

# Industrial Relations in India's Export Garment Sector

Bengaluru District Cluster



Alternative Law Forum

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## Abbreviations

ALC	Assistance Labour Commissioner
CPI	Consumer Price Index
DLC	Deputy Labour Commissioner
EPF	Employee Provident Fund
EPFO	Employees' Provident Fund Organization
FLFPR	Female Labour Force Participation Rate
GATWU	Garment and Textile Workers Union
GDP	Gross Domestic Product
GLU	Garments Labour Union
HR	Human Resources
ICC	Internal Complaints Committee
IDA	Industrial Disputes Act, 1947
KOOGU	Karnataka Garment Workers Union
OT	Overtime
RTI	Right to Information
SHRC	State Human Rights Commission
VDA	Variable Dearness Allowance

## Chapter I: Introduction

The garment industry in India began in the 1970s. Today, however, India is the second largest manufacturer and supplier in the global supply chain and has contributed 14% to industrial production and 4% to GDP for the year 2014-15.<sup>1</sup>

Key hubs for the garment industry in India are Tirupur in Tamil Nadu, Gurgaon in Haryana UP, Mumbai in Maharashtra and Bengaluru in Karnataka. Bengaluru, where the garment industry has a turnover in crores, has the presence of small, medium, and large export garment units, employing workers anywhere between 500 to over 50,000 per unit. The garment units are spread across 3 major locations - Peenya, Hosur Road and Mysore Road, with some scattered in other peripheral areas as well. With increasing costs of running units within the city, the industry has moved to neighbouring districts like Ramanagaram, Doddaballapur, Nelamangala, Tumkur, Maddur, Mandya, Shivamogga, Hasan, and even as far as Mysore. According to government estimates,<sup>2</sup> there are 900 recognised garment manufacturing units in the city of Bengaluru alone, with a total workforce of 355,000. In reality, there are over 1500 units, small and big, employing more than 500,000 people, out of which over 85% are women, with an overwhelming number working at the shop-floor level.<sup>3</sup>

The industry is integrated into the global supply chain. Brands, sub-contracted manufacturing units, and production are dispersed across the world. The market is driven by big brands, and retailers and the manufacturing units have little influence on the specifics of the commodity itself. Big brands are more involved in marketing the finished good and not in the production process itself, which is contracted to transnational manufacturers who further contract it out to smaller subsidiaries and factories. Nearly all the manufacturing units are located in the global south, while the big brands are located in the global north. Power, therefore, finally lies with the European and North American brands. Brands, the commissioning agency and buyers of the product, determine production cycles, prices, specifics of raw materials etc. Several brands are changing styles more frequently in the name of 'fast fashion' and the burden of churning out the clothes at cheaper rates, falls on the manufacturers, which transfer that on to the workers. Manufacturers work under the constant fear that should they not deliver the products on time, the brands would take their business elsewhere. This pressure is transferred to the workers who are made to work harder and deliver more within a short period of time.

In Bengaluru, typically the industry employs women who are from rural and urban poor localities, with little educational background. Their need for employment with regular income to manage their families makes the women highly vulnerable to accepting low salaries, inadequate facilities, and hostile work conditions. The workforce in the industry in general, and women in particular, are

<sup>1</sup> <http://www.ibef.org/industry/indian-textiles-and-apparel-industry-analysis-presentation>.

<sup>2</sup> Roy Chowdhury, Supriya, Women Workers in the Export Ready-made Garments Industry, 2018

<sup>3</sup> Roy Chowdhury, Supriya, Women Workers in the Export Ready-made Garments Industry, 2018



subjected to verbal, physical, sexual, and mental harassment along with unbearable work intensity, i.e. high levels of pressure for more production, with ever-increasing production targets. The state labour department, which is the monitoring agency for workers in all establishments, is more often than not a silent spectator to the management practices against labour in this industry. Deprived of the right to association or the right to unionise for their rights as workers, due to intimidation and reprisals by management, the space for articulation of protest against management harassment and low payment is very limited.

Supriya Roy Chowdhury makes the following 3 observations of women workers in the garment industry<sup>4</sup>:

1. The garment industry is suffering as a result of integrating with the global supply chain in this era of globalisation. The industry on the one hand serves as a key provider of employment for a large number of impoverished workers, especially in a context where the service industry has emerged as the leading sector in the economy, and employment in the manufacturing sector has been falling, in particular for semi-skilled women workers. In addition, the industry is characterised by low wages, non-compliance with minimum wages, harsh working conditions, and insecure tenures. The garment industry exists amidst this flux of poverty and inequality.

2. The Female Labour Force Participation Rate (FLFPR) is a significant indicator of development, which in India has fallen from 34% in 2006 to 24.8% in 2020.<sup>5</sup> Two often cited reasons for this are that more girls are moving towards education and that women drop out from the workforce once they are married. However, data on enrolment in higher education shows that there are still fewer youth women than men. However, poverty, inadequate income from a man's employment, women headed households, and migration have all ensured that eventually women from impoverished backgrounds seek employment. The garment industry however, can explain why there is a challenge in calculating an accurate FLFPR. There is significant lateral mobility in the garment industry. Further women are prone to taking up part time work or work that they can do from their homes. For e.g. women work sometimes work as domestic workers and then shift to working in the garment industry and vice versa. In other instances, women might work part time in the garment industry and might or might work the rest of the time in another sector. Some women enter the workforce for phases when the family experiences financial distress. The structure and dynamics of the garment industry allows for this fluidity of women in the workforce.

3. Migrant workers often enter the workforce through the most precarious of industries since they are often not skilled. These industries are characterised by low wages, poor work conditions, and an absence of social security. Waste picking, street vending, the construction industry are some of

<sup>4</sup> Chowdhury, Supriya Roy, 'Women Workers in the Export Ready-made Garments Industry', Working paper 12, Centre for Women's Development Studies, December 2017 – July 2018

<sup>5</sup> [https://www.business-standard.com/article/pti-stories/female-labour-force-participation-in-india-declined-from-34-pc-in-2006-to-24-8-pc-in-2020-study-120030601403\\_1.html](https://www.business-standard.com/article/pti-stories/female-labour-force-participation-in-india-declined-from-34-pc-in-2006-to-24-8-pc-in-2020-study-120030601403_1.html)

these. Comparatively, the garment industry offers a slightly more viable option to migrant workers.

These characteristics of the garment industry has meant that women workers, comprising 90% of the garment industry in Bengaluru, are left vulnerable to precarious employment.

The rest of this report is organised as follows. Chapter II discusses the scope of the study, methodology, and challenges of doing research during the covid-19 pandemic. It is followed by a discussion of the garment industry in Bengaluru in Chapter III, focusing on feminization of the workforce and sexual division of labour, low wages, and the informal nature of the garment industry. In addition the chapter discusses the state of unionizing in the industry and industrial relations, along with a summary of applicable labour regulations and recent changes in the labour laws of Karnataka. Chapter IV presents the case documentation of 25 cases and Chapter V summarizes the findings and presents conclusions.

## Chapter II: Scope of the study

### 1. Objective of the study

The project aims to understand the industrial relations between garment workers and their factory management to identify bottlenecks and obstacles that workers face in resolution of their complaints and disputes, and in accessing justice, by tracing the life of labour disputes.

### 2. Methodology

Data collection focussed on the period 2015-20. At the time of planning the project it had been decided that the period will be further extended to capture cases from 2010-14, in case of insufficient data in the former scenario and if time permits. However, with sufficient data being available and the task of collecting data due to the pandemic having been a challenge, the Bengaluru team decided that we would stay with 2015 – 2020 period.

Secondary sources including media articles, relevant reports and studies by trade unions and other civil society organisations were collected during field work.

Primary data in the form of data sought through the Right to Information Act and interviews with a range of stakeholders, as well as case documents were collected during field work. A total of 27 RTIs were filed. The RTIs and responses are included in the appendix.

The methodology we followed was to –

- i. Collect case information of about 100-125 cases and analyze to establish patterns of violation
- ii. From the pattern of violations, we sampled cases for documentation and collection of worker life histories, in the proportion that emerged from the patterns of violation

Although we set out to document primarily cases of formal resolution of industrial disputes, during fieldwork researchers found that in some instances settlements were reached with management with the intervention of local union leaders from central trade unions. Following this finding, researchers categorised cases in the following manner:

- i. *formal* - cases where complaints were raised with management and then a dispute was raised with the labour department and it went through the labour department conciliation process or judicial process in labour court;
- ii. *semi-formal* - cases where a complaint was raised with management or a protest was held against company (in case of accidents or deaths of workers for example) or even raised in public hearings, and settled without entering the conciliation or judicial process but was instead settled directly with management with the intervention of a lawyer or a union leader, or even a labour department or police official;
- iii. *informal* - cases where a formal complaint was not raised but the matter was settled with management or contractor through verbal negotiations either by workers, trade union leaders, or even lawyers helping the workers.

A review of the literature also confirms these trends.

### 3. Impact of the COVID pandemic on data collection

Although field work started in December 2020, by the time we reached the point of primary data collection, it was already early February 2021. We were able to collect data effectively until early April 2021. However from April onwards until end of May 2021 the second wave of the COVID-19 pandemic made collecting data almost impossible. Bengaluru was on a strict lockdown for over a month, which made mobility a challenge. The second wave and lockdown had a serious impact on the union leaders and workers. Several union leaders themselves, and in some instances their entire families, contracted COVID-19, which meant that they were inaccessible for a longer time. Workers in Bengaluru, as in the rest of the country, were in deeper crises than in 2020 since they were facing the brunt of cumulative restrictions. This made accessing workers extremely difficult, since they were far more focussed on getting back to work once the lockdown lifted or their health improved. Responding to the study and questions was not therefore a priority. Union leaders were also caught up with responding to distress calls due to health and livelihood crises. This has made the entire primary data collection exercise extremely challenging.

Even in the case of RTIs, any follow up RTIs that were planned had to be shelved since government offices were also working with minimal staff during the lockdown and were also focussed on dispensing duties allocated to them in the COVID-19 context. Visits to the labour department to interview concerned officials had to be postponed since government buildings were not encouraging physical visits. Once these offices opened, the officials who were also conciliation officers were straddled with massive backlogs of work, which was prioritised by them over giving interviews to researchers.

### 4. Case studies of disputes

During the course of the project, it was decided that 25 cases would be taken up for documentation. This would mean writing case summaries along with collecting all relevant documents and also conducting an interview with the concerned worker(s). There are 3 major trade unions working with garment workers in Bengaluru – Garment and Textile Workers Union (GATWU), Garment Labour Union (GLU), and Karnataka Garment Workers Union (KOOGU). Researchers met leaders from all 3 unions and collected a list of cases between the 2015 – 2020 that could be documented.

Once a list was compiled demonstrating the trends of industrial disputes, a subset of 25 cases that reflected these trends were identified to be taken up for documentation. Trade unions were once again approached and copies of the files were made. The challenge at this stage was the willingness of unions to share their files. GATWU, one of the trade unions, was already a partner in this project and getting copies of files from them was not a problem. One of the other trade

unions was willing to share their files once we had a meeting and they were convinced about the objectives of the study. The other union did share the case details after we had shared the concept note in Kannada with them. All trade unions gave their consent for the source of data to be attributed to them.

While it was relatively easy to collect most of the files, interviewing the trade union leaders and workers to get a sense of the timeline and specific details of the cases was difficult. In some instances the leaders remembered a broad timeline and progression of the case and in other instances, it was difficult to find time to discuss each case with the leaders, especially since leaders were busy dealing with either workers' crises due to difficulties faced in factories as a result of the pandemic or personal financial and other crises that they were going through.

Since much of the data in the files were in Kannada, they had to be translated into English, as the researcher involved in this project is not able to read Kannada. This was an additional step that had to be undertaken for which time and financial resources had to be allocated.

## 5. Interviewing workers

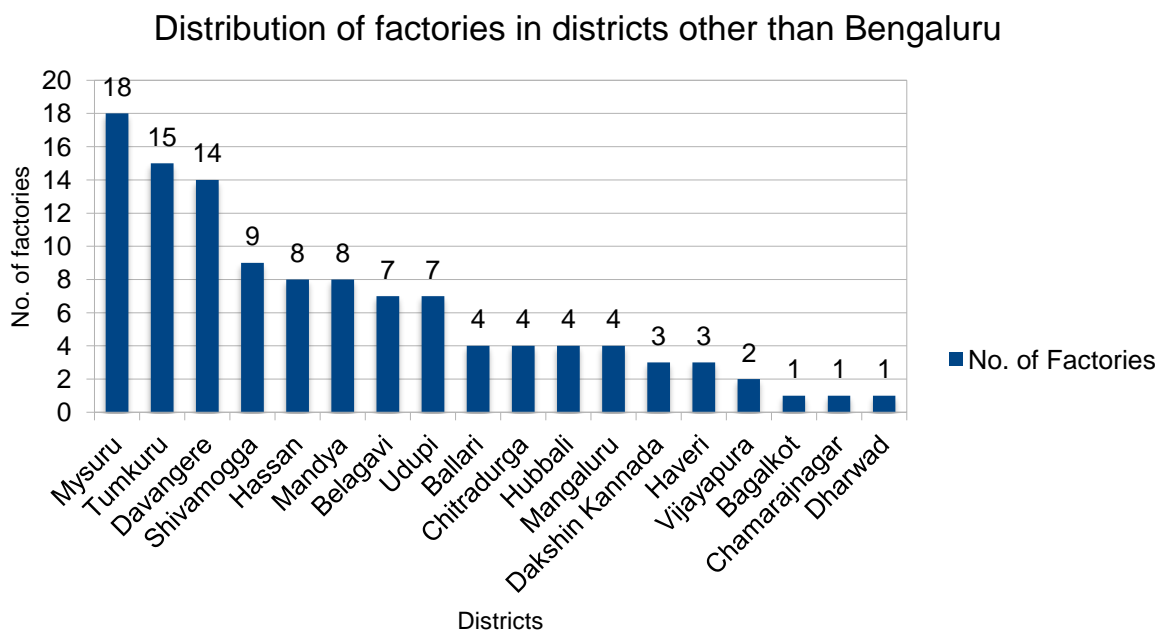
During the project meetings, it was decided that workers whose cases were being documented would be interviewed so that their voice is reflected in the case studies. In some cases the workers had left the company and had also lost touch with the union and we were therefore unable to interview them. In some instances, there was little interest in the worker to respond to our request for the interview. One reason could be that we had to conduct the interviews on the phone due to lack of mobility during the pandemic. The workers and the researcher were not able to see each other and build a context of trust and this might have contributed to the worker's apathy to respond.

Despite these challenges, we have gathered a rich collection of case documents and trends of industrial disputes in the garment industry, as well as patterns of resolution at the informal, semi-formal and formal levels of resolution.

