

WORKER R VS CARONA KNITWEARS

OVERVIEW:

For case -17, the worker has been represented as 'Worker R'. The victim had met with an accident near Anuparpalayam (FIR no 110/18). While going on the way to the company in the company van, the accident occurred near Makusamy garden and two were dead. The company paid compensation of Rs.1 lakh and 27 others got injured severely. The injured were given First aid and left out without any medical claim/ compensation.

BASIC INFORMATION:

1. Name of the Worker: Worker R
2. Gender of the Worker: Female
3. Age of the Worker (at the time of IDI): 49
4. Name of the Company: Carona Knitwear Unit-I, 31.A, Om Sakthi Kovil Street, Bridge Way Colony Extension, Tirupur- 641607, Tamilnadu
5. Designation of the Worker: Tailor
6. Years of work in the Company: 10 years
7. Dispute Type: Non-Payment for treatment and oral termination
8. Year of Dispute onset: 2018
9. Concluded/Ongoing: nil
10. Year of Conclusion (If applicable):
11. Individual/ Collective: Collective

TIMELINE OF EVENTS:

DATE	EVENT
2008	Joined Carona Knitwear as Tailor for rs.220/- per day wage
12 th May 2018	Met with an accident
May- July 2018	Under treatment with own expenses
May 24 th 2018	Company Management person visit her at hospital
July- Aug 2018	Worker R approached the company for rejoining and sort financial support to meet the medical expenses from the company and was denied both

CASE HISTORY:

a. About the worker

Worker R (49) has been living at Pudhukarai pudhur Village of Gobi Taluk, Erode District. She got married 24 years ago. Due to kidney failure, her husband passed away ten years ago. Her husband is native of TN Palayam doing coolie work. They were living in a rental house and own no house. They had two sons, the younger one died due to brain fever. After her husband's death, since there was no support and care from the husband's relative side, worker R took her elder son and went back to live with her parents at Pudhukarai pudhur. With the support of worker R's brother, her

son is studying B.Com., second year in Kaamadhenu Arts and Science College, Sathyamangalam. Since she lived with her parents, there was no burden of paying house rent and could easily manage financial commitments. Since the husband died, there is no income source for the family and hence Worker R and her son become dependent on her Mother and Brother. Always seeking mother and brother for every requirement causes nuisance among the relationship and makes disappointment. Therefore Worker R decided to go to work. Worker R already knows tailoring and hence she decided to join any garment companies. With this dream she approached many acquainted persons and thus through a driver named Mani she could join at “Carona Knit Wears Unit-I as tailor.

b. About the Company

The company produces mostly inner wears. In this company most of the workers are women. After she joined the company she noticed that the workers including her get less salary but work hard for extended times. Only a small portion of salary is paid for overtime work. There were verbal abuses they received. The company produces mostly inner wears. In this company most of the workers are women. While she joined the company, she was paid Rs. 220/- per day and recently it is rs.330/-. There is no point in any promotion. She has been working as a tailor till she quit the job. On an average she worked more than 8 hours per day. Over time she was paid only half a day's salary. No leave wages paid. Weekly holiday was allowed.

c. Beginning of the Conflict

During 2018, while returning home from work, the passenger vehicle fell upside down in the fields away from the road at Pudhukaraipudhur Kuttakarai. 6 persons who were her village people got injured severely and were taken to hospital for treatment. Worker R was injured over her shoulder and leg. Consequently for nearly two months she could not even walk. Hearing this news, the Company Management people came to the hospital once and enquired about her. By borrowing money for interest, she managed to pay the treatment expenses. Even though she carries an ESI card, out of ignorance, she could not know how to access treatment through ESI benefits. For the past two month time, she could not work, or even sit, and hence she has been taking rest at home. Later she tried to get a job at another company, but because of the injury, she is not normal as before and her efficiency to work as a tailor has been minimized. By seeing the way she works, wherever she goes she was refused to work there. With sickness, without job security, worker R struggles for daily survival.

d. Resolution process

After her recovery moderately, she approached the management and requested to at least allow her to work to earn since for the treatment expenses she borrowed money outside. Even though the company failed to do so, and exploited her, she only asked management to continue her work. But the management decided not to give work, probably out of fear that she could have gone for legal proceedings pertaining

to the accident, her injuries. She was terminated, not paid for medical bills. Still she struggles to get it. An FIR was filed for this case, but no more action was taken on the company. Worker R still trying to claim the compensation from the company management

e. Workers' view on the case process:

The Company fails to take care of her medical treatment. Without any concern orally she has been terminated. Company fails to give care for workers in terms of safety, medical services on a need basis. Not quick to respond to the emergency of workers. Workers' pains are not counted by the company. They wanted no issues from the workers.

f. Available documents:

_____FIR of the accident

g. Missing Documents:

_____Identity documents of the worker R were not available

