



CENTER FOR  
THE ADVANCED  
STUDY OF INDIA

**CASI**  
UNIVERSITY OF PENNSYLVANIA

# Shahi Exports

## Labor and Rural-Urban Migration

### CASI-Shahi Internship

The CASI-Shahi Exports partnership offers a competitive volunteer internship to current Penn students who are eager to take a hands-on approach to developmental issues in labor and migration. An internship with Shahi Exports will give Penn students an opportunity to effectively contribute to research efforts aimed at understanding India's growing manufacturing economy responsible for 15 percent of India's GDP and 16 percent of exports. Students will contribute to research initiatives that will inform Shahi's policies and processes related to labor. By focusing on women in a factory setting, student projects will help Shahi Exports to better understand the employee needs and social and cultural challenges facing factory retention rates. Employee health, well-being, safety, and empowerment are critical to improving employee satisfaction and driving company growth. Penn students will have an opportunity to study the behaviors, daily practices, and challenges of the urban migrant workers, and provide key insight to Shahi in an area that is largely unexplored. Students with an interest in anthropology, demography, business, and urban development are encouraged to apply.

### Internship Details

- 10 week internship from May 2020 - August 2020
- CASI will provide up to four (4) Penn students approximately \$4,000 each to cover travel to and within India, afford-able housing, and living expenses
- Funds are made possible through the support of Penn's Office of the Vice Provost for Global Initiatives and in conjunction with Penn Abroad and Penn's Global Research and Internship Program (GRIP)

## About CASI

CASI is an academic research center located within Penn's School of Arts & Sciences. Founded in 1992, CASI is recognized as a national resource and the first research institution in the US dedicated to the study of contemporary India. For questions on CASI Student Programs contact Laura Iwanyk: [liwanyk@upenn.edu](mailto:liwanyk@upenn.edu)

**Learn more:** [casi.sas.upenn.edu](http://casi.sas.upenn.edu) | **Student Blog:** [casistudentprograms.com](http://casistudentprograms.com) | [Twitter](https://twitter.com/CASIPenn) [Facebook](https://facebook.com/CASIPenn) @CASIPenn





"I learned not to let social idealism get in the way of tangible projects and action, while still allowing that idealism to guide and influence my approach to both the internship and how I think about my future career. I learned how my own actions and habits of consumption relate to the lives of Shahi workers, how I contribute to a social and class hierarchy on the global stage, and how to let these thoughts fuel rather than immobilize my pursuits in the future. I learned about many of the health challenges in India, how to contrast urban and rural health experiences, and how doctors and health organizations function on a day to day basis."

—Mallory Kirby C'17

## About Shahi

Shahi Exports is India's largest exporter of ready-made garments with a capacity to produce 120 million garments per year. There are more than 90,000 associates working at Shahi Exports today, of which over 65% are women. Shahi Exports has 40 manufacturing units spread across Karnataka, NCR, Andhra Pradesh, and Tamil Nadu. The various buyers that work with Shahi include Gap, H&M, Walmart, Uniqlo, Target, Tommy Hilfiger and other American and European clothing brands with large volume orders. Various types of garments are produced at Shahi including woven and knit clothing for women, men, and kids. Global apparel is extremely important for economic growth in developing countries. The garment industry can employ almost anyone, including the most impoverished members of society. Very little prior skills or knowledge are required to join the factory floor, and within just one month one can learn the basic sewing skills needed to join a production line. Historically, most of the employees in this sector have been women. For more information on Shahi: <http://www.shahi.co.in>

### Bangalore, Karnataka

Bangalore is the capital of Karnataka state in the south of India and is the third most populous city in the country. It is a major economic center in India, ranked by Forbes as one of the decade's fastest growing cities. Known as the "Silicon Valley of India," Bangalore is the nation's leading exporter of information technology. It is also known as the Garden City of India because of its gentle climate, broad streets, greenery, and the presence of many public parks. With an elevation of 3,000 ft above sea level, Bangalore enjoys moderate climate throughout the year, with occasional heat waves in the summer.

### Potential CASI Projects

- Collaborate with a trained psychologist to develop a peer support program to improve worker relations.
- Create research projects on ongoing health initiatives.
- Research overall health, well-being, and development of the children in the factory daycare to improve services.
- Assess and improve worker welfare programs.

### Accommodation and Food

Penn students will stay at a hotel near the head office in Bangalore. Food options are readily available in the area.



## CASI Resources and Application Details

- CASI Open House: December 9, 2019, time TBD, at CASI, 133 South 36th Street, Suite 230
- Attend a "Chai Chat" on Thursdays from 3:00-4:00pm to speak with one of our past students
- Applications close on January 20, 2020