

GUEST SESSION • MSW II YEAR • PSG CAS • 45 MINUTES

Careers after MSW you never heard of

Nothing to write down. The jobs, the free courses, the message and my contact are all on one page — scan it.

What is this job?

How do I get in?

What does it pay?

Suresh T M

MSW, PSG CAS, 2014

Speaking in a personal capacity. Views are my own, not my employer's.



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WHAT YOUR WHOLE BATCH IS ABOUT TO DO

Three doors you already know

01

HR in manufacturing

Factory HR, welfare, ESI and PF, the shop floor.

Ten or more employees and a company needs a POSH committee and ESI. Twenty and it needs PF. That is a lot of factories.

02

HR in the corporate sector

IT, hospitals, retail, banking, GCCs.

Six million jobs in India's tech sector alone.
Same labour law, air conditioning.

03

NGO and development

Field projects, community work, grant funded.

What most of you pictured when you chose this degree.

**All three are real jobs and I did the first one for nine years.
There is a fourth door, and almost nobody in this room has heard of it.**

MEXICO CITY, 1968 — FOSBURY JUMPED BACKWARDS AND WON. THIS IS THE BACKWARDS JUMP.

The fourth door is ethical sourcing

01

Factory HR & compliance

MOST COMMON — AND MINE

Lowest pay. Longest hours. Best learning.

02

NGO / development

SLOWEST

03

Corporate HR

FASTEST START



ETHICAL
SOURCING

YEAR 2 TO 3

- 1

Brand / retailer, direct

NEXT, M&S, Tesco
- 2

Buying / liaison office

Li & Fung and the agents
- 3

Third-party audit firm

MOST FRESHERS
Intertek, SGS, BV, LRQA
- 4

NGO programme reporting

FLA, ETI
- 5

ESG reporting, in-house

BRSR, GRI, CDP teams
- 6

Independent consultant

Your own practice, later

HOW I GOT HERE — SAME DEGREE THE WHOLE WAY

2013 HR Executive → 2016 Manager, HR & Compliance → 2021 Manager, Compliance → 2024 Ethical Sourcing, NEXT → 2026 Ethical Sourcing, Twinings

THE PHRASE, IN PLAIN WORDS

So what is ethical sourcing?

01

The promise

The brand's promise: paid legally, treated decently.

02

The method — a social audit

Go to the site. Interview workers privately.
Read the registers. Walk the floor.
Write what is actually happening.

03

The result

A finding. A plan with names and dates.
And somebody who comes back to check.



The Rana Plaza building collapse on 24 April 2013 in Savar, Bangladesh killed 1,134 people and injured about 2,500. (ILO)

Social compliance, ethical trade, responsible sourcing — same job, different employers. Not charity: a condition of trade.

ONE T-SHIRT, FIVE STAGES, FOUR SETS OF EYES

Every product has a supply chain



This is one t-shirt. Same five stages, same four sets of eyes — for tea, prawns, phones, and everything Amazon sells.

WHY I LEFT HR, AND WHAT I DO NOW

Same work. More people.

HR, ONE FACTORY

2,000

people, one gate.

TODAY

60,000

150 factories and 60 estates.

Social work is impact. I did not change what I do — I changed how many people it reaches.

AND WHAT THE WORK ACTUALLY IS

Worker interviews

Forced labour. Child and young workers. Harassment.

Document review

Wage shortfalls. Excess deductions. Unpaid overtime.

Site walkthrough

Blocked fire exits. Machines. Chemicals. Hostels.

Findings and CAP

You sit with the producer and fix it, with dates.

Most of this job is listening to people who are frightened. That is why they hire social workers.

STARTING FROM WHERE YOU ARE SITTING TODAY

Write to a person, not a portal

One email, to a named manager. Not a form.

