



Female migrant workers at work at Stanfab

SCORE India

A case study from
Stanfab Apparels
Private Limited

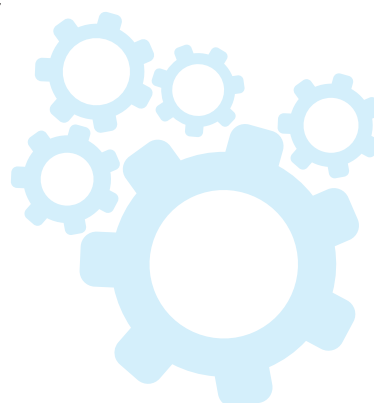
INTEGRATING MIGRANT WOMEN WORKERS LEADS TO IMPROVED EFFECTIVENESS

COMPANY PROFILE

SME:	Stanfab Apparels Private Ltd
Location:	Chennai
Staff:	236 (86% women)
Established:	1999
Product:	Clothing garments
Destination:	The US and Europe

“We arrived with a lot of trepidation about Chennai but Stanfab is treating us well, taking good care of us all. We have made new friends through the buddy program and it was so nice to visit someone’s house and enjoy the hospitality. We received training for the job and I have now started to enjoy my work.”

Female migrant workers,
Stanfab



How did they do it?

The Stanfab group manufactures a range of clothing from outerwear to swim suits for retailers such as S.Oliver and Primark, who are their main buyers.

In July 2015, the company joined SCORE Training and successively completed Modules 1-4. Today they are currently completing Module 5.

A constant challenge for the company has been a consistently high staff turnover rate, today hovering around 28%. Managing such rapid turnover rates was time-consuming and resulted in the loss of productivity. SCORE Training addressed this when during Module 4 implementation, a large number of migrant women workers were hired to work in in operations, mostly in sewing. This formed part of a strategic human resource activity aimed at countering the labour turnover issue.

The Enterprise Improve Team (EIT) worked closely with senior management to identify key concerns to be addressed, including:

- Lack of adequate skills to meet export quality standards;
- Initial personal challenges such as language, culture shock, availability of good & safe accommodation, choice of food, homesickness;
- Developing a cooperative and inclusive work environment for both local and migrant workers from various backgrounds;
- Necessary monitoring and improvement of skills and outputs for new workers and providing timely much-needed assistance and motivation for first-time migrants.

The key results in data

The following key improvements occurred as a result of SCORE Training:

- The “Buddy” program was launched to ensure new workers would feel included and appreciated, enabling a faster adaptation to the new environment.*
- Accommodation provided for new migrant workers;
- Formal induction training was introduced to prepare workers for their role;
- **Defect rate reduced from 11.21% (Jan 2017) to 2.82% (Aug 2017), due to training;**
- **Reduction in absenteeism from 13.35% (Jan 2017) to 10.83% (Aug 2017) due to happier workers;**
- Improved data management system for monitoring labour turnover.

* A “Buddy” is a senior Stanfab worker who has been with the organization for a while and is known for having an outgoing manner, friendliness and positivity. Each Buddy takes full responsibility for the mentorship of migrant workers, helping them assimilate into the new work environment.

A culture change that supports growth

After SCORE Training, the company began providing better care and attention to female migrant workers in a bid to create a more positive and welcoming environment, resulting in a smoother adaptation. There has been great encouragement for women to lead key projects and to become involved in the EIT, sub committees and Management Review Committees.



Induction Training for Migrant Women Workers

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