

## **2025 UM Summer Internship Opportunity**

**Topic:** Fair Compensation in Manufacturing Sector

**Deadline to Apply:** February 6, 2025 (midnight)

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

*Students graduating in Spring 2025 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 be accountable to workers. Universities have historically played a key role in moving the apparel supply chains toward responsible practices with the FLA.

FLA's fair compensation program intends to advance the industry's efforts toward living wages for workers in supply chains. FLA developed wage collection toolkits for manufacturing and agriculture industry to analyze the wage data against the existing benchmarks. The intern will support FLA's fair compensation programs for agriculture and manufacturing. Including (i) improving FLA wage collection tool and analysis method, (ii) updating the manufacturing and agriculture wage benchmarks, (iii) developing wage conversion methods to compare applicable minimum wage against the quota-based individual worker wage for selected countries, (iv) wage data trend country report for manufacturing, (v) any communication work as needed.

### **Key Deliverables:**

Development of summaries of various tasks and activities; a recommendation 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, 2025 (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 of 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, with an ability to learn

- mapping software and others;
- Strong analytical and problem solving skills;
  - Strong organizational and communication skills with an ability to obtain information through phone conversations;
  - Ability to present the nuanced information and data, turning such information data into useful formats;
  - Strong business acumen to include successful completion of fundamental business classes highly preferred; and
  - Interest in social (labor and human rights) issues.

**Application Process:** Applicants are to submit materials by submitting your application via this [LINK](#).

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.