## Chapter III: Garment industry in Bengaluru

Bengaluru's garment industry is one of the most researched and written about of all Readymade garment (RMG) hubs in the country. Supriya Roy Choudhury is one of the leading researchers who has been working on the issue since 2005. The vibrant unions and their support systems have also meant that many reports, fact findings, and case studies have been documented. A list of reports and articles is annexed to this report as Annexure 1.

Based on an RTI filed with the labour department, there are a total of 966 units registered in Bengaluru and 113 units in the rest of the state<sup>6</sup>. By one estimate the industry employs 2,50,000 workers in Bengaluru, and 4,00,000 workers across Karnataka.<sup>7</sup>The distribution of garment factories across the district other than Bengaluru is shown below:

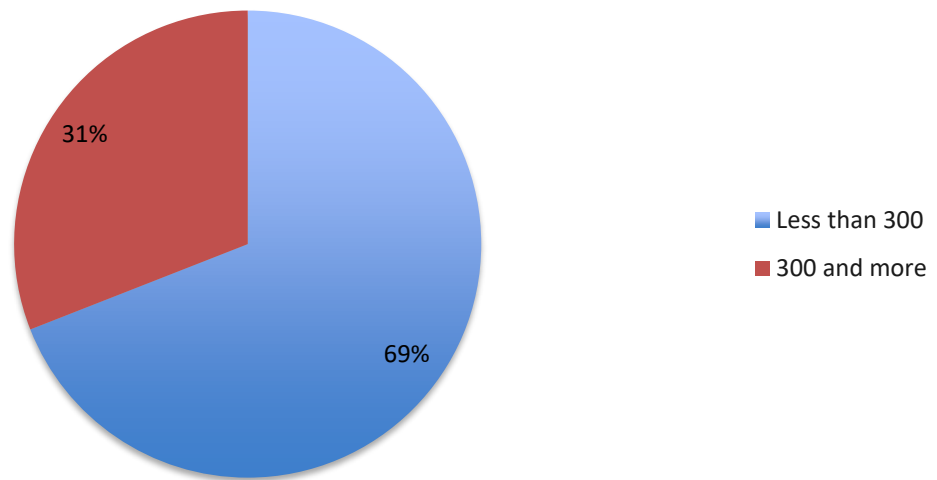


According to Industrial Disputes Act, 1947 (IDA, 1947) an industrial unit needs permission from the government to retrench an employee or shut down an industrial unit. However, in July 2020, the Government of Karnataka through an ordinance amended the law increasing the number of workers from 100 to 300. Based on this classification, below are the number of factories under each category in Bengaluru and the rest of the districts.

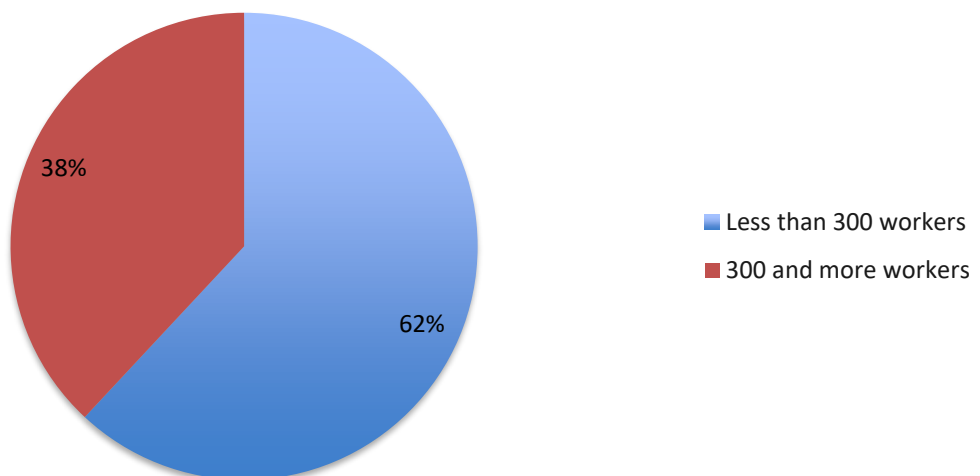
<sup>6</sup> The full list of garment factories is annexed as Annexure 2 and 3.

<sup>7</sup> Akshatha Machina, "Bengaluru's garment sector has a big Covid tear:", *Economic Times*, 9 June 2020, <https://economictimes.indiatimes.com/industry/cons-products/garments/-/textiles/bengalurus-garment-sector-has-a-big-covid-tear/articleshow/76254872.cms>

Size of factory based on number of workers  
(Bangalore)



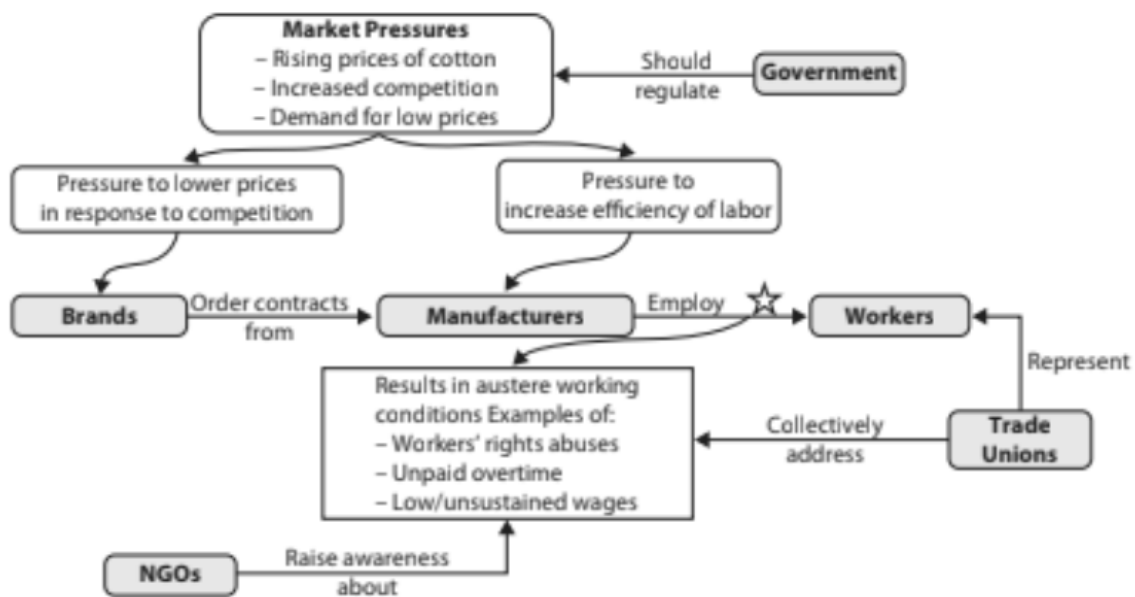
Size of factory based on number of workers  
(Other districts)



Workers interviewed shared that shortage of space in Bengaluru and the availability of cheaper labour in the rural areas has prompted garment manufacturers to locate their factories in nearby districts like Mandya and Mysuru initially, and then to districts further away like Davangere and Hassan. This is corroborated by Alaya (2018) who writes that “Since 2009...there has been a growing tendency for relocation of the industry towards rural areas of Karnataka as a reaction to

the rise in property prices and to the growth of a new service sector absorbing unskilled labour force in the city.”<sup>8</sup> With fewer livelihood options in rural areas, workers are less prone to protest against unfair wages and bad working conditions. On the other hand, since the major garment workers unions are primarily based in Bengaluru, it will take them time and resources to be able to initiate mobilisation and collective bargaining processes in the districts. Another aspect is the lack of bureaucratic infrastructure in the districts that is necessary to monitor the industrial units and take appropriate steps. All these factors result in giving the management of the garment units a free hand with the way workers are treated.

Below is a stakeholder map of the garment industry.<sup>9</sup>

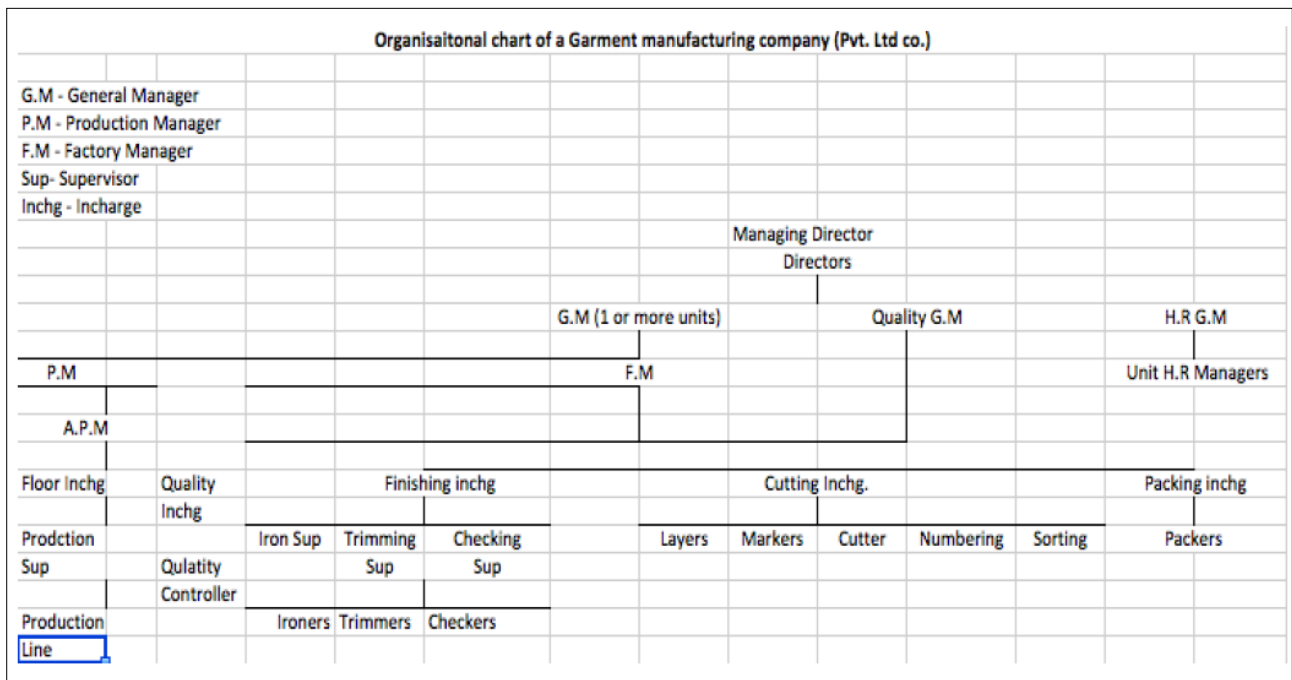


### Organisation Structure within a Typical Garment Manufacturing Unit

<sup>8</sup> Tatiana López Ayala, “Multi-level Production of the Local Labour Control Regime in the Bangalore Readymade Garment Cluster,” In *Geographien Südasiens: Aktuelle Forschungsbeiträge zu Südasiens* 8. Jahrestagung des AK Südasiens, pp.20-23. Publisher: CrossAsia-eBooks. [https://www.researchgate.net/publication/348650621\\_Multi-level\\_Production\\_of\\_the\\_Local\\_Labour\\_Control\\_Regime\\_in\\_the\\_Bangalore\\_Readymade\\_Garment\\_Cluster](https://www.researchgate.net/publication/348650621_Multi-level_Production_of_the_Local_Labour_Control_Regime_in_the_Bangalore_Readymade_Garment_Cluster)

<sup>9</sup> Maemura, Yu (2013), “Changing Stereotypes in India’s Garment Sector through Dialogue” *Conflict Resolution Quarterly*, vol. 31, no. 2, Winter 2013.





Above is a typical organisation structure of a garment manufacturing unit. The last 2 levels in the Finishing Section and last level in the Cutting and Packaging Sections are the production line, where the majority of workers employed are women, and in recent times migrant workers. According to the workers, the levels above these are the supervisors and floor in-charge who are usually unruly elements from the communities around the factory. Above that the staff are most often from outside Karnataka. According to the workers, this is done by design to ensure that there is no possibility of collusion between the management and the workers.

Alaya (2018) sees the growing use of migrant workers in recent times as a control strategy of management to divide and fragment workers. In fact she argues that “Company managements...use indirect control strategies in form of strategic recruitment directed at producing segregated shopfloors along dimensions of gender, ethnicity and form of employment.” (p.21) Gender and contract labour are discussed below.

There is the formal and informal sector in the garment industry, as is the case in almost all other industries. There are broadly 2 kinds of units: those producing for the domestic market and those for the international brands. Units producing for the domestic market are not too concerned with quality control and even contract out piece work to women who work from their homes. Units producing for international brands are more concerned about quality and standardisation. This means that workers need to work from the factory. Workers interviewed have shared that there is a changing trend more recently of a combination of piece rate work within factories. According to them, factories are moving towards allotting and paying a piece-rate rather than a monthly salary. This would take away the obligation of providing social security for the workers on the one hand, and exploitation on the other where women would be forced to produce more pieces to earn more money.

## 1. Issues in the garment industry

### 1.1 Feminisation of workforce and sexual division of labour

The garment industry has evolved processes which are standardised and repetitive, involve little modern knowledge and are highly labour intensive. A generalised belief regarding women influences their hiring in this industry - that certain 'inherent' capacities of women make them suitable for this work as they are considered more prone to manual work, that they easily disciplined and less inclined to unionisation. Several men do work as tailors. Some of the union leaders reported that men do not like to do repetitive work and leave after gaining some years of experience. It also appears that it is cheaper to employ women workers rather than men, as women settle for lower wages which helps to keep labour costs low, which has a significant impact on the overall price of the clothes as it is a labour-intensive industry. There is a clear sexual division of work in the garment industry with majority of women working on the shop floor at the sewing machines, with men working as supervisors. The share of women workers in the garment industry in Karnataka is approximately 80% today. Men are mostly employed as supervisors and managers. According to Alaya (2018) "managers make use of gender power asymmetries rooted in the wider social relations to ensure that manual workers do not speak up to supervisors and obey their orders." (p.21)

In the context of the home-based garment industry, Devaraja, T.S. and Wickramasinghe, A. (2014) contend that home-based workers, especially women are some of the most invisible among the unorganised workers.<sup>10</sup> They say, "Thus, the micro study found more than three times the number of female producers in the garment sector (Coper, 2006) than those counted by the census as working in household industry". On the question of value addition of the female worker in the home-based garment industry, they observe, "The figures show that female home-based garment producers contribute substantially less per enterprise than males. Thus, while there are more than three times as many female home-based garment producers at the aggregate level, women's value added contribution is only 2.9 times that of men (Rs 894.8 million for females versus Rs 658.6 million for males). This is because at the producer level, the value added per enterprise for men is 4.5 times greater than that for women's enterprises (Rs 61,603 versus Rs 26,605). Thus, men are more economically successful than women in this sector."

