter “PACLSHR+DCHR FLA Internship: Labor Standards in Agriculture” 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, DHRC, and the FLA. Applicants are encouraged to email questions to [PACLSHRApplications@umich.edu](mailto: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.