SEARCH THESE TEN TITLES — SET AN ALERT ON EVERY ONE

- | | | | |
|---|-------------------------------------|----|------------------------------------|
| 1 | Factory HR & compliance executive | 6 | ESG & BRSR reporting analyst |
| 2 | Social compliance auditor | 7 | CSR executive |
| 3 | Compliance executive, buying office | 8 | Scheme / standards officer |
| 4 | Ethical sourcing executive, brand | 9 | Sustainability consultant |
| 5 | Programme officer, NGO | 10 | Independent social auditor — later |

IF YOUR PLACEMENT WAS A DUD

Write what you actually saw. "I sat in on grievance meetings and read the wage register" is a sentence. "Nothing happened" is not.

Apply even when the advert says one year experience. Most will not answer — send thirty, follow up after four days, then the next thirty.

The image shows a mobile app interface with a dark green header. The header contains a green circular profile icon and the text "HR Manager • Tirupur / Coimbatore". Below the header, the email subject is "Subject: MSW final year — compliance role". The email body is in a light green box and contains the following text: "Sir / Madam," followed by a paragraph "I am a final-year MSW student at PSG CAS. I did my field placement at a garment unit in Tirupur or Coimbatore, where I interviewed workers and checked wage registers." followed by another paragraph "I want to work in compliance and I am ready to start at executive level. May I send my CV?". At the bottom of the email body is the placeholder "[Name] • [Phone]". Below the email body is a white input field with the placeholder text "Write a message..." and a red circular send button to its right.

What they ask, and what sinks people

- A worker tells you privately that she is sixteen. What do you do in the next ten minutes?
- Here is a wage register. Find the overtime error and explain it.
- The manager offers to pay for your hotel. Walk me through it.

What sinks freshers: no numbers on the CV · cannot explain one standard end to end · hesitating on the bribe question.

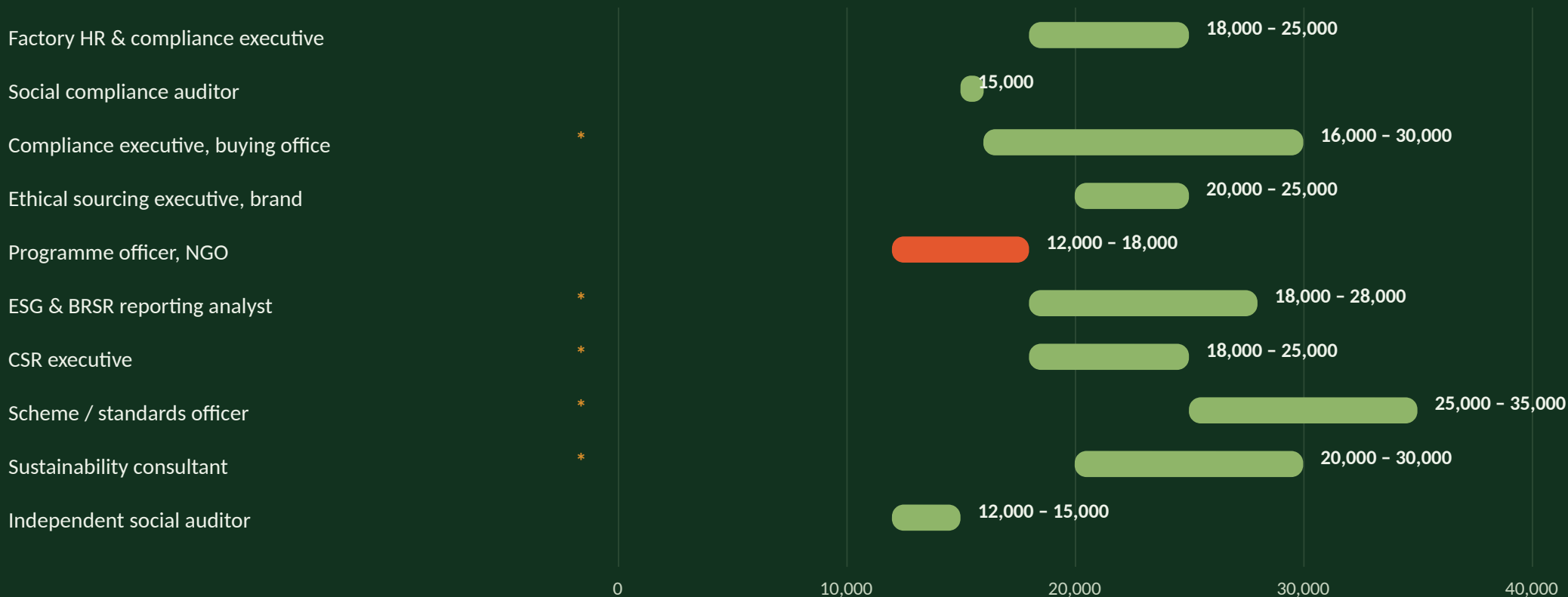
I will give you the answers now. But the real world will teach you far more than I can in forty-five minutes.