### 1.2 Wages in the garment industry

Minimum wage in the garment industry in Karnataka has undergone changes only four times in the past 38 years, as against the eight revisions which ought to have happened by labour law norms of revision every 3 – 5 years.<sup>11</sup> Wage rate in Karnataka is marginally less than the wage rate in West Bengal, Gujarat, Tamil Nadu and Uttar Pradesh. The current minimum wage in Karnataka is in the range of Rs. 7,381 per month depending on whether the worker is unskilled, semi-skilled

<sup>10</sup> Devaraja, T.S. and Wickramasinghe, A. (2014) 'Microenterprise success of home-based garment makers in Bangalore, India', Int. J. Indian Culture and Business Management, Vol. 9, No. 3, pp.371–387.

<sup>11</sup> (Undated) Study on Minimum Wages in the Textile and Garment Industry, Technical Consultancy Services Organisation of Karnataka.

or skilled. In 2018, the Government of Karnataka issued a notification with a proposal to revise minimum wages for the industry to between Rs. 11,403 – 13,720 per month, which was withdrawn within 2 months due to pressure from the owners of the manufacturing units. The Karnataka Textile Mills Association in a writ petition to the High Court of Karnataka seeking to limit minimum wage in the industry, submitted that the industry is one of the largest generators of foreign exchange. In the same document, the Association presented a series of 'evidence' that this increase would hit the company's profit margins, which according to them was in any case minimal! The increase in the amount was a mere Rs. 4,000 – 6000 per worker amounting to a 35 – 46% increase in the wage. This increase itself was nothing, given that Karnataka had not seen a regular wage rate increase in 38 years.

Further, the unions reported that until 2010, no company was paying the workers minimum wage. It was only after the workers started mobilising and organising themselves that this changed.

Till 2007 the management was paying minimum wages as per the 2001 notification. The workers were not given Variable Dearness Allowance (VDA) either. The VDA is supposed to increase every year, however the workers were not aware of this. From 2007 – 2010, unions distributed pamphlets on this issue, communicating to the workers that this is not an increment that the company was giving and that this was mandated by the government. After this, in 2010, management started paying the current minimum wage and also increased the VDA. However, this did not happen, until the unions pressured the manufacturing units via advocating with the major international brands.

In the case of manufacturing units supplying to the domestic garment industry, the situation of workers is even worse. With no avenue like the international brands to be used as leverage, collectivising and bargaining for better work conditions is an even greater challenge.

The garment industry is labour intensive. However, minimum wage has become the maximum wage here. In rural areas, the situation is more abysmal.

On the issue of overtime, the ILO observes, *"Overtime, particularly for migrant workers, is essential for workers to supplement the low wages they receive working normal hours and is therefore sought after by the majority. This in itself can be an indicator of forced labour, if wages are deliberately kept low in order to ensure the workforce will be ready to undertake overtime when needed. For some workers, overtime is forced upon them in peak production periods. Workers, NGOs and trade unions highlighted the practice of unpaid forced overtime. Many workers appear not to be paid overtime at double rate, as required by law. The practice of imposing production targets means workers often work under pressure when an order is to be fulfilled. Some are paid on piece rates, which can be subject to manipulation."*<sup>12</sup>

<sup>12</sup> Insights into working conditions in India's garment industry / International Labour Office, Fundamental Principles and Rights at Work (FUNDAMENTALS) - Geneva: ILO, 2015.

### **1.3 Informal nature of the garment industry**

ILO has defined informal work as one where there is lack of security of income, security of employment, safety in employment, representation and the ability to gain skills. All these exist in the garment industry today. Several workers do not have appointment letters. Even if they do, workers are often fired for the most frivolous reasons including taking days off when they are unwell. Employment in the garment industry is extremely precarious. Non payment of employer's contribution of Employee Provident Fund (EPF) is another example of the lack of security of income. There have been several cases, when manufacturing units have shut down and workers have not received their EPF, as the owner has not deposited the company's contribution of EPF. The owner declares bankruptcy, closes shop and disappears, leaving workers stranded without work or their dues. Should workers mobilise themselves and struggle for their rights, they are targeted and face backlash from the management. Work in the garment industry is repetitive and monotonous where workers are often involved in the same task in the assembly line for years on end, with not skill development and no space for growth. With government schemes like Skill India, some companies might have sent a handful of women to be trained, these have been merely tokenistic and do not materialise in any change for the worker in either her work or wage.

Roy Chowdhury (2018), terms the garment industry workers as a 'footloose workforce'. This is indeed apt. While Roy Chowdhury in her paper presents data on the average period of time a women worker remains in the employment of a manufacturing unit, our own study shows that women workers in the face of adversity or conflict would rather quit working in the company and join another one.

### **1.4 Work conditions in the garment industry**

*ILO's Insights into working conditions in India's garment industry observes that, "According to the survey results, recruitment was generally free of coercion. However, there is some evidence of deception especially with respect to working time, with frequent reports that workers have to work more hours or days than was initially agreed. The fact that many of them do not receive a written employment contract means there is no formal proof of the terms and conditions of their job offer, and so these could easily be subject to subsequent changes (although this point was not specifically investigated in the survey); and even those who receive a contract rarely fully understand it. Despite the fact that most workers are indebted, the debt is normally owed to an informal moneylender or a pawnbroker in exchange for gold; there was no evidence of loans or wage advances being taken from employers, their agents or recruiters, and hence no evidence of bonded labour."*<sup>13</sup>

The same report observes that abuses against women are high in the garment industry. They say, "Verbal and other abuse by supervisors seems to be the norm, especially in the south where

<sup>13</sup> Insights into working conditions in India's garment industry / International Labour Office, Fundamental Principles and Rights at Work (FUNDAMENTALS) - Geneva: ILO, 2015.

women predominate in the workforce while most supervisors are male. Workers report being subject or witness to verbal abuse and threats at an alarming rate, especially with respect to overtime and production targets (roughly four-fifths of worker respondents reported this). These penalties are usually applied by supervisors, who are said to be generally poorly educated and trained. Verbal abuse includes scolding, shouting, use of vulgar language, name-calling and other insults. Threats include sacking (nearly one-third reported this) or having additional work imposed (reported by one quarter).

Only one in five workers stated they had never seen or heard of any of the abuses listed in their current factory of employment. Workers being forced to work when unwell is not uncommon (nearly 1 in 4 reported this). Further, around 1 in 5 workers reported having witnessed physical violence and beatings in their own factory, and being locked in the workplace. Sexual violence or harassment was reported by 17% of women respondents.

Evidence from this survey paints a picture of the factory floor as characterized by an extreme lack of respect for workers and their ill-treatment by supervisors, principally through constant shouting and dealing of insults. Workers apparently tend to accept this bad treatment in the short-term, as they are so heavily dependent on the income for their basic survival. But nonetheless, a high proportion of them try their luck at a different factory after a while, possibly in part in the hope of securing better treatment and greater respect. There is thus abundant evidence of workers, of both sexes but especially women, being subject to threats and penalties during the employment phase, and of working under duress.”<sup>14</sup>

## 2. Unionising in the garment industry

The existing unions in the industry have been able to mobilise only a small fraction of workforce due to management tactics that keep unions out. Using Jonas’ (1996) concept of the Local Labour Control Regime (LLCR), Alaya (2018) argues that management uses migrant, contract workers, and piece-rated work, as ways to fragment workers and make unionisation unattractive for many of them. An ILO study conducted in 2015 observes, “There is very limited formal workplace representation of workers. Manufacturers noted the accomplishments of workers’ committees, and some dismissed the need for trade unions. Unions struggle to gain membership in the current climate, but do represent non-member workers’ interests when approached by them. Common issues raised are unfair dismissal and the non-payment of severance benefits.”<sup>15</sup>

The garment industry ownership and management, who execute work orders from international fashion brands, do have ‘Code of Conduct’ agreements signed for fair work policies. But the agreements are more on paper than in force at the shop floor level, with little monitoring by the

<sup>14</sup>Insights into working conditions in India’s garment industry / International Labour Office, Fundamental Principles and Rights at Work (FUNDAMENTALS) - Geneva: ILO, 2015.

<sup>15</sup> Insights into working conditions in India’s garment industry / International Labour Office, Fundamental Principles and Rights at Work (FUNDAMENTALS) - Geneva: ILO, 2015.

state or brand buyer agencies. The few cases that have been brought to the state and public notice by the trade unions or civil society organizations indicate an urgent need to address the reality of the work conditions for workers in this industry. There is an urgent need to ask why an industry that enjoys high returns and generates a huge amount of export business cannot ensure fair work practices and create an enabling and safe work atmosphere for its women workforce, just as other export-oriented businesses that Bengaluru is famous for - Information and Technology, and Biotechnology, for instance-have created. One reason could be (as witnessed during the Covid-19 pandemic lockdowns when brands unilaterally decided to withdraw orders or not pay for orders already placed) the economic governance structures of the garment production networks (GPNs) whereby brands try to pass on regular and unexpected business costs onto garment manufacturing units located in the global South, which in turn attempt to pass it onto the workers – since domestic consumers are extremely price sensitive and brands would have locked in prices several months earlier at the time of placing orders, leaving little room for manoeuvre or negotiation for the manufacturer.<sup>16</sup>This is not to excuse the manufacturers from following the laws of the land and ensuring fair and dignified wages and working conditions for workers, just to indicate the challenges that workers face when trying to negotiate with their employers. In fact, this is the excuse trotted out at every turn both by managements and governments, to deny workers their rights and dues. Government’s role in deregulation of labour is discussed below.

There are 3 prominent garment workers unions in Bengaluru: Garment and Textile Workers Union (GATWU), Garments Labour Union (GLU) and Karnataka Garment Workers Union (KGWU, or colloquially known as ‘KOOGU’). These are general unions, i.e. members work in various garment units across the city. There are few instances of a union functioning at the level of the manufacturing unit. This is because there is fear among the workers to unionise due to union busting tactics by the management. Therefore, a handful of workers per manufacturing unit are members of the Unions, which means they can be easily targeted and / or silenced. On the other hand, the factory level units of the unions and their members are assured of the support of garment workers from across other garment factories in the city. Such support and solidarity can be used strategically to advance workers interests.

One of the challenges that the unions face is the increasing presence and role of identity based regional and linguistic organisations which mobilise workers based on nationalistic and regional

<sup>16</sup> There are many reports on the garment industry. See for example – (a) Mark Anner, 27 March 2020, ‘Abandoned? The Impact of Covid-19 on Workers and Businesses at the Bottom of Global Garment Supply Chains’. Penn State and Worker Rights Consortium. Available at: <https://www.workersrights.org/wp-content/uploads/2020/03/Abandoned-Penn-State-WRC-Report-March-27-2020.pdf>

(b) Better Buying Institute, 29 October 2020, ‘Better Buying Index Report, 2020: Purchasing Practices Performance in Apparel, Footwear, and Household Textile Supply Chains’. Available at: <https://betterbuying.org/wp-content/uploads/2020/10/2020-Better-Buying-Index-Report.pdf>

(c) ----- 30 July 2020, Special Report, ‘Cost and Cost Negotiation and the Need for New Practices’. Available at: <https://betterbuying.org/wp-content/uploads/2020/07/Better-Buying-Special-Report-Cost-Cost-Negotiation-the-Need-of-New-Practices.pdf>

fervour, but do nothing about the labour violations faced by the workers. In such instances, neither do these groups take the necessary initiative, nor do they allow the trade unions to function effectively in the manufacturing unit.

Union leaders shared that traditional unions have also become bureaucratic and are distant from the daily lives of the workers. They don't know what the people want and do not have alternatives to the dire situation that the workers find themselves in. Learning from this, some unions do not work like traditional unions. They have started visiting the areas where the workers live and do not limit themselves to the factory gates, like was the case in the past. The unions in Bengaluru support the workers in all aspects of their lives, including the challenges they face with children, family, health etc.

According to the unions, the post-COVID situation is worse. Owners of factories saw the pandemic as an opportunity to close units where there was a strong union presence. The message that went out to the workers is that if there is a union, the unit would be shut down and workers are worried that they will lose work. However, this is also an opportunity, since workers who were reluctant to join the union in the past are seeing the blatant violations of the factories and are also inclined to join the union.

### 3. Karnataka Labour Department<sup>17</sup>

The Karnataka Labour Department is responsible for labour welfare and smooth industrial relations. The website clearly states, *"The activities regarding enforcement of labour laws and promotion of industrial peace are simultaneously carried on, so that the twin objectives of industrial growth and labour welfare can be achieved."* However, as is seen in this section, the Department has all but abdicated its responsibility towards enforcement of labour laws and labour welfare.

Supriya Roy Chowdhury's observation regarding the Karnataka Labour Department in her 2015 study<sup>18</sup> could be summarised as follows:

1. Processes of dispute resolution and conciliation takes upto 4 years and a matter in labour court takes at a minimum of a year and often longer. This process works in favour of the management, while have a detrimental impact on the workers, who do not have the time or the resources to approach the court.
2. The resources available in the Labour Department to regularly inspect factories and their operations are inadequate given the number of factories there are in the city. Due to this, response to complaints is not quick enough. This leaves workers no other route but that of conciliation and labour court, which is to the detriment of their interests.

<sup>17</sup> The structure, roles and responsibilities of the Karnataka Labour Department is annexed as Annexure 4

<sup>18</sup> Chowdhury, Supriya Roy, *"Mapping and Assessment of Social Dialogue and Labour Administration Frameworks at State Level: Karnataka State"*, 2015.

3. Existing laws do not need the conciliation process to be mandatory and the management does not feel obligated to attend the proceedings. There are also no real provisions to penalise their non-appearance. However, the Labour Department could pass orders ex parte if management does not show up, but it does not exercise this right often enough.

4. There has been a shift in the Labour Department from enforcement of laws to working on social welfare schemes, registration of unorganised workers, and so on, with targets fixed for achievement. As a result, enforcement of laws has come down, and 95% of the time of labour officials is now spent on the unorganised sector, which now employs over 90% of the work force.

5. Powers of the Labour Department have been diluted over the years. The Labour Officer who once obligated to visit the factory to ensure that Standing Orders defined by the management was followed and have been informed that they are to inspect factories only in the case of a complaint filed. Further, these officers were tasked with the responsibility of overseeing the implementation of labour laws. However, now their primary responsibility is to carry out welfare measures. The power of the Labour officer to issue orders under the Workmen Compensation Act has been suspended; the IT sector is altogether exempt from any action by Labour Department; workers can now only go the Civil Courts to seek redressal of wage-related issues. As a result of these restrictions, the number of factory inspections has come down to once or twice a year.

