

Appendix 5: Foxconn Internship Program Plan

Foxconn will build upon its existing internship program to ensure that interns enjoy the protections necessary for a productive, healthy and safe educational experience. Given that students find internships valuable and that Foxconn is in a position to offer a significant number of internships at above-market conditions a set of standard practices have been endorsed by both Foxconn and Apple.

- 1) Ensure that all internal policies, procedures and training reflect the national, provincial and city-level regulations apply to interns.
- 2) Coordinate with the sending schools and colleges to ensure that the job relates to the interns field of study.
- 3) Coordinate with the sending schools and colleges to measure the intern’s skills before and after the internship in order to document the benefits of the training and experience gained.
- 4) Ensure that all interns continue to receive the same entry wage as other entry-level workers doing similar work and that such wages are always above the minimum wage for that area.
- 5) The law requires that interns have personal accident and liability insurance before starting their internship. This should be the responsibility of the parents or the school. Foxconn should however verify that students are indeed covered and should consider the possibility of paying for such insurance if necessary.
- 6) Continue to verify the intern’s age and take care to place all young workers in appropriate positions.
- 7) Take measures to prevent interns from working more than eight hours per day, five days per week, pursuant to national law.
- 8) Enhance the counseling services available to interns, including a dedicated operator on the hotline. This is in addition to the teachers who accompany students to the factory.
- 9) Include procedures for “resignation” in the agreements signed with schools and students so that interns do not ever feel that they are working against their will.
- 10) Review the deductions made by Foxconn from interns’ wages to ensure that they are fair. Also check on any payments interns may have to make to their school to ensure that they are justified.
- 11) Conduct an annual evaluation of the internship scheme, including exit interviews and other surveys.
- 12) Issue an annual report on the Foxconn internship program and document the contribution internships make to the Chinese vocational training system.