

CASI Student Programs in India

Shahi Exports Pvt. Ltd.



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 16, 2016 - July 25, 2016
- CASI will provide up to three (3) Penn students approximately \$3,000 each to cover travel to and within India, affordable 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 International Internship Program (IIP)

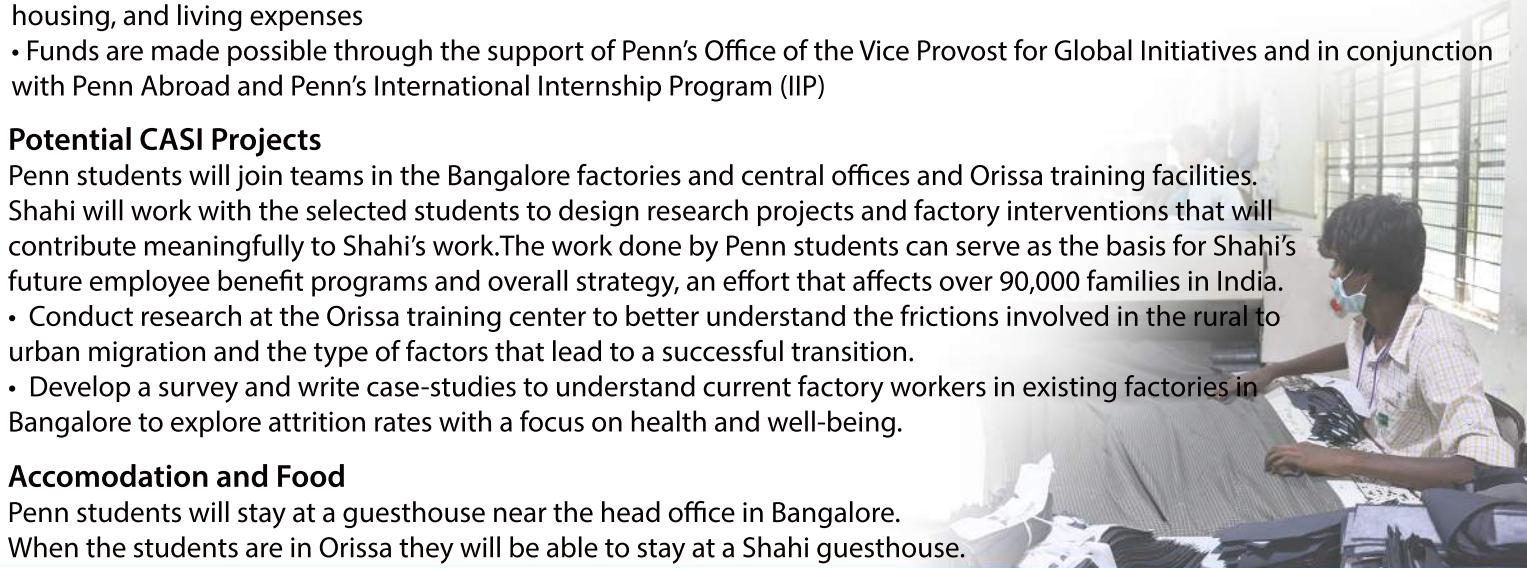
Potential CASI Projects

Penn students will join teams in the Bangalore factories and central offices and Orissa training facilities. Shahi will work with the selected students to design research projects and factory interventions that will contribute meaningfully to Shahi's work. The work done by Penn students can serve as the basis for Shahi's future employee benefit programs and overall strategy, an effort that affects over 90,000 families in India.

- Conduct research at the Orissa training center to better understand the frictions involved in the rural to urban migration and the type of factors that lead to a successful transition.
- Develop a survey and write case-studies to understand current factory workers in existing factories in Bangalore to explore attrition rates with a focus on health and well-being.

Accommodation and Food

Penn students will stay at a guesthouse near the head office in Bangalore. When the students are in Orissa they will be able to stay at a Shahi guesthouse.



Shahi Exports

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 setups 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 here 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>

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Bangalore, Karnataka and Orissa

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, the most well known being Lal Bagh Park. With its elevation of 3000 ft above sea level, Bangalore enjoys moderate climate throughout the year, with occasional heat waves in the summer. Orissa is a state in the northeastern part of India, which experiences tropical weather due to its location by the coastal belt.



"I traveled to the factory unit where our intervention was piloted very early in the morning the day that I left India. I was able to see, for the first time, the women filing through the canteen to get their free morning snack. It was so satisfying seeing that my work there had actually turned into something."

– Amy Summer, C'16, CASI-Shahi Intern

CASI Resources and Application Details

- Join 2016 outreach list, send email to: casi-2016-student-programs-outreach+subscribe@googlegroups.com
- CASI Open House will be held on **December 9, 2015** from 2:00-4:30pm at CASI, 3600 Market Street, Suite 560
- Attend a "Chai Chat" and speak with one of our past students bit.ly/chaichats2016
- Applications open **December 1, 2015** and close on **January 25, 2016**
- Apply through IIP: <http://sa.oip.upenn.edu/iip>



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 Aparna Wilder: apwilder@sas.upenn.edu