It is commonly acknowledged that post the adoption of economic liberalization policies in 1991, the Indian Government has prioritised attracting private and foreign investment and over the years has undertaken reform initiatives to advertise India as an investment-friendly locale. This has included ease of doing business reforms, including deregulation and flexibilisation of labour markets which has culminated in the recent labour reforms and the passage of four labour codes. Prior to the legislating of the four labour codes, this was achieved primarily through administrative neglect of longstanding and stated functions of the labour department as articulated above and recorded by researchers.<sup>19</sup>

Most if not all of these were observed even during the team's visit to the Labour Department to meet and interview them in relation to this study, as seen in the section below.

### **3.1 Experience of the Labour Department during this study**

The team was able to meet only one Deputy Labour Commissioner (DLC) for the study. One of the reasons was that the department was closed to outsiders for an extended period of time due to the pandemic and once it did open up, there were too many pending cases that the Assistant Labour Commissioner (ALCs) and DLCs were having to deal with. Even the DLC we met was reluctant to share information. He spoke for just 10 minutes and did not want the interview to be recorded. The essence of what he said was that the stronger the trade union, the higher the

<sup>19</sup> See also for example, [Atul Sood](#), [Paaritosh Nath](#), [Sangeeta Ghosh](#), "The Dynamics in the Manufacturing Sector in India: [Deregulating Capital](#), [Regulating Labour](#), Economic and Political Weekly, [Vol. 49, Issue No. 26-27, 28 Jun, 2014](#); K.R. Shyamsundar, " Who Will Penalize the Laxity on the Part of Law Enforcers-V?" ,<https://www.theleaflet.in/who-will-penalize-the-laxity-on-the-part-of-law-enforcers-part-v/> This last article has links to parts 1-4 as well.



chances of a successful conciliation. He also washed his hands off the role that the labour department can play. Listening to the DLC, the image one had was of a benign official with hands tied.

While the team filed several RTIs, the only information received was a list of matters filed with the labour department. On reviewing the case documents for this report, it also appeared that no one had been successful in procuring standing orders of garment factories using the RTI, mostly because they had not been filed with the labour department. The question that finally remains is what is the proactive role that the labour department is playing to ensure the interests and rights of the workers are upheld?

#### 4. Industrial Relations in the garment industry in Bengaluru

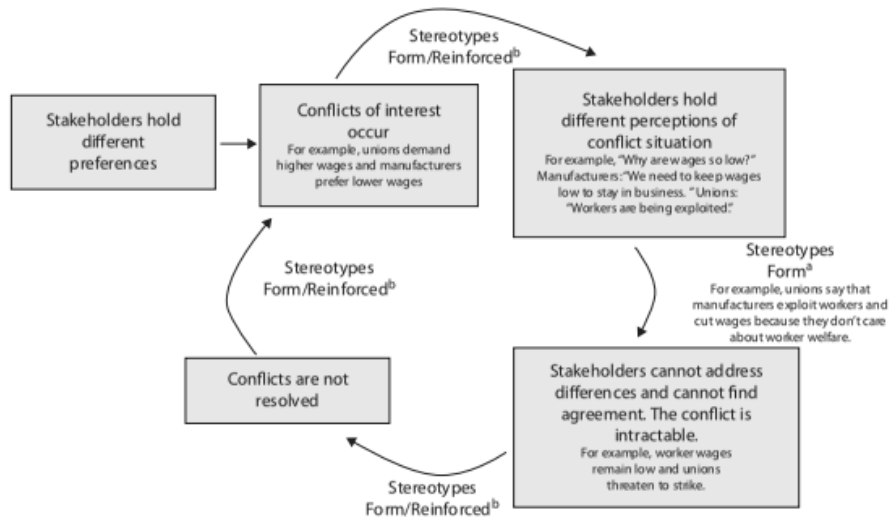
According to the ILO, a harmonious relationship between management and employees and between the employees and the State is at the core of a healthy industrial relations system. This also means that the relationship is defined by cooperation and not conflict. The outcome of such a system would be a work environment that aids efficiency and motivation, productivity and development of the employee, which helps generate loyalty and mutual trust. The objective of industrial relations is to balance economic efficiency of organisations with equity, justice, and the development of the worker, while avoiding, minimizing, and resolving disputes between industry actors and the society. To establish such harmonious relationships, there is a need to establish rules, processes, and mechanisms based on laws and regulated by the State.<sup>20</sup>

Labour intensive industries are generally characterised by tension between management and workers since management is mostly concerned with increasing profits by reducing costs, a large part of which are wages, and the workers oppose this reduction in their wages as well as struggle for their rights such as high work intensity, overtime, delay in wages, etc. Labour laws have been consistently diluted especially since the 1990s when the Indian economy was liberalised. Relations between workers and trade unions, and the management and with the State have been steadily worsening. Management and the State have blatantly supported each other in furthering each other's interests. The Code of Industrial Relations, 2020 in various ways completes the process of diluting protection of workers. For e.g. the Code mandates that in the case of multiple unions, the one which has 75% or more membership would be considered the sole bargaining agent. The current political climate has already compromised the freedom of association and the garment industry in particular faces challenges as described above. In such an instance, it appears that there is no possibility at all for collective bargaining when the new Code is made operational. The right to protest has also been compromised with the strict provisions being brought in to curb strikes. The way disputes are resolved is a cornerstone for industrial relations. While on the one hand, collective bargaining is inhibited due to the changed rules for recognising trade unions, on the other hand, the process of conciliation and dispute resolution has been made more

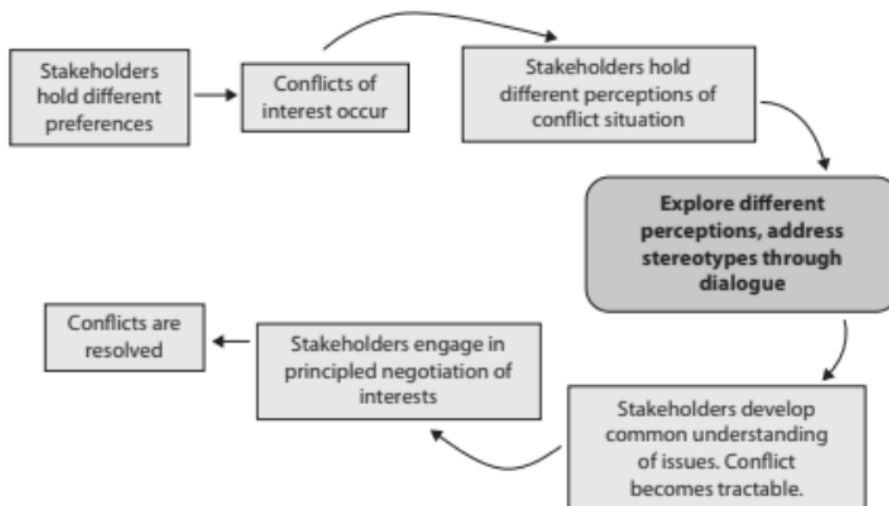
<sup>20</sup> De Silva, S.R. (1997), "Elements of a sound industrial relations system", ILO.

complicated. The new Code has done away with the conciliation board, the court of inquiry, and the labour court and retained conciliation officers and a more complicated industrial tribunal. The Code also allows State governments to legislate towards greater flexibility in hiring and firing workers.

There already exists a power structure with the manufacturers and State at the top and the workers and their interests completely marginalised. Below is a visual representation of a stereotypical conflict resolution system in the garment industry. This is followed by a proposed conflict resolution mechanism.<sup>21</sup>



<sup>a</sup>Initial stereotype formation.  
<sup>b</sup>Subsequent stereotype formation.



<sup>21</sup> Maemura, Yu (2013), "Changing Stereotypes in India's Garment Sector through Dialogue" Conflict Resolution Quarterly, vol. 31, no. 2, Winter 2013.

What the author in the above image refers to as dialogue, is what is popularly referred to as Collective Bargaining in India. However, as is evident in the case studies, collective bargaining or any form of dialogue is a challenge.

The Industrial Relations Code, 2020 further solidifies this power structure. We interviewed leaders from GATWU and KOOGU to record their experiences and perspectives on industrial relations, which have been documented below.

#### **4.1 Dispute Resolution**

Majority of the disputes that come up in the garment industry in Bengaluru are illegal termination, wages limited to minimum wages, non-payment of bonus, gratuity, Provident Fund (PF) and ESI.

GATWU and KOOGU reported that workers prefer to file individual complaints rather than raising grievances collectively. Further, both leaders said that a very small percentage of violations are reported and complaints filed. According to KOOGU, only 1% of the workers who face violations file complaints. This is because workers fear losing their work. According to the GATWU, if the issue is a collective one like illegal shutting down of a factory, wages of PF not paid, there is a greater likelihood of the issue being taken up by the workers individually.

In terms of grievance redress mechanisms in the manufacturing units, both unions shared that there were some mechanisms but all tokenistic. Labour laws demand that there be a works committee, canteen committee, grievance redress committee, and an internal committee (IC) under the POSH Act. It is also mandated that worker representatives be elected to these committees, however, the unions shared that for the most part management nominates workers who are more pliant and aligned with management.. Furthermore, the unions shared that these committees exist only on paper and do not really function. For example, in Texport Industries Pvt. Ltd. and Shahi Exports Pvt. Ltd., the union had asked that elections take place. While the management did conduct the elections, they supported one of workers and pressurised other workers to vote for him. Finally it was the management's candidates who won the elections.

Complaint boxes are placed in some units, but the management does not make an effort to publicise this. Therefore workers who can read would possibly be aware of the presence of this system. However, any attempts to use the complaint box are not taken seriously. According to a union leader, *"should a worker approach the Human Resources (HR) department, the first response is of being disregarded"*. Regarding the presence of the Internal Committees (IC – constituted as per the Prevention of Sexual Harassment of Women at the Workplace (Prevention, Redressal and Prohibition) Act, 2013), they have been formed, but do not really function. A union leader said, *"if a woman worker files a complaint, the committee invariably concludes that the problem is with the woman. In units where the union has a relationship with the management, the response is slightly better"*. It is only in these instances that the issue and its process were fully documented. However, in companies like Shahi, Texport, Arvind there is no opportunity for complaint or

discussion. If a serious complaint is filed, these companies remove people from work verbally as shared by the union leaders.

According to some workers, *“production though is double that of pre-COVID times”*. This is because the workers are being overworked. Pre-COVID-19, workers would be paid overtime but that is not the case now. Employers are not asking workers to stay beyond work hours. Instead work intensity has increased significantly and workers are being asked to double the production within 8 hours”. This means that the break time has been cut down and workers finish their lunch in 10 minutes. Workers shared that they are not allowed bio breaks or even breaks to drink water. In Texport and Shahi, the trade union has attempted to start a collective bargaining process to deal with this. Workers in none of the other units are willing to collectivise. Perhaps the loss of income and insecurity during the Covid-19 pandemic national lockdowns has made the workers even more reluctant ,in case their actions result in loss of jobs again.

In the case of illegal termination or demand for increased production, unions shared that 60-70% of the women workers just leave. This is because workers perceive that it is futile to pursue their rights in the company since management is not receptive and has a take-it-or-leave it attitude. Furthermore, the workers still find it easy to switch from one manufacturing unit to another, inspite of the tight labour market and lack of jobs during the Covid-19 pandemic. This is especially so in urban areas. In rural areas it is difficult to find work as there is no concentration of manufacturing units in a single area. According to a union leader, this is one reason why it is easier to form unions in rural areas.

Another violation that workers and unions shared was the practice of giving workers a break in service to avoid paying out gratuity. As per the law, a worker has worked in a company for 5 continuous years is entitled to service benefits like gratuity. The general practice, as reported by workers, is that the company terminates their employment and hires them back again after some days, thereby avoiding their statutory obligations to the worker. Workers also prefer to leave within 5 years, since they are afraid that the factory will close as is sometimes done by owners to avoid payment benefits like gratuity etc. They therefore take their settlement from the company and leave. Also, the lump sum that they get at the end of 5 years is their real savings as they are unable to save a penny from their salaries.

Several union leaders reported that in case a worker wishes to take up a matter, the union would first approach the unit here. If not resolved at this level, they would approach someone higher in the HR department within the same unit. If the matter is still not resolved, the union has no choice but to suggest that the worker approach the labour department. However, only 30% of the cases go to the labour department and 70% of the matters are resolved with the management. Out of these 70%, 10% cases reach the level of senior management and 90% are resolved at the unit level. Less than 10% goes to court. However, if any worker does approach the court, they rarely do that on their own and approach the union for support.

Union leaders shared that workers tend to prefer informal mechanisms of resolution since they are quicker and do not incur any expenses. If the matter is an individual one, most often, they are resolved informally.

However, the unions feel that there is also an advantage to accessing the formal mechanism. This is because there is authority in a written order and all parties are obliged to act as per the final order. There is a confidence in the decision of the formal process as it has legitimacy. However, the downside of this process, the union shared, is that it takes a lot of time and the worker needs to spend a lot of time following up on the case. Should a worker choose to leave a unit and join another one while the case is ongoing, the worker does not receive back wages, making all the hard work of pursuing the legal recourse result in no real benefits for the workers.

An important observation that GATWU made was that the court does not recognise the trauma that a worker goes through and does not compensate the worker for the same either.

If the issue is a collective one, it is far more difficult to adopt alternative dispute resolution mechanisms like collective bargaining, since the management does not recognise the unions, leaving the workers no other choice than to access the labour department.

The union leaders shared that in any instance of conflict between the management and the worker, the first response of the management is that no matter the grievance and its severity or lack of it, it was the worker is to be blamed. Should the worker persist, management says they will enquire into the incident, but it is not followed through. In some instances, workers have protests and that allows for the process to progress further. If the issue is a minor one, it is usually resolved in 15-20 days, according to the unions. However, if there is stalemate between the management and worker, the matter could take even up to 2 months or longer. Should a matter go to court, it could take a minimum of 2 years to resolve and sometimes longer. Even if the order is in favour of the worker, unions have to continue their struggle sometimes for several more years to have the order implemented.

For these reasons, managements are constantly trying to break unions or prevent the formation of unions. In one instance, Shahi Export Pvt. Ltd. even filed a police complaint against the union as a way to intimidate the workers. In Arvind Fashions, the workers were told that they should bring their grievances to the management themselves and that management would not recognise any union, whatever may be the membership strength of the union.

The unions feel that the labour department and the court are partial to management. When the union reaches out to them in case of an injustice or violation of law, the labour department is not responsive leaving workers and unions with no option but to engage in protests and demonstrations in order to get justice. The unions shared that most often, workers do not

approach the labour department, labour court, or industrial tribunals, since they do not have the monetary resources or the time needed to pursue their case. For example, to get 1 vakalath, the worker needs to pay Rs. 10,000 to a lawyer, which a worker cannot afford. If the workers and the union protest, the management sends police and goons to intimidate them.

