





FAIR TRADE 7 YEAR JOURNEY

WITH EXPERIENCES, BENEFITS AND MEMORIES @ YATI OVERSEAS & RAJ OVERSEAS

Fair Trade programs have been very motivating to the members along with improving their living standard

Since the inception of Fair-trade the average number of workers benefitted per month are 468 in number and have spent 641,000 USD on various premium programs.

To name a few of the flagship programs with respect to continuity and popularity at the factory are:

Program				
No. Of Beneficiaries	39336	48936	2200	29736
Total Amount Spent	\$165337	246071	17150	75100

- *Average for the last 7 years
- # Includes average number of workers at Yati and Raj
- USD exchange rate is as on 17/12/21

Over the years the journey was not always easy and smooth as we had lot of discussions, arguments, differences and finally consensus on various programs to be implemented. We did needs assessment couple of times and found that most of us were keen to spend the premium on the basic needs like Food, clothing, health and sometimes on living standards.

When we started this program, always members were thinking of their own needs. Over the years we not only enjoyed the fruits of the Fair trade through various programs but also grew in solidarity and collective vision together. Today as Fair-Trade members we are proud to say that we have moved on strongly from I - WE. This is a great transformation in us which is felt by every member! We also appreciate the management's role in creating awareness, through trainings, participatory forums and General Assemblies.

We get approximately two additional salaries per year due to fair Trade premium program including their gains in time, alternate spending and other intangible benefits. Here it is important to note that this is directly proportional to the FT premium we get and inversely proportional to the number of Fair-Trade members.

In the beginning of the program, we had decided that we will always be going in for kind programs rather than cash. This decision paid us off immensely as it has increased the direct benefit by anywhere between 15% to 30% in terms of impact depending on the premium program. This actually helped us to grow, emotionally, mentally, and in solidarity too.

Food programs have decreased the absenteeism in the last week of the month and also debt percentage due to borrowing from money lenders in the end of the month significantly.

Health kit and Undergarments program has significantly increased the awareness about health amongst the members. This actually helped us in a big way during Pandemic.

As far as Pandemic is concerned, we did not do any emergency programs as our designed programs actually addressed all the possible needs in a big way with some small changes and replacements in the ingredients of the running programs. Like converting a cooked meal in to dry groceries, including sanitizers and masks in the health kit etc.

Impact is another angle to our FT programs. We can complete the impact with one statement and that is- FT programs are for the members by the members with the intent of benefiting in time, money, quality and integrity for our members with the support of our brands and the management.

Few of our member's messages for you:

- If I was not a FT committee member, I would have never gathered the strength to talk to CEO about the issues of our members!!
- But for the Mid-day meal I would have definitely gone empty stomach to bed at least thrice or more every month!
- But for the Tea and snacks I would not have been able to recharge my mother's mobile phone every month
- But for the Undergarment program I would have never dreamt of having more than 2 pairs today I have enough pairs.
- But for the health kit my daughter would have used a cloth for her periods!!!
- These are not mere words but feelings with lot of gratitude and happiness. We profoundly thank FTUSA, our FT Brands and the management for bringing this program amongst us. We hope that we get a chance to write many more such experiences in future.

Please accept this gift of our gratefulness and happiness for the upcoming holidays and New year 2022.

Thank You to One and All

FT Members (Yati Overseas and Raj Overseas)

1 Rakesh Kumar	Punja Weaver	President
2. Sajid	Pitloom Weaver	Member
3. Malkeet	Grass Helper	Member
4.Amanant Ansari	Punja Weaver	Member
5. Poonam	Carpet Weaver	Member
6. Sanjay	Frame loom Weaver	Member