WHAT THIS WORK ACTUALLY PAYS

12,000 to 35,000

Nobody starts high. Every one of the ten starts inside that band — which door you walk through matters later, not now.



Rupees per month, year one. Mostly my own observation. * Five rows come from job postings. Want to know what these pay after ten years? Scan the code on the last slide.

TWO OF THEM I WILL GIVE YOU. GUESS THE REST.

The same ten jobs, ten years on

Ethical sourcing executive, brand

Sustainability consultant

Social compliance auditor

Scheme / standards officer

Compliance executive, buying office

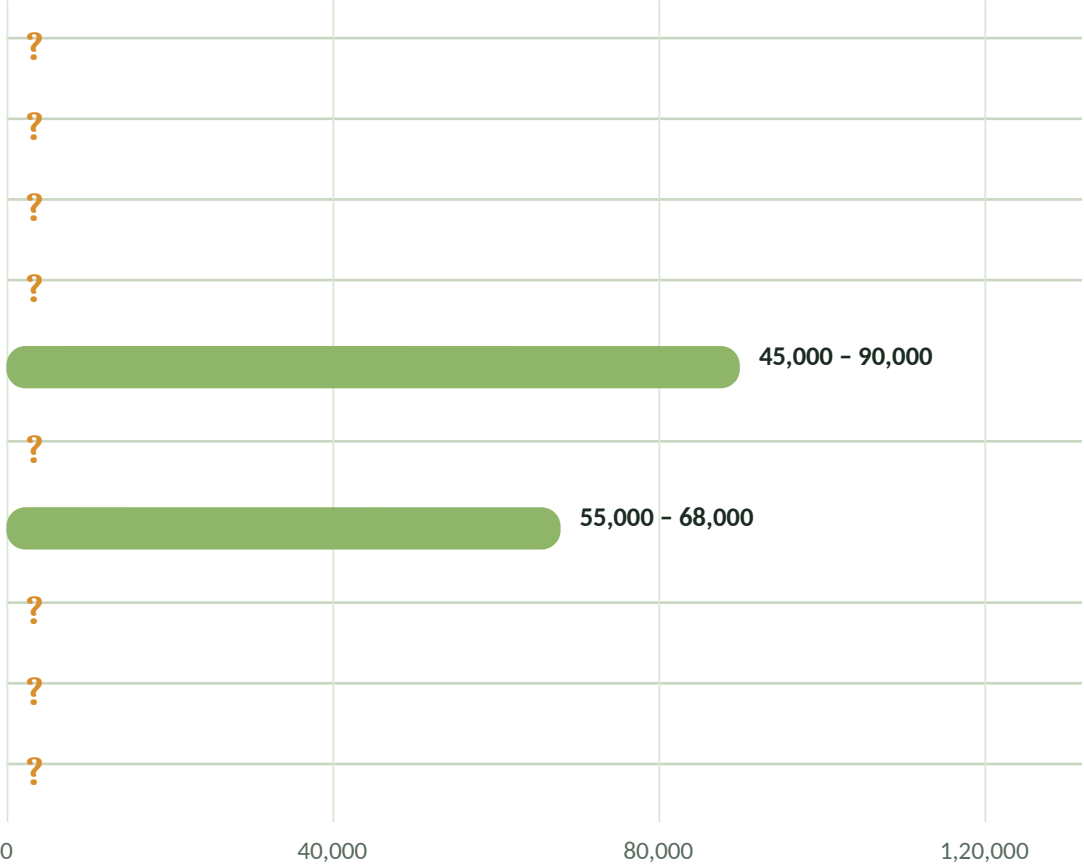
Independent social auditor

Factory HR & compliance executive

ESG & BRSR reporting analyst

CSR executive

Programme officer, NGO