The general perception among workers and unions is that labour courts and tribunals are more responsive to management representatives. A union leader said, *“Our union protested this. The court heard us for some time but afterwards, they returned to paying more attention to the management. Left to the court, they would agree to all demands of the management. It is only due to the presence of the union that the court is forced to pay heed to the workers”*. For e.g. sometimes management ask for 2 months to respond. Only when the union protests such adjournments, then the court insists on a quicker response.

#### **4.2 Management – Worker relationship**

According to the unions, managements think of workers as machines or just raw materials to be exploited. Their body, age, background are not considered. Since there are several people constantly looking for work and there is a large supply of workforce, the management thinks that the workers are dispensable. However, there are times when management struggles to find workers, like soon after the covid-19 lockdown was lifted in 2020 and many of the migrant workers were still in their villages and had not returned. This was exceptional and short lived. For the most part, the dominant attitude of most managements is that workers are to be exploited.

The unions shared that managements do not follow the law. According to them, *“They do not pay PF and violate ESI rules. Owners close factories without following due process or paying workers their dues, costing workers their jobs and their wages. Owners make profits and within 2-3 years of starting a factory, they even set up more units. Owners do not care about the workers and are only focused on their profits. There are no cultural activities for the workers and no safety awareness. The owners focus only on production”*.

The union leaders shared that all that the workers want is dignity. For example in the case of Vigosa Exports, which illegally closed down in 2007-08, the company did not even pay the minimum wage. Yet, the workers did not want to file a complaint in the labour department, since they are treated well and not abused. Another example is of Namaste Exports, where the workers are given a coffee break. Should they have to do overtime (OT), the management gives them snacks. The company does not pay even the minimum wage. When the unions try to organise the workers, they are unwilling to join the union since they feel they are being treated well. These are telling statements about the state of the rest of the industry by comparison.

Unions also shared that owners and management of manufacturing units are constantly in search of mechanised ways of production to reduce dependency on human labour. New machines are faster than the older ones. Therefore, if a person was operating one machine earlier, they are

expected to operate two machines now. Tasks that 2 people used to do are being done by 1 person now. Work intensity has increased, yet wages and working hours have not changed, and the worker in fact now gets less wages for doing more work.

Union leaders told us that there is a popular saying in the garment industry – that even if you have worked here for 20 – 25 years, you will not be able to stitch a button. They are referring to the deskilling effects of assembly work. The work flow in the industry has been broken down and works as an assembly line. A worker could be in the same assembly line all their work life and learn nothing new. For example, if a worker works on stitching cuffs then that is all they will do. They will never know what the final product looks like. Work is monotonous and there is no work satisfaction. Managements do not endeavour to impart skill development to the workers so that they grow.

Most women complain of tension since they have their domestic duties in addition to dealing with the supervisor in the factory.

Caste is an added hierarchy between the management and the worker. There are few workers from dominant castes. According to some union leaders, *“caste is seen even in the way work that is allotted. Even today, in some companies, the bathrooms are cleaned by Dalits employed for housekeeping”*.

#### **4.3 Management – Union relationship**

Most managements consider the presence of a union a hindrance in their work. This is especially so in the garment industry. One of the women union leaders shared an example: in 2007 a woman committed suicide in a factory owned by Gokuldas xExports. A women’s rights group protested against this. The management’s words in response to this was, *“union dogs are waiting to come in”*. Managements also instigate workers by falsely accusing unions of trying to close units. Managements do not see collectivisation as positive development. A union leader shared that workers who are union members are not seen as union representatives and only as workers. Only office bearers and other leaders outside the particular factory are considered union representatives. Even if the managements entertain the union leaders, they do not allow them to enter the premises and engage with them only at the gate. Managements are constantly finding ways of uprooting unions. They resort to bribe, unfair targeting, threat etc. If a company finds that the union is an inevitable reality for a unit, the employers encourage the formation of another union, a yellow union. . The management then signs an agreement with the yellow union and no discussions are conducted with the union which the majority of the workers support..

Managements are not concerned if the unions approach the courts; they are far more concerned that the unions will reach out to the international brands. Several of the international brands and their home countries have stringent rules about status of labour relations in the factories and countries that they source their products from. In such instances the factories that supply t these

brands tend to be under a lot of pressure to be compliant with labour laws and other laws of the land, and if problems are identified then to correct them or risk losing the business of the brand.

There have been several instances when factories have filed police complaints against union leaders. For example when a worker was dismissed in Texport Creations, the company took an injunction order against the union, GATWU, and a complaint was filed against a union leader in the police station based on trumped up charges as seen in several case studies below. If there is an injunction order against the workers, they are evacuated from the factory premises. Since these orders are taken quietly and the workers are unaware about it, it is often too late by the time the workers are aware and therefore cannot challenge it. This is also a subversion of due process and natural justice since the court is supposed to inform both parties when an order is made.

In another instance, in 2013, a union was pamphleteering in the Bommasandra Police Station (PS) limits. Shahi Exports filed a complaint against the union. When the union leaders asked the police for a copy of the complaint, they were not provided the same. The union then approached the State Human Rights Commission (SHRC) and alleged that the management and police are colluding against the union, after which the management dropped the case.

The union leaders shared that Arvind Fashions has decided not to recognise the union. They have told the workers that they will talk with them but not the union. The situation has been getting worse over the years. Managements continue to take an antagonistic stand towards unions and even engage in union suppression.

#### **4.4 Union – Government relationships**

Union leaders shared that the space for unions has been consistently shrinking since the 1990s when the country's economy was liberalised. The State has built a narrative where unions are seen as being anti-development, and anti-national. The government thinks that with active unions, companies will shut down units, affecting investments into the state.

The union leaders feel that one of the reasons for the State to be emboldened to do this is because the workers approach the unions only in the case of conflict with the management. Else, they are seen as vote banks to be milked at the time of elections. The State therefore knows that the membership to the union is not based on ideological beliefs but on logistical needs for their fight for wages and other matters related to work conditions. The unions are therefore not taken seriously. For e.g. in the restructuring of labour laws that is currently underway, trade unions were not consulted at all.

The union leaders feel that the government is not supportive of unions. It is well known that it was through workers' struggles that the 8-hour work day was established as a norm. In the recently passed Occupational Health and Safety Code 2020, factories can ask workers to work for longer hours. In the garment industry where work can be literally back breaking and where women find it



difficult to work for 8 hours, the unions wonder how the workers will be able to work for longer hours. Today, women are able to work in this industry only until they are 50 years after which the impacts of the work start affecting their bodies. With the changing situation, unions feel that a woman will be able to work in this industry for not more than 10 years. In the absence of any other skills, what will the woman do after that and how will they earn their livelihood, is a question that the unions are asking.

The unions concluded that the government today is composed of industry owners. When elected representatives themselves own factories, land etc. it is bound to happen that the country would be sold.

Finally, union leaders shared that the Right to Association is not merely a law, but a right guaranteed in the Indian Constitution. According to them, it appears that the intention of the government is to change the Constitution.

#### **4.5 The Provident Fund (PF) protests in 2016: An example of the State – worker relationships**

On February 10, 2016, the Ministry of Labour and Employment issued a notification for changes to the Employee Provident Fund (EPF) scheme which provides for retirements savings of workers. A summary of the changes are:

1. The retirement age would be raised from 55 years to 58 years, and the age to access 90% of the fund was to be raised from 54 years to 57 years.
2. After 2 months of being unemployed, employees would no longer be able to withdraw the total amount deposited in their EPF fund. Instead, they would only be able to withdraw the portion of the EPF that was contributed from their salary during their period of employment as well as the interest gained on that portion. This meant that workers were blocked from accessing their employer's contribution, i.e., 23.4% of their EPF corpus.
3. The amount could also be withdrawn in the case of female members who resign due to marriage, pregnancy, or childbirth. However, in order to do so, they must sign an affidavit stating that they will not take up future employment.

On April 16, 2016 Vijaya Karnataka newspaper published an article with the above news which was passed as a Central Government Ordinance. This led to 50,000-1,00,000 workers of the garment industry, 80% of whom were women, to come out on to the streets in protests on April 18<sup>th</sup> and 19<sup>th</sup>. The protestors took over arterial roads of the city to form a massive mass of people. The protest was spontaneous and unprecedented. While the Ordinance would affect all kinds of workers, the fact that almost 100% of the protestors were workers in the garment industry indicates a particular vulnerability they have and possibly higher levels of frustration. In fact, since wages are so low, hovering at minimum wage, most garment workers use the PF savings to pay for large expenses such as marriage, medical care, school or college admission fees etc. Barring the workers from accessing their 'own' funds (PF is a deferred wage in a way, since the savings accumulate from deductions from the wages they earn), was more than what the workers could

bear resulting in unprecedented protests that forced the Government of India to withdraw the amendments.

Initially the police sought to contain the protest by calling for a negotiation with the workers. When no leaders came forward to negotiate, it became clear that there was no one leader and that the usual tactics of appeasement would not work this time. Therefore, despite repeated assurances from the protestors that their intention was only to peacefully protest the Ordinance, on the afternoon of the 19<sup>th</sup>, the state government ordered *lathicharge* (charging at protestors with sticks and batons) to quell and disperse the protestors. Seeing the women workers being attacked by male police, the male workers started pelting stones. This intensified the lathi charge. This was followed by arbitrary arrests where workers, students and even residents of the surrounding areas were taken into custody. While in custody, workers were forced to reveal names of other workers who participated in the protest. For weeks after the protest, harassment and arbitrary arrests continued. Several FIRs were filed and with most of them being open FIRs, allowing the police to make arbitrary arrests without evidence and book the workers in one of these FIRs. RTIs were filed with 5 police stations in the vicinity of the protests. Below are some details about the sections under which the FIRs were filed and the number of people implicated.<sup>22</sup>

Crime No.	FIR Date	Act and Sections	Details of suspect / accused
<b>Bommanahalli PS</b>			
0076/2016	18/04/16	IP 1860 (U/s: 186, 143, 307, 148, 147, 149, 332, 353)	Employees 10 to 15 Thousand,
0077/2016	18/04/16	Prevention of damage to public property Act, 1984 (U/s-4); Prevention of Destruction and Loss of Property Act, 1981 (U/s-2(A); IPC 1860 (U/s-427,120B); Prevention of Destruction and Loss of Property Act, 1981 (U/s-2(B); IPC 1860 (U/s-186, 147, 149, 353, 332, 148, 143)	2 individuals with names mentioned
0078/2016	18/04/16	IP 1860 (U/s: 427, 143, 149, 353, 332)	Not mentioned
0081/2016	19/04/16	IP 1860 (U/s: 427, 143, 149, 448, 147)	Unknown 50 to 100 persons
<b>Electronic City</b>			
0217/2016	19/04/16	IPC 1860 (U/s 506, 341, 143, 146, 149)	Twelve member Employee (A1) N/A, Bengaluru City, Karnataka

<sup>22</sup> Copies of the FIRs are annexed in Annexure 5.

0218/2016	19/04/16	IPC 1860 (U/s 341, 143, 146, 149)	Ten and above employed (A1) N/A Bengaluru City, Karnataka
0219/2016	19/04/16	Prevention of Damage to Public Property Act, 1984 (U/s-3); IPC 1860 (U/s-427, 143, 144, 146, 147, 149, 338, 353)	Four Thousand to Five Thousand unknown persons (A1) N/A Bengaluru City, Karnataka
0226/2016	19/04/16	IPC 1860 (U/s-143, 147, 427, 149)	Unknown
<b>Hulimavu PS</b>			
226/2016		Sec. 341, 353, 427, 143, 147 R/w 149 IPC and 03 of PDPP Act, 1984	
227/2016		Sec.341, 143, R/w 149 IPC	
228/2016		Sec. 307 R/w 34 IPC	
229/2016		Sec. 341, 353, 332, 143, 147, R/w 149 IPC	
230/2016		Sec. 341, 353, 427 IPC 3 of prevention of damage to public property - 1984	
231/2016		Sec. 341, 353, 427 IPC 3 of prevention of damage to public property, 1984	
232/2016		Sec. 341, 353, 427 IPC 3 of prevention of damage to public property - 1984	
<b>Mico Layout PS</b>			
0295/2016	19/04/16	IPC 1860 (U/s 341, 143, 149, 353)	7 individuals with names mentioned
<b>Parappana Agrahara</b>			
0136/2016	18/04/16	Prevention of Damage to Public Property Act, 1984 (U/s-3); Prevention of Destruction and Loss of Property Act, 1981 (U/s2(a), 2(b); IPC 1860 (U/s-427, 186, 341, 143, 144, 147, 148, 149, 283, 353)	11 individuals with names mentioned
0137/2016	18/04/16	Prevention of Damage to Public Property Act, 1984 (U/s-3); Prevention of Destruction and Loss of Property Act, 1981 (U/s2(a), 2(b); IPC 1860 (U/s-427, 143, 144, 147, 148, 149)	Unknown
0140/2016	19/04/16	PC 1860 (U/s-186, 341, 143, 147, 149, 283, 353)	3 individuals with name mentioned
0141/2016	21/04/16	PC 1860 (U/s-504, 143, 147, 149, 448)	200 Unknown people

As an outcome of the protests, the Ordinance was revoked. However, the State by then had made it amply clear its attitude and lack of concern towards the workers. The question that one is then left with is, what then is the state of industrial relations where the industry thrives by exploiting the workers and the government not only limiting its obligations to the people but also taking an antagonistic stance.

## 5. Brief summary of labour laws and regulations governing the garment industry<sup>23</sup>

Under the Indian Constitution, the state, at the national and local levels, is obligated to institute labour legislation to guarantee protection of worker rights of wage and job security, safe and healthy working conditions, especially for women workers, as well as trade union rights of freedom of association and collective bargaining. It must ensure that precarious forms of employment are not used to undercut the legal rights and benefits to which permanent employees are entitled. In addition, it must establish mechanisms of enforcement of the laws—the Labour Department, Labour Courts, Conciliation processes etc. In the context of the garment industry, it needs to put in place a legal framework that holds international brands and local suppliers responsible for workers' rights violations. It must also ensure that national labour legislation (Central and state laws) upholds international labour standards (including the ILO Conventions).

Indian labour laws for workers fall under 3 broad heads:

- 1) Laws in regard to health, safety, and welfare for women
- 2) Laws in regard to social security measures for women, and
- 3) Laws ensuring wage protection for women workers as well as freedom of association and collective bargaining.

(It may be pointed out that many of these laws provide protective measures for workers at large but also contain special provisions for the welfare of women workers, while other laws are exclusively for women workers.)

The major legislations under each of these heads are briefly described below, keeping in mind the context of our discussion on garment workers.

