

SHAHI EXPORTS | LABOR & 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.



Center for
the Advanced
Study of INDIA
CASI

Internship Details

- 10 week internship from May 2025 - August 2025
- CASI will provide up to two (2) Penn students approximately \$5,500 each to cover travel to and within India, affordable housing, and living expenses
- Funds for the CASI Summer Internship are available through a combination of generous support from CASI donors and Penn Global

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 Juni Bahuguna: junib@sas.upenn.edu

Learn more: casi.sas.upenn.edu | Student Blog: casistudentprograms.wordpress.com/



@CASIPenn



"My time at Shahi this summer was incredibly meaningful to me, not only as a professional experience but as a personal one. Not only did I learn a lot about how to lead and organize from our advisors who guided us at the Bangalore office, but we got to understand the realities of female migrant work up close and personal, which shifted the way I viewed international garment manufacturing and helped me inform how to bolster the human aspects of it."
—Iniyaal Raguraj C'26

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, often referred to as the "Silicon Valley of India," is a vibrant and cosmopolitan city that serves as a hub for technology and innovation. Home to numerous prestigious educational institutions, it attracts a diverse community of international students. Known for its pleasant climate, lush greenery, and dynamic culture, Bangalore offers a unique blend of tradition and modernity. The city's thriving IT industry provides ample opportunities for career growth, while its lively nightlife and culinary scene contribute to a rich and enjoyable student experience. With a welcoming atmosphere and a multitude of cultural events, Bangalore promises an enriching and unforgettable stay for international students.

Past 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 an apartment or an Airbnb near the head office in Bangalore. Food options are readily available in the area.

CASI Resources and Application Details

For questions, contact Juni Bahuguna, Assistant Director, Student and Visitor Programs at junib@sas.upenn.edu