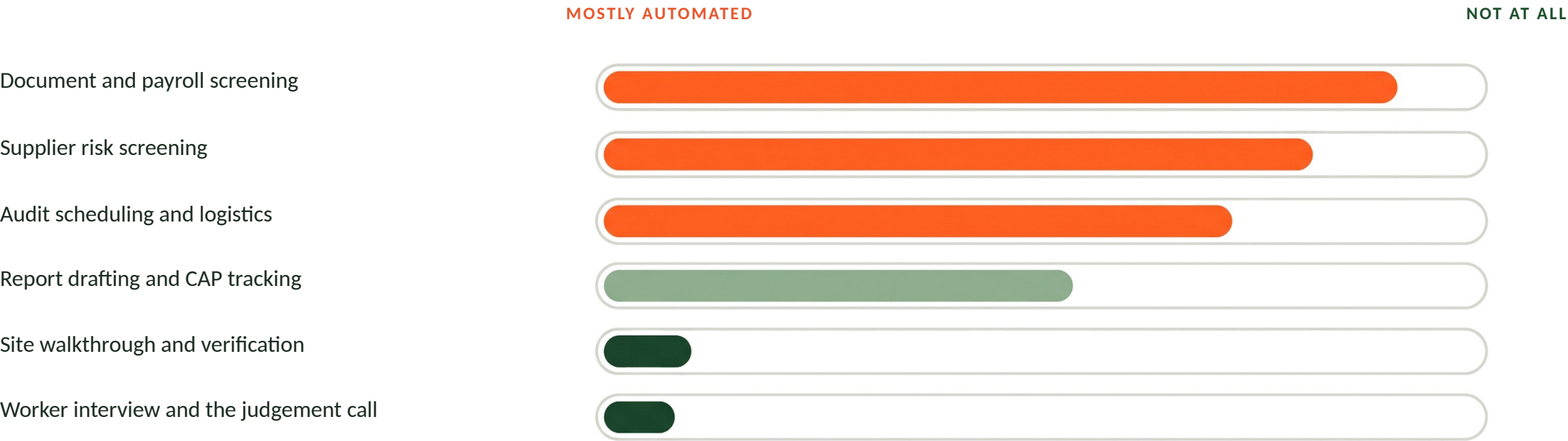
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The answers —
all ten, year ten —
are on the page.

Rupees per month, ten years in. The two I have filled are the ones I have watched most closely. Every jump came from changing the type of employer, not from waiting for an increment.

MY JUDGEMENT AFTER THIRTEEN YEARS — NOT A STUDY

Will AI take this job?



It takes the paperwork. It leaves the social work. Use AI to draft your English — the judgement is the part they cannot buy.

AND 65% OF THE WORKFORCE YOU WILL AUDIT

The women in this room are wanted here

65% of the workers you will interview are women.

They tell a woman what they will not tell a man.

Buyers now ask for a woman on the audit team.

Firms cannot find enough.



