



INTERNSHIP-DEEPER SUPPLY CHAIN

TEAM AND PROJECT DESCRIPTION

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 |
|---|
| <i>What research question / project areas will the intern work on?</i> |
| <p>The project will address the following elements:</p> <ol style="list-style-type: none"> 1. Create an overview of which Fair Wear member brands are currently working in tier 2 and beyond by doing interviews or/and set-out questionnaires. 2. Create an overview what brands need for working impactful in the lower tiers (by doing interview or/and questionnaires). 3. Make an overview of stakeholders / organisations that are working on human rights upholding in lower tiers and what they are doing. If possible, include workers' voice. This is with the intention to possibly cooperate in the future. (desk study and by doing interviews or/and questionnaires) 4. Conduct an analysis of our policies/guidance, tools and other benefits to what extent they are realistically scalable to lower tiers and which ones are not. This leads to an overview with a ranking of our guidances/tools which are applicable and guidance/tools which are less or not applicable. 5. Analyse European HRDD legislation and expectations for a full supply chain. 6. Together with the project manager, and other colleagues, the intern will contribute to a strategic action plan of what Fair Wear's positioning and facilitation looks like in the deeper tiers |
| <i>How will this intern's role contribute to research outcomes connected to Fair Wear's strategic goals?</i> |
| <p><i>Under HRDD, brands are responsible for acting to prevent and remediate HR violations within their entire supply chain. Fair Wear will analyse/collect what is done by member brands in their full supply chain, what is needed and guide with tools and solutions to support/improve implementing HRDD in the entire supply chain of the member brands.'</i></p> |
| <i>Are there other projects the intern will work on?</i> |
| No |



SUPPLY CHAIN INTERNSHIP

PROJECT DESCRIPTION

This internship will be within Fair Wear’s Pilot related to deeper tiers of the supply chain.

Fair Wear’s work focuses on showing the world that there is a better fairer way to make clothes. We engage and influence key industry stakeholders to push the industry towards a new normal. We educate consumers on the importance and complexity of fair fashion; and we demonstrate the importance and impact of our work through strategic sharing of our research. We build on our reputation and credibility through speaking engagements, media outreach and the development of fruitful partnerships.

The scope of Fair Wear membership is currently “Cut-Make-Trim (CMT)”: factories where garment and footwear is made, including subcontractors. This pilot is an exploration how and to what extent Fair Wear policies, guidances and tools are relevant within the deeper tiers of the supply chain. This includes everything before, like spinning or weaving.

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| PROJECT INFORMATION |
|---|
| <i>What research question / project areas will the intern work on?</i> |
| The project will analyse which member brands and which stakeholders are currently working in their deeper supply chain tiers. In addition to this, the project will address how and to what extent our current policies, guidance and tools could also be applied in the deeper supply chains of garment and footwear brands. This within the broader context of OECD Guidance, EU and national legislation. |
| <i>How will this intern’s role contribute to research outcomes connected to Fair Wear’s strategic goals?</i> |
| One of the strategic goals of Fair Wear is that human rights due diligence by engaged brands drives improved purchasing practices that support and incentivise freedom of association, decent work and gender equality. The role of the research of the intern contributes to this goal in a sense that it explores to what extent HRDD by engaged brands can impact human rights in the deeper tiers of the supply chain, as also requested in HRDD legislation. |
| <i>Are there other projects the intern will work on?</i> |
| No |

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 cannot be considered.

INTERN PROFILE

- Fluent in English
- Hands-on, communicator, social skills
- Experience with in-depth interviews, listening skills
- Experience with facilitating focus groups or other interactive group sessions
- Well-developed analytical skills
- Understanding of and affinity with the garment industry
- Affinity with garments industry, law and politics

If you are interested in this position, send your CV with cover letter to vacancy@fairwear.org no later than 22nd March 2024.

Please visit www.fairwear.org for more information about our organisation. For questions about the position, you may email vacancy@fairwear.org.

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