### 5.1 Laws in regard to health, safety and welfare for women:

#### *Factories Act 1948:*

This legislation seeks to bring about uniformity in the number of working hours and leave with wages as well as to ensure safe and healthy working conditions for workers. Recognizing that women formed a particularly vulnerable group of workers and needed special protection, the Factories Act 1948 fixed the maximum permissible hours of work for women at 9 hours per day, 48 hours a week in factories, with entitlement of 12 days of paid leave. The Act prohibits employment of women beyond the specified working hours, and in hazardous occupations and dangerous operations. It provides for health and safety measures such as separate toilets for men and

<sup>23</sup> This section reproduces parts of the publication 'Production Torture', 2019. This is a study of working conditions of women garment workers in Bengaluru and other districts. ALF was one of the authors of the report.

women and their regular maintenance, mandatory first-aid facilities, adequate light and ventilation cleanliness of factory premises, as well as welfare measures like provisions of canteens in factories employing more than 250 workers, and crèches in factories employing more than 30 women. The Karnataka Factories Rules (1969) provides the standards that creches must meet in factories employing more than 30 women.

*The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal Act (2013):*

This Act provides for the establishment of IC, including employee representatives, in factories with more than 10 employees, where victims of sexual harassment can file complaints.

Most cases of sexual harassment, physical, and verbal abuse go unreported and ignored by the IC provided under the Sexual Harassment Act. Worker representation is a token measure, and workers feel helpless in taking complaints to the Committee. Further, the Labour Department is not involved in the IC since the Act does not provide for it. In such a scenario garment workers often prefer to change jobs rather than raise a complaint.

## **5.2 Laws in regard to social security measures for women:**

*Employee Provident Fund and Miscellaneous Provisions (EPF) Act, 1952:*

The Employee Provident Fund is a social security measure that provides timely monetary assistance to the workers in case of contingent family needs and expenditure. The EPF Act 1952 covers organizations employing more than 20 workers. The Act is operationalised through the Employees' Provident Fund Organization (EPFO) that offers 3 Schemes—EPF Scheme 1952, Employees' Deposit Linked Scheme 1976, and Employees' Pension Scheme 1995. These schemes, which have been amended from time to time, offer provident fund, pension benefits on completion of 20 years of service, and gratuity benefit after 5 years of service. Enrolment in the EPF scheme is compulsory for employees earning less Rs. 6500 at the time of joining. Monthly contributions to an employee's PF are made at the rate of 12% equally by the employer and the employee.

*Employees' State Insurance (ESIC) Act, 1948:*

The Act provides for medical benefits for the employee and her family, and cash benefits in cases of sickness and maternity, and employment injury (including while commuting to and from work). Under the Act, ESI Hospitals, clinics, and dispensaries are established to provide free health care to employees and their families. The Act is applicable to factories employing 10 or more than employees, and to employees drawing more than Rs. 21000 per month. Monthly salary deductions for the ESI are made at 1.75% of the gross monthly wage, while the employer contributes 4.75%, with no contribution from either the central or the state government.

*Maternity Benefit Act:*

The Maternity Benefit Act provides leave and cash benefits for pregnant workers with at least one year of service, and for those who are covered under the ESIC Act. The benefits are provided after the employee is certified for benefit by a medical officer attached to the ESI Hospital. The leave benefit covers confinement after 26 weeks of pregnancy, miscarriage, and sickness arising out of pregnancy. It is available for 12 weeks in case of confinement or after delivery, 6 weeks in case of miscarriage, and an additional one month in case of premature delivery. The maternity benefit is linked with the average daily wage payable to the woman worker for her period of absence. In

addition to leave benefits, the worker is also entitled to a medical bonus fixed by the government from time to time. In addition, the employer should not require a pregnant worker to do arduous work involving long hours of standing which is likely to interfere with her pregnancy or her health and also the health of the fetus. After delivery of her child, every woman worker who returns to work shall be allowed two work breaks for nursing the child.

### **5.3 Laws ensuring wage protection and collective bargaining for women workers:**

#### *Minimum Wages Act (1948, revised 1950, 1953, and 1963):*

This Act provides guidelines to determine statutory minimum wages, along with VDA (fixed on the basis of Consumer Price Index (CPI) for industrial workers for the year) and overtime wages to be paid to workers, fixation of pay and periodical revision of minimum wages; to detect violations of minimum wage laws; and to provide specific penalties, including fines and imprisonment for defaulters. The Minimum Wages Act requires the appropriate government to periodically revise the statutory minimum wage and announce Minimum Wage Notifications at intervals not exceeding five years. Statutory minimum wages are fixed on the advice of the State-level Minimum Wages Advisory Board, comprising members of both employees and employers. In Karnataka, minimum wages in the garment industry are classified on the basis of unskilled, semi-skilled, skilled, and highly skilled workers, and on where the workplace is located (major urban industrial centres, other urban/industrial and non-urban areas). The statutory minimum wage in garment industry in Bengaluru, as per the state Minimum Wage Notification in 2013, was fixed in the range of Rs. 150-250 (depending on the category of workers and location of workplace) for an 8-hour working day.

The determination of the minimum wage is regulated by the Minimum Wages Act. However, the actual process of minimum wage determination by the government in organised industries like the garment industry, in many instances, is in violation of provisions of the Act. Even after the minimum wage is notified, violation of the notification at individual factory/ company level, and even at region/industry level is not uncommon.

Implementation of the Minimum Wages Act is also marked by unfair labour practices such as non-recognition of wages according to the category of skill, non-payment of over time when workers are forced to stay back after working hours when they do not reach daily production targets fixed arbitrarily by the management; non-compliance with overtime payment rates and underestimation of wage deductions for PF and ESI, and failure to deposit such deductions in the workers' social security account.

#### *The Equal Remuneration Act 1967:*

This Act gives effect to Article 14 of the Constitution which enunciates the principle of equality before law, and provides for payment of equal remuneration to women workers on par with men workers for the same or similar nature of work ('Equal pay for Equal work'), and for the prevention of discrimination on the ground of sex against women in the matter of employment. It seeks to ensure that employers do not discriminate against women workers in matters of wage fixing, transfers, or promotion. Successive judgments by the Supreme Court have held that equal wages will be payable even to temporary or casual workers when they are doing the same work as regular or permanent employees.

The table below lists the typical violations discussed in the report in order to show the mechanisms available under national and state labour legislations:

Sr. No.	Conduct	National and State legislations
1	Lack of ventilation or any fans. High work temperatures and loud noise conditions.	Factories Act, 1948 – Sections 11 &13 Karnataka Factories Rules, Rule 19(1)
2	Asked to work even after punching out forced unpaid overtime work.	Article 19(1)(g) of the Constitution Factories Act, 1948 – Section 59 &64(1) Karnataka Factory Rules, Rule 109 Minimum Wages Act, Section 13
3	Approximately 8 hour long official work day with only one half an hour break for lunch that is turned into a 20 minute break.	Factories Act, 1948 – Section 44, Section 55
4	No proper segregated sanitation options available.	Factories Act, 1948 Karnataka Factory Rules
5	Promotions based on looks and relationship with the owner/ Manager.	Promotions based on looks and relationship with the owner/ Manager.
6	Management picks only workers who are submissive and docile and those who are not part of the Union and those who do not speak up.	Article 14, 15, 19(1)(G) of the Constitution Unfair labour practice under the Industrial Dispute Act
7	Verbal Abuse – calling one dog, pig, or other verbal comments meant to insult	Sexual Harassment Act, 2013
8	Physical Harassment – throwing garments on the worker’s face, made to stand for long without reason.	Factories Act, 1948
9	Sexual Harassment	Sexual Harassment Act, 2013
10	Crèches – Mothers not allowed to visit	Karnataka Factories Rules, 1969 – Rule 103
11	Crèches – No appropriate Staff	Karnataka Factories Rules, 1969 – Rule 104
12	Crèches – not available	Factories Act, 1948 Karnataka Factories Rules, 1969
13	Transfers to harass	Article 15 of the Constitution Industrial Disputes Act – Unfair Labour Practice
14	Hire and Fire Policy	Industrial Disputes Act, 25F and 25N
15	No access to drinking water and toilets	Article 19(1)(g) of the Constitution,

		Factories Act
16	Absurd restrictions in housing facilities	Article 14 and 15 of the Constitution
17	Non-provision of maternity benefits	Maternity Benefits Act

The grievance redressal/works committees provided under the Industrial Disputes Act in factories with 20 or more workers are either not functioning, or when present, they often discuss minor issues related to working conditions (e.g. broken taps) rather than focus on the main issues of concern for garment workers, such as wages, overtime, or sexual harassment.

The industry witnesses numerous cases of forcible dismissal of workers without prior notice as hire-and-fire based on seasonality; dismissal of workers under various pretexts, such as coming late to work or refusal to work overtime; workers being forced to accept a lower wage increase under threat of dismissal.

Migrant women workers in the industry are at greater risk of discrimination because of their social vulnerability and lack of support networks; when a worker makes a mistake in their work, punishments are typically more humiliating for women than for men. Women workers are more susceptible than men to labour rights abuses which have a bigger impact on the former, partly due to the ubiquitous nature of gender discrimination in society but also because of their being placed precariously and insecurely in labour markets.

*Industrial Disputes Act 1947:*

This Act addresses dispute redressal and conflict resolution through the tripartite system of negotiations, involving the Labour department, trade unions, and employers. It provides mechanisms of negotiation and conciliation, such as Board of Conciliation, Labour Courts, and Industrial Tribunals. Disputes that cannot be resolved at the tripartite level are referred to labour courts. The Act has sections that cover unfair labour practices, including lockouts and strikes or wage discrimination or wage denial, on the part of employers and employees. It also provides compensation to retrenched workers. Labour practices are governed by Industrial Disputes Rules (Standing Orders) which provide for the establishment of a mechanism to receive complaints regarding unfair treatment or wrongful dismissal within the factory. The Rules are framed separately by the Centre and the states, including Karnataka.

*The Trade Union Act (amended in 2001):*

This Act provides for registration of trade unions with a view to enable organization of labour for collective bargaining. Under the Act, any employee is entitled to join any union; 7 workers can form their own union; 100 workers are needed to join and affiliate with other unions; more than 10 workers can submit a Charter of Demands to the employer. The Act provides the right of the union to conduct negotiations with the employers on behalf of the workers; gives protection to engage in collective action to secure improvement in working conditions; and enables the union to represent labour in conciliation, mediation, arbitration, before employer, courts and tribunals, and labour departments. Importantly, it provides the right to collective bargaining, i.e., for all the employees in carrying out negotiations and dealings with the management, and to secure civil



rights for the workers. However, the Act does not provide for compulsory recognition of unions and for collective bargaining imposed on the employer.

## 6. Recent changes in labour laws in Karnataka

Apart from changes in the labour laws at the centre to reorganise all laws into 4 labour codes, the Government of Karnataka has also been using the time of a public health and humanitarian crisis to bring about anti-worker amendments in the laws. Below are some of the amendments made to labour laws in Karnataka in the post-COVID period.

1. On 22.05.2020, the State Government, vide Notification under the Factories Act, increased the working hours from 8 hours to 10 hours per day. This was protested by some labour unions, forcing the State Government to withdraw the same on 11.06.2020.

2. On 30.06.2020, the State Government, vide Notification, brought an amendment to the Karnataka Industrial Standing Order Rules to introduce the category of 'fixed term employment', bringing in a new category of workers disentitled from security of tenure. This is a practice which the Supreme Court has called<sup>24</sup> an oblique motive so as to retain the worker as a temporary worker and deprive the worker of his statutory right of permanent worker status. However, despite the same, the State Government brought about such a retrograde amendment.

3. On 20.07.2020, the State Government, vide Government Order, has frozen VDA upto 31.03.2021. The VDA amount of about Rs. 16/- per day has been denied to the crores of working solely at the behest of the corporations.

4. The Cabinet on 23rd July, 2020 passed the Industrial Disputes and Certain Other Laws (Karnataka Amendment) Ordinance that amends the provisions of the Industrial Disputes Act, the Contract Labour (Regulation and Abolition) Act and the Factories Act. By virtue of this amendment

- The Industrial Disputes Act, 1947 has been amended to increase the worker threshold limit from 100 to 300 under Section 25(K) of the Industrial Disputes Act. This means that only those establishments that employ 300 or more persons will have to seek the government's permission for closure, retrenchment, leaving a large number of establishments and workers outside such protection.
- Similarly, worker thresholds under the Contract Labour and Factories Acts will be increased. While till now any contractor with 20 workers or more was covered under the law, the same has been increased to workers, again placing a large number of workers outside such protection.
- The Factories Act is being amended to increase the worker threshold from 10 to 20 in units which use power and from 20 to 40 in factories that do not use power. In the face of various industrial accidents that we have seen over the last few months, the increase in such threshold apart from denying workers their rights under the Factories Act, will only increase the risk of such industrial accidents. The Factories Act is also being amended to increase the number of permissible overtime hours from 75 to 125 hours.

<sup>24</sup> Bhuvnesh Kumar Dwivedi Vs. Hindalco Industries Ltd. [AIR 2014 SC 2258]

The ordinance route which is to be used only in cases of extreme emergency is being used to take away the hard won rights of workers. It is also a clear attack on federalism, with the Central Government dictating the action of the State.

## Chapter IV: Case Studies

To understand the nature of industrial relations in the garment industry, 25 cases were identified to be documented and assessed. In this section we present the cases.

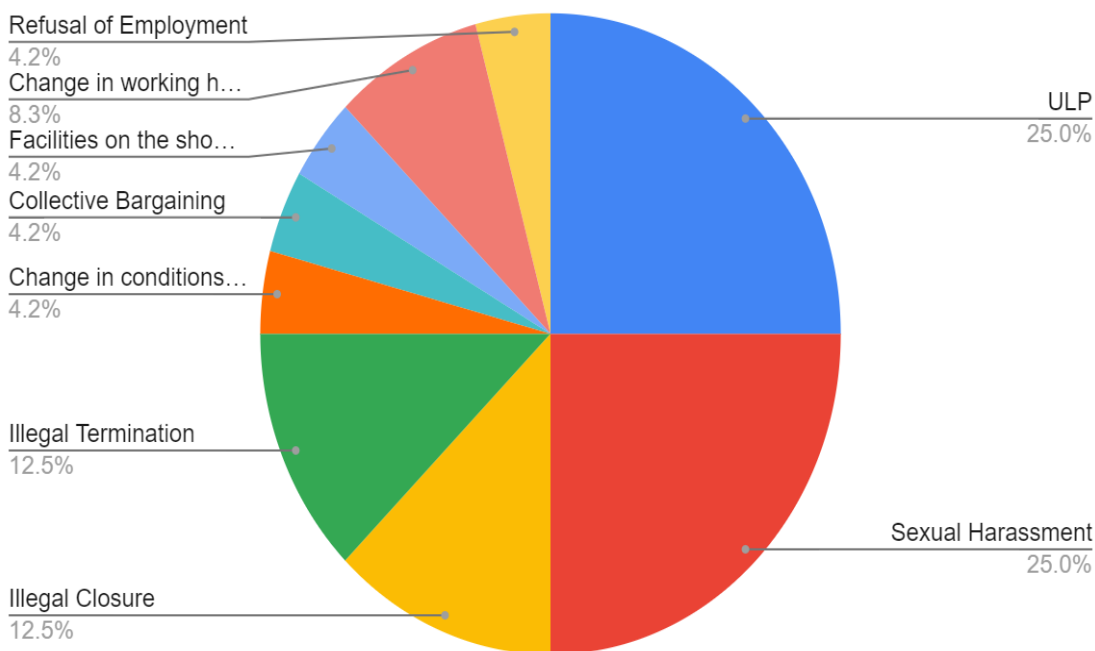
### Overview of case studies

SI No	Case Name	Company Name	Individual or collective dispute	Status of the case	Category
<b>Unfair Labour Practices</b>					
1	Unfair Labour Practice	Avery Denison India Ltd.	Collective	Concluded	Formal
2	Mass resignation	Aquarelle India Pvt. Ltd	Collective	Ongoing	Formal
3	Termination of 52 workers	Avery Denison India Ltd.	Collective	Ongoing	Formal
4	Unfair Labour Practice	Arvind Mills	Individual	Ongoing	Formal
5	Unfair Labour Practice	Carnival Clothing Company	Individual	Concluded	Formal
6	Unfair Labour Practice	Laguna Clothing	Individual	Ongoing	Formal
<b>Sexual Harassment</b>					
7	Sexual harassment	Shahi Exports	Individual	Ongoing	Formal
8	Sexual harassment	Allure fashion	Individual	Concluded	Formal
9	Physical and Sexual violence against the worker	Texport Apparels LLP	Collective	Concluded	Informal and formal
10	Sexual and physical assault on workers	Shahi 8	Collective	Concluded	Formal
11	Physical and Sexual violence against the worker	Arvind Mills	Individual	Ongoing	Formal
12	Sexual Harassment	Shahi 46	Collective	Concluded	Formal
<b>Illegal Closure</b>					
13	Illegal Closure	ECC – 2 (Gokuldas)	Collective	Concluded	Formal
14	Illegal Closure	Scotts Garments Ltd.	Collective	Concluded	Formal
15	Illegal Closure	Shashikar Enterprises	Collective	Concluded	Formal
<b>Illegal Termination</b>					
16	Termination	Avery Denison India Ltd.	Collective	Ongoing	Formal
17	Illegal Termination	BRFL Unit 17	Collective	Ongoing	Formal
18	Illegal layoffs	Arvind Lifestyle Brand Ltd	Collective	Concluded	Formal
<b>Others</b>					
19	Change in conditions of service	Avery Denison India Ltd.	Collective	Concluded	Formal
20	Collective Bargaining	Arvind Mills	Collective	Concluded	Formal

21	Facilities on the shop floor for workers	Shahi 8	Collective	Concluded	Formal
22	Change in working hours	Hinduja Processing and Finishing Unit – 2	Collective	Concluded	Formal
23	Change in working hours	Triangle Apparels	Collective	Ongoing	Formal
24	Refusal of Employment	Sharada Design	Individual	Concluded	Formal

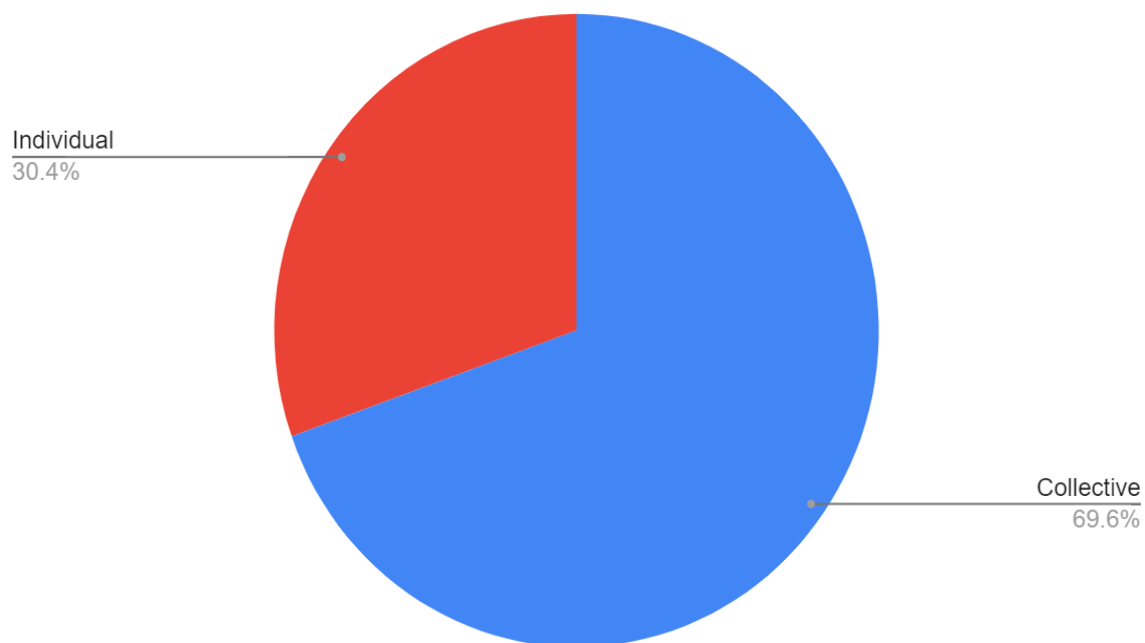
The graphs below present some depiction about the categories of cases, nature of case and status of the cases.

### Category-wise division of cases

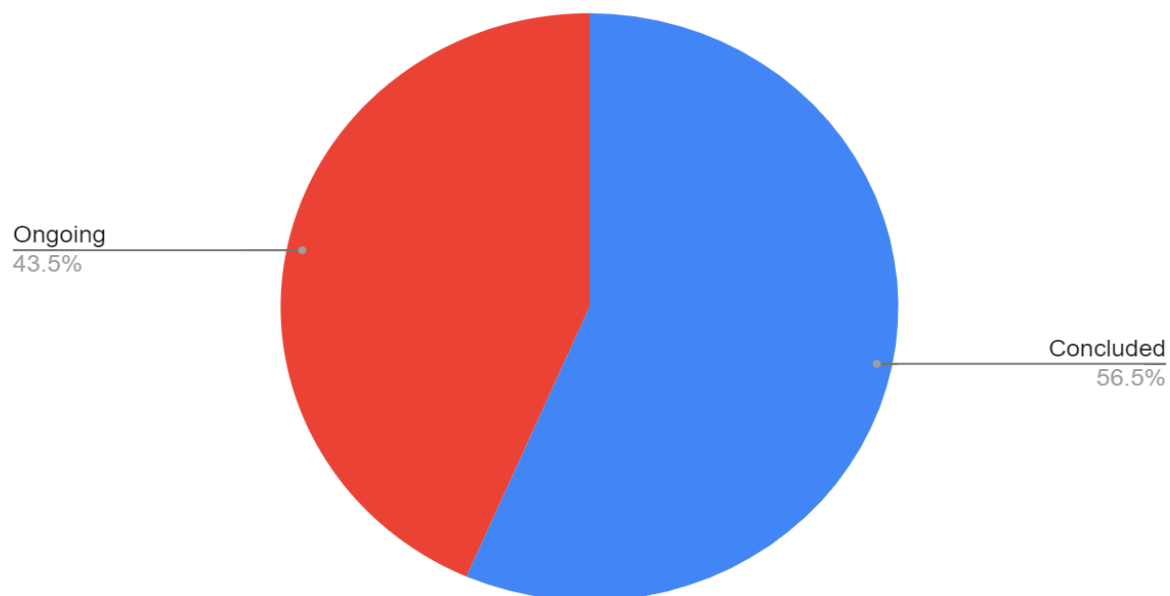


When the team started primary data collection, the Unions shared that it was difficult to get women to report cases of sexual harassment due to the associated stigma. Yet, surprisingly 6 out of 23 cases were that of sexual and physical harassment of women workers. Unfair labour practices including union busting were the next common category of cases reported by the unions which were also 6 in number. Illegal termination and illegal closures were the third most common kind of conflict reported by the unions. These 4 categories of cases form 75% of all cases.

### Nature of case



### Status of the cases



RTIs had been filed seeking details of cases that had been filed under various labour laws with the intention of analysing the cases based on the category of dispute. However, all the cases received through the RTI did not mention the category of the case. The list is annexed in this report as Annexure 6.

## 1. The Avery Denison India Pvt. Ltd. - Unfair Labour Practice

Status of the case: Concluded

### Case Background

The Avery Denison India Pvt. Ltd. Company is engaged in production of tags, labels, stickers and RFID for garment companies. It is a Fortune 500 company. There are about 1200 employees working in this company who are classified as 'Blue Collar and White Collar' employees. 473 out of the 1200 were permanent workers working on the shopfloor. In addition there are 310 workers classified as contract workers even though they had been working continuously at the company. The permanent employees of the company had formed a union in the year 2017. Though the union, Avery Denison Workers Union (ADWU) was recognised and approved by the company management, many workers had lost trust in it. Hence, they surrendered their membership and became members of the GATWU in the year 2017, following which the company management started victimizing the employees and engaged in unfair labour practices. The Union would write letters to management regarding every incident to the management and lodge complaints with the Deputy Labour Commissioner (DLC). However, neither the management nor the labour department took cognizance forcing the union to submit a complaint along with the documents to the Secretary to the Government, Labour Department. In the year 2019 the Company management approved GATWU and signed an agreement concluding the dispute.

### Timeline

- September 2017: 273 out of 310 workers classified as contract workers join the GATWU union
- 19.09.2017: GATWU writes to the management regarding sham and bogus contracts and regularisation of the 273 workers
- 28.10.2017: GATWU writes to DLC (Division 1) requesting conciliation
- 2.11.2017: DLC (Division 1) issues letter to initiate conciliation
- 05.12.2017, 30.12.2017 and 01.03.2018: GATWU writes to DLC (Division 1) regarding unfair labour practices of management, the victimization of union members
- By 20.02.2018: 52 contract workers' employment was terminated, i.e. 20% of GATWU's membership
- 08.07.2018: 276 (out of 410) permanent workers join GATWU
- 11.07.2018: GATWU writes to management with a list of elected members of the executive council and seeks recognition
- 18.02.2019: GATWU submits a letter to the Labour Secretary regarding the unfair labour practices of the Company management, along with all the documents
- 22.03.2019: GATWU submits another to the Labour Secretary seeking information regarding action taken with respect to the complaint
- 26.03.2019: Letter from the Labour Secretary to the Labour Commissioner (LC) directing the LC to verify the incident as per the GATWU complaint
- 24.04.2019: GATWU writes another letter to the Secretary
- 27.09.2019: A negotiation Notice was sent by the Labour Commissioner

- 22.12.2020: Management recognises GATWU and agrees that all matters should be dealt with through mutual consultation

### Case summary

In 2017, 310 workers employed under sham and bogus contracts at 2 units of Avery Dennison India Ltd, had been in continuous employment and doing regular work for periods stretching from 1 year to 10 years. Out of 310, 273 workers joined GATWU in September 2017. GATWU informed about the issues of contract workers to the management of Avery Dennison vide letter dated 19.09.2017 in which issues of sham and bogus contracts and regularisation of the 273 workers were raised. GATWU then filed a petition before the DLC (Division 1) on 28.10.2017 for conciliation and regularisation of the 273 workers. The DLC (Division 1) initiated conciliation on 2.11.2017.

During the conciliation process, the management sans adequate notice changed the conditions of service. Members of the union were fired and transferred to another department which is a violation under Section 9A and Section 33 of Industrial Disputes Act, 1947. First, 39 workers were terminated. Next, 4 workers were terminated and 6 more threatened with mala-fide transfer to another department. By 02.02.2018, 52 workers were terminated and in effect, 20% of the total membership of GATWU was dismissed. Union petitioned the DLC (Division 1) vide letters dated 05.12.2017, 30.12.2017 and 01.03.2018 regarding these violations and seeking intervention. The union had also filed a case with the DLC (Division 1) regarding termination of workers employed under sham and bogus contracts. In addition, management regularised the services of 79 contract workers (out of 221) through an interview method which was unfair. Furthermore, the 79 workers were appointed as new employees and their service as contract workers was not considered by the management and so the 79 workers in fact lost seniority, and with that the eligibility to qualify for gratuity.

Meanwhile, 276 alleged 'blue collar' permanent workers of the second party out of the total of 463, joined GATWU on 08.07.2018, through a General Body Meeting. GATWU now represented the majority of workers at the company, representing 324 out of 463 alleged 'blue collar' permanent workers, along 117 workers employed under sham and bogus contracts. GATWU informed the management of this development vide letter dated 11.07.2018 listing elected members of the executive council and seeking recognition.

However, the management did not consider that GATWU represents the majority of workers and did not negotiate with the GATWU in the spirit of collective bargaining and in good faith. Management did not start deducting the dues for GATWU as requested by the workers via individual letters on multiple occasions. Instead, the second party has been colluding with, promoting, privileging and sponsoring, financially and otherwise, the Avery Dennison Workers Union which has become an employer sponsored union and has started taking coercive action

against the workers who are members of GATWU. The management indulged in numerous unfair labour practices<sup>25</sup>, as detailed below:

1. Discharged or dismissed workmen – by way of victimisation
2. Threatened workmen with discharge or dismissal, if they joined a trade union
3. Threatened a lock-out or closure, if a trade union was organized
4. Discharged or punished a workman, because he urged other workmen to join or organise a trade union
5. Discharged office-bearers or active members of the trade union on account of their trade union activities
6. Indulged in acts of force or violence
8. Transferred a workman mala fide from one place to another, under the guise of following management policy
9. Dominated, interfered with or contributed support, financial or otherwise, to another trade union
10. Established another trade union of workmen
11. Interfered with, restrained from, or coerced, workmen in the exercise of their right to organise, form, join or assist a trade union or to engage in concerted activities for the purposes of collective bargaining or other mutual aid or protection
14. Showed favouritism or partiality to one set of workers regardless of merit
17. Refused to bargain collectively, in good faith with the recognised trade union

This case was closed on 22.12.2020, with management's official recognition of GATWU. And it was agreed that all the matters should be dealt with through mutual consultation.

#### Case Assessment

The Management of Avery Denison India Ltd. tried in every which way to suppress the workers who were collectivizing for their legal rights. The workers filed cases of unfair labour practice against the management. The workers were put under surveillance, discrimination in disbursement of benefits, denial of service benefits without prior notice, etc., were being followed in order to deprive the workers of their legal rights. The company's buyers learnt that the workers are collectivising and have been consistently holding protests for their rights. Buyers' intervention on behalf of the workers helped and management had to stop the unfair labour practices being carried out and officially recognise GATWU as the official union. It was only after GATWU reached a settlement with the management that the cases of unfair labour practice were withdrawn.

In GATWU's experience, cases pertaining to unfair labour practices do not get resolved in the labour department. On the contrary, the workers who make complaints are targeted. The workers spend money and their time to attend conciliation proceedings, and when no progress

<sup>25</sup> Unfair Labour Practices are listed in Schedule V of the Industrial Disputes Act, 1948 and included as Schedule II in the Code of Industrial Relations 2020.



is witnessed, the workers get disappointed and exhausted and lose trust in the Labour Department.

List of Documents

Sl.no	Documents	Date
1.	Complaint by Labour Secretary about unfair labour Practice by Avery Dennison	18.02.2019
2.	List of Documents submitted	
3.	Reminder letter to LS about action taken	22.03.2019
4.	Letter from Labour Secretary to Labour commissioner	26.03.2019
5.	2nd Reminder letter to Labour secretary from GATWU	24.04.2019
6.	Meeting notice by DLC	29.04.2019

## 2. Aquarelle India Pvt. Ltd. – Mass forced resignation case

Status of the case: Ongoing

### Background of the case

Aquarelle India Pvt. Ltd. has one of its branches located at Kallubaalu Hobli, Anekal Taluk in Bengaluru. This branch has been functioning since 2005. There were more than 1000 employees working in this unit before the COVID-19 lockdown. The company management decided to shut down this unit after the lockdown was lifted. In order to escape from providing compensation to the workers, the workers were not informed that the unit would be shut down immediately. Instead the bus facility provided to them was stopped. Thus, the company ensured that many workers could not come to work. The company created similar circumstances and received resignations from nearly 600 of its employees fraudulently, by telling them lies. The company management also displayed a notice stating that the branch would be shifted to somewhere else and shifted the machinery, creating problems for the remaining 400 workers, who opposed it and submitted a complaint to the Deputy Labour Commissioner.

### Timeline

- 24.12.2020 The company displays a notice stating that the unit would be shifted to some other place.
- 31.12.2020 Workers submit a complaint to the Deputy Labour Commissioner
- 03.01.2021 All the workers gave their consent for GATWU to represent them in this case
- 06.01.2021 Deputy Labour Commissioner organised a meeting on 11.01.2021
- 11.01.2021 In the meeting the Deputy Labour Commissioner ordered maintenance of status quo
- 18.01.2021 GATWU submitted a complaint to the Deputy Labour Commissioner against the company management for deciding to shut down the unit without informing and giving any compensation to the employees

It submitted documents as evidence to prove that the company management availed signatures from the workers on 13.01.2021 and settled the matter, and also withdrew the union membership.

### Case details

The Aquarelle India Pvt. Ltd. has a branch at the Kallubaalu Hobli, in Anekal Taluk, Bengaluru, which is functioning from the year 2005. On 24.12.2020 all of a sudden the company flashed a notice mentioning that the unit will be shifted to Bannerghatta Road from 15.01.2021 and informed all the workers to come there. The workers submitted a complaint on this to the Deputy Labour Commissioner, stating that they needed the job and it was incorrect for the company to shift the venue all of a sudden. About 156 workers had membership and had received the certificate of rights. In the negotiation meeting held on 11.01.2021 by the Deputy Labour Commissioner, the GATWU participated. In that meeting the Deputy Labour Commissioner informed both the parties to maintain the status quo.

### Case Assessment

This case shows how Aquarele India Ltd. deliberately and forcefully carried out the closure of their factory. They have been closing down factory as per their whims and fancies for the past 40 years. The law prescribes the process to be followed during closure of a factory and that compensation has to be provided to workers of that factory. To escape these procedures, the companies state that the factory is being relocated and hoodwinks the workers. The same has occurred in this instance as well. The women workers in this factory lived in the surrounding villages and would walk to the factory. When it is announced out of the blue that the factory is going to close down, the workers will refuse to go to the relocated factory as they will incur expenses on travel and that the commute will also be time consuming, which is why they prefer to take settlements after tendering their resignations while the factory is in close vicinity. The management knows these weaknesses of the workers, which is why they flout the laws with impunity and deprive the workers of their rights under the garb of relocation of factory, whereas it actually amounts to closure. As expected, the workers tendered their resignation willingly, and did not receive benefits that are rightfully theirs. However, a few workers demanded that they wanted to work in the factory and sought for the same through the GATWU union and petitioned the labour department. The role of the Labour Department officials was not encouraging as they only ensured paltry sums as settlement for the workers.

### Legal Aspects

This Amounts to closure as per the Industrial Disputes Act. Closure compensation has to be given and process to notify the said closure of factory has to be followed.

### List of Documents

Sl.no	Documents	Date	Language
1	Factory Shifting notice by Management	24.12.2020	
2.	Complaint by workers	31.12.2020	
3.	Conciliation meeting notice by Labour dept.	06.01.2021	
4.	Complaint by GATWU	18.01.2021	
5	Memorandum of settlement	13.01.2021	

### 3. Avery Denison India Ltd. - Termination of 52 workers

Status of the case:

#### Case background

The Avery Denison India Pvt. Ltd. manufactures tags, labels, stickers and RFID for several garment manufacturing companies and it is an American based Fortune 500 company based. The company has employed about 1200 workers. Also there are 310 workers who are employed on contract basis. The Avery Denison Company itself had recruited them directly. But it had outsourced all the 310 workers after some time. Though the contract workers also perform the same work like other permanent workers, the company was discriminating against them in terms of salary and providing other facilities. In 2017 the contract workers organised under the banner of GATWU. The GATWU registered a complaint to the negotiating officer requesting to issue orders to the company to make all the contract workers permanent. In 2018, while still the negotiation process was going on the company dismissed 52 workers. The GATWU submitted a separate complaint regarding this, which is still pending.

#### Timeline

- 05.12.2017 A complaint was submitted to the Deputy Labour Commissioner against the Avery Denison India Pvt. Ltd. alleging that the company has dismissed the workers who were employed on contract basis
- Objection The Avery Denison Company management also submitted a counter complaint against the GATWU
- On 27.03.2018, the GATWU appealed to the negotiation officer to consider the contract agencies Adeco India Ltd. and Sri Udyog Enterprises also in this case
- On 30.08.2019 the second defendant Sri Udyog Enterprises submitted its objection and the GATWU submitted its counter statement.

#### Case details

The Avery Denison India Ltd. is an MNC that is engaged in manufacturing tags, stickers, and labels to reputed brands garment manufacturing companies. The company has a unit located at the Peenya Industrial Area in Bengaluru, where 1,200 workers are employed. GATWU alleged that the company is following divide and rule policy among the permanent workers and those who are working on contract basis. However, all the company had directly recruited all of them and had later diverted 310 workers to contract basis. These 310 workers were working under the Adeco India Ltd. and Sri Udyog Enterprises that are outsourcing agencies.

The Avery Denison Ltd. had shifted all the 310 workers to contract basis from the last 10-12 years and cheated them from several facilities. All the contract employees organised under the banner GATWU. They also submitted a complaint to the Deputy Labour Commissioner appealing to regularise their jobs. But as the case was still before the negotiating officer the company dismissed 39 workers in November 2017. Following this GATWU submitted an appeal on 05.12.2017 to the

Deputy Labour Commissioner alleging that it was unfair and demanded to re-recruit the dismissed employees.

The Avery Denison company management also submitted a counter complaint to this objection. It claimed that all these workers were appointed on contract basis from the Adeco India Pvt. Ltd. and Sri Udyog Enterprises and they were not permanent workers and they don't have any role in dismissing them. The company also claimed that all the contract workers were not performing any major works and claimed that it doesn't have any direct link with those workers.

After this the GATWU appealed to the negotiating officer to consider the Adeco India Ltd and Sri Udyog Enterprises also in this case as defendants. Accordingly these agencies were also made defendants and informed that they can submit objections, if any.

But the Sri Udyog Enterprises took about one year and five months to submit its objection. It claimed that they had withdrawn the services of all these contract workers as there was no work at Avery Denison factory and it is not dismissal. The company claimed that it had not approved the union and claimed that there is no truth in the claims made by the union. It also claimed that it had made a settlement legally and the company was ready to provide job at some other place if they wished.

But the GATWU denied it and claimed that all these workers were working from a long time and they should get all the facilities legally and hence appealed to regularise their jobs. The entire case ran for 3 years and ended with a failure in 2021. The case couldn't be settled. The first contractor received resignation letters from all its workers forcibly and made the settlement to Avery Denison. The case of 52 workers has ended in a failure and the report has been sent to the Labour court.

### Case Assessment

While flagrantly violating the Contract Labour Act, the Avery Dennison company was exploiting its workers. These workers collectivised and filed a case seeking regularisation of their services. However, the company retaliated by terminating the services of 52 workers. A case was filed before the conciliation officer stating that during the pendency of conciliation, the workers were terminated from service and that the actions of the company were illegal. This case was adjudicated for four long years. Every time, the company argued that the workers were not under their administration. This was a way to intimidate the workers who had filed a case seeking regularisation of their services. After several years of conciliation and the subsequent failure of the same, the case was finally referred to the Labour Court. The workers are still fighting for the regularisation of their services.

### Legal Aspects

This is a violation of Sec 10 (2) of Contract Labour Act, S. 33 of the Industrial Disputes Act.

List of Documents

Sl. no	Documents	Date
1.	Claim petition by GATWU	05.12.2017
2.	Objection by Avery Dennison	
3.	Request by GATWU to add contractors as party	27.03.2018
4.	Objections by Sri Udyog Enterprises (Contractor)	30.08.2018
5.	Rejoinder by GATWU	
6.	Conciliation meeting minutes	2017 & 2018

#### 4. Arvind Mills - Unfair Labour Practice

Status of the case:

##### Basic Information

Manoj Thakore is a member of KOOGU. He has been harassed and victimised for raising issues regarding the work environment and problems being faced by workers in the factory.

##### Timeline of Events

Date	Event
18.2.2018	General body meeting of workers
13.8.2018	Meeting called by management asking workers not to involve the Union
22.10.2018	Manjoj filed a complaint with DLC - 1
2.1.2019	Filed complaints with several departments of the police since he was receiving threats to his life
4.9.2018	Labour Department gave its final report

##### Case Summary

On 18.2.18, a general body meeting of the workers of Arvind Limited who were members of KOOGU was called. In that, it was decided that a meeting to discuss with management of Arvind regarding:

1. A dignified work environment;
2. Production pressures
3. Increase in salaries will be sought for.

On 24.7.2018, a request letter was given to the factory's general manager. This was taken up with interest by Manoj Thakur, an active member of the union. After observing this, the management kept pressuring Manoj to not involve himself in union activities. On 13.8.2018, Mr Naseer, Washing unit manager, called for a unit level meeting. About 30 to 40 workers participated in the meeting. Naseer and Suresh, working as supervisors were present. They asked workers to not tell any union leaders about conditions in the factory; if they did have any problems, they would resolve it amongst themselves and; that the union should not be involved in any way. In this meeting, when Manoj stated that there are indeed problems, they asked him if he was a union member. He replied yes and brought up the issue of Pooja Kumari being slapped by her supervisor and not being allowed time for lunch even. After that, the managers started harassing Manoj on one pretext or the other. He was shifted suddenly to the general shift, he was transferred from washing operator to permanent peroxide unit and pressurised to work there. On 21.8.2018, when he reported to work, a false allegation was levelled against him that on 20.8.2018, he left his job an hour before his work ended. His salary was less than what his junior is given. This was not

rectified even though requests were made. Manoj Thakur was continuously humiliated in the workplace. Although a 56-year old, he was being pressurised to work in a hazardous environment and this was affecting his health adversely. He was also being pressurised to not continue with his union activities. There was constant pressure for him to resign. When he did not, Manoj also started receiving life threatening calls. Manoj filed a complaint with the DLC on 22.10.2018. Hearings were held where both parties made submissions. Between 22.10.2018 and 4.9.2019 there were several rounds of conciliation hearings where each party made their arguments. The DLC filed its report on 4.9.2019 stating that conciliation efforts had failed and that the matter had been submitted to the court for adjudication. A case was pursued in labour court. The union also filed a Personal Complaint with the police. The case is currently with the police.

### Case Assessment

This was a clear case of targeting a worker for being active in unionising the workers, a demonstration of unfair labour practices. The DLC functioned merely as a referee rather than an official with the authority and mandate to ensure that workers rights are upheld and that unfair labour practices are not perpetrated. The DLC therefore practically abdicated his role which favoured the management rather than the worker.

### Legal Aspects

This is an unfair labour practice as per Section 25U read with Schedule V of the Industrial Disputes Act

### List of documents

Sr. No.	Name of document	Date
1	Letter from Manoj Thakur to DLC	5.3.2018
2	Letter from Manoj Thakur to DLC	19.10.2018
3	Letter from KOOGU to DLC -1	19.10.2018
4	Notice from DLC	25.10.2018
5	Letter from Arvind Ltd. to DLC -1	10.12.2018
6	Letter from Manoj Thakur to DGP, IGP, Police Commission, DCP & others	2.1.2019
7	Letter from KOOGU to DLC -1	23.01.2019
8	Letter from Truth Labs to KOOGU	1.2.2019
9	Letter from Truth Labs to KOOGU	11.2.2019
10	Notice from DLC calling for attending hearing	9.4.2019
11	Report of labour department	4.9.2019



## 5. Carnival Clothing Company - Unfair Labour Practice and Sexual Harassment

Status of the case: Closed

### Background of case

Carnival Clothing Company engaged in unfair labour practices as a worker raised issues about safety of women workers and working overtime without receiving compensation. The worker and those who supported him were targeted and eventually 2 of them were dismissed.

### Case Summary

Pradeep used to work in the Srirangapatna factory of the company. He was an active worker leader and played an active role in protesting against working overtime without compensation and was therefore targeted by the company and transferred to the Mysore unit of the same company. While transferring him, the company did not continue his service and showed him as a new employee at the Mysore unit. Neither was his PF continued nor any other benefits like leave etc. The transfer was in effect considered a new appointment. As part of his work, he would visit the Srirangapatna unit to deliver sample pieces. During one such visit he met a colleague – a woman worker waiting on the street late in the evening. On asking his colleague why she was still at the factory beyond working hours, she shared that she was being harassed by the company to work overtime alone. According to the worker, the supervisor would ask her to stay back and work after the other women had left and also not pay her overtime wages. The worker said that it would be difficult as there were a group of women who travelled to Srirangapatna from the same village in an auto and that she would have to travel back alone, which she was not comfortable with. She also informed the