Senior levels in this field are still mostly men. Ten years from now they should not be. That is an opening, and it is yours to take.

THE HONEST PART

A bad day, and what you get for it

A woman tells you what happens on the night shift. You write it down. You drive four hours back to a hotel and you cannot tell anyone.

Heavy travel. Constant pressure to soften findings.

Ask who books the travel, whether a fresher goes alone, and who you call at eleven at night.

Integrity is the whole product. Soften one finding and you are done.

In return: you change the conditions of work for thousands of people who will never know your name.

I have been offered money at a factory gate. You will be too.

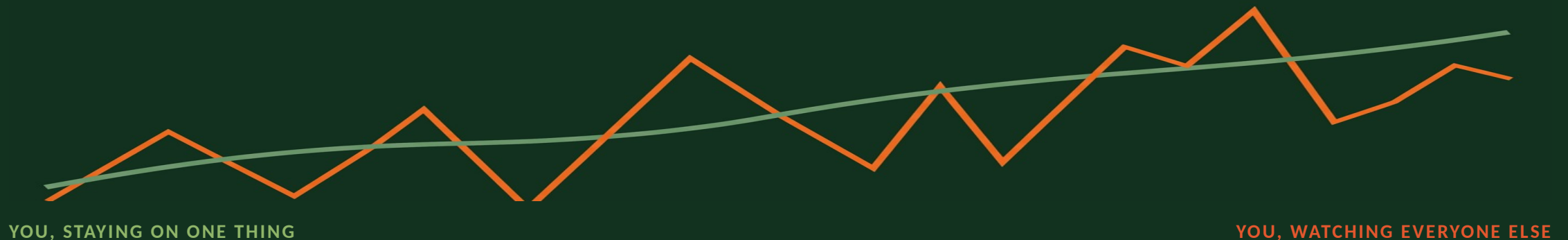


THE ONE THING I WOULD TELL MY OWN JUNIOR

Do not compare. Especially salary.

Someone is always ahead of you. Someone is always behind you.

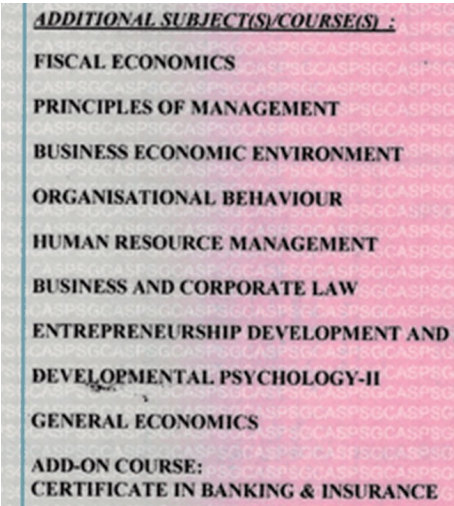
Both are true on the same day — so stop reading the other line.



The day you feel finished, somebody is behind you. The day you feel behind, somebody envies you.

The class that had no job at the end of it

Steve Jobs dropped out, then sat in on a calligraphy class.
Useless. Ten years later he built the Macintosh.



MY MARKSHEET

- **Thedal and Mugam** Two poetry books, published in this library.
- **Developmental Psychology** Age assessment, when someone says she is eighteen.
- **Environmental Studies** Climate action, GHG, ZDHC, Higg.
- **Corporate Law** Factories Act, Minimum Wages, POSH.
- **Value Education** The bribe at the factory gate.

You are sitting in classes that look useless. One will pay your salary in ten years.

EVERYTHING FROM THIS SESSION, IN ONE SHEET

Free course links • the job titles to search • the message • a one-page CV
outline

Email me. I send it the same day.

The MSW is enough. Nobody needs an MBA to start. Add standards training, not another degree.

tms3292@gmail.com

[linkedin.com/in/tms3292](https://www.linkedin.com/in/tms3292)

Send me your CV. I answer.
Suresh T M

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