



## LIVING WAGE INTERNSHIP

At Fair Wear Foundation, we know there is a better way to make clothes, a fairer way. We want to see a world where the garment industry supports workers' rights to safe, dignified and properly paid employment. This is why we focus on the most labour-intensive parts of the supply chain to find answers to problems others think are unsolvable. We partner with brands and support workers. We take practical steps and test new solutions to show that it's possible to make clothes in a fairer way. With industry influencers, we push towards a new normal creating change that goes far beyond our reach. Together, we're making fashion fair for everyone.

Fair Wear is an Amsterdam-based, international non-profit organisation. We support our 130+ member brands with practical knowledge and guidance and verify their efforts at their headquarters and in production countries. We have 50+ Amsterdam-based staff of very diverse backgrounds and work with expert teams in eleven production countries.

### TEAM AND PROJECT DESCRIPTION

**This internship will be within Fair Wear's Fair Wear's Impact Team.** This team focuses on developing innovative and impactful ways to improve labour conditions for garment workers. The team is mainly responsible for: creating and testing approaches, spearheading, and coordinating the collection of evidence and knowledge; developing the strategy and policy for topics that cut across the organisation and relate to the outside world; and tracking whether Fair Wear is achieving its objectives.

**Consider your candidacy for this position by reading the project description and outcomes expected for this role. In preparing your CV and cover letter, make certain you are linking your experience and education to the *project specifics and intern profile detailed below.***

PROJECT INFORMATION
<p><b><i>What research question / project areas will the intern work on?</i></b></p> <p>Several brands are taking steps on the topic of living wage. They increasingly know which factories are paying a living wage and where they, as brands, are contributing sufficiently to their share of a living wage.</p> <p>The current brand performance checks reflect the brands' efforts and steps towards living wage. However, specific information about wages in comparison to the different living wage estimates is not yet disclosed. Costumers and NGOs are approaching some brands about this and also upcoming EU legislation will require more transparency on wages in supply chains.</p> <p>We want to start a pilot to find a way to address this increasingly prevalent demand for transparency regarding exact wage levels in the factories from which our members are sourcing. The pilot is also a response to the challenges faced by both the brands and Fair Wear when it comes to collecting such data.</p> <p>The project aims to design, share and disseminate a methodology how (member) brands can collect information about wages at factory level.</p> <p>We will approach for this pilot max. five Fair Wear brands, as partners in this research. The Clean Clothes Campaign (CCC) has been invited to join the pilot as well, being one of the NGOs demanding this kind of transparency.</p>

<b><i>How will this intern's role contribute to research outcomes connected to Fair Wear's strategic goals?</i></b>
We are looking for someone to support with the practical organisation of the pilot project – organize project meetings, ensure alignment between project partners, contribute to the creation of a standard data collection formats.
<b><i>Are there other projects the intern will work on?</i></b>
Fair Wear is involved in the European Citizens Initiative (ECI) on living wage legislation. We would like the pilot to feed into the ECI process and the other way around, so close cooperation is essential.

## **POSITION SPECIFICS**

- Fair Wear defines an 'intern' as a university student seeking credit to graduate or otherwise fitting the internship into their path to graduation.
- Young professionals who are not currently enrolled in school but are making 'first / next steps' in their early career are also eligible to apply for internships.
- Fair Wear is eligible to work with bachelor's and master's university students at the Dutch education levels of HBO and WO (not MBO).
- Internships are typically full-time (36 hours/week) for a maximum of 6 months.
- The intern will be assigned a mentor that will work closely to ensure project outcomes are met, which will include weekly meetings.
- The nature of this work will be mainly performed independently by the intern but will include (digital) group project-based work.
- The intern will be paid €400,- per month on a 36 hour/week basis.
- If travel is essential, travel expenses will be reimbursed by Fair Wear unless they are already covered by a NS student subscription.
- Applicants without the legal working ability to work in the Netherlands or Germany unfortunately cannot be considered at this time.

## **INTERN PROFILE**

- Fluent in English
- Structured / good project management skills
- Affinity with Fair Wear's work and knowledge of living wage basic principles
- Affinity with numbers, (complex) calculations and human rights
- Proactive, independent worker
- Able to connect to different (kinds of) people

If you are interested in this position, send your CV with cover letter to [vacancy@fairwear.org](mailto:vacancy@fairwear.org) no later than 17<sup>th</sup> September. Of the four internship positions currently open at Fair Wear, you may apply for ONE internship so select the project that most closely aligns with your interests / field of study.

Living wage internship



Please visit [www.fairwear.org](http://www.fairwear.org) for more information about our organisation. For questions about the position, you may email [vacancy@fairwear.org](mailto:vacancy@fairwear.org).

*Recruitment agencies are asked to refrain from approaching Fair Wear Foundation about this or any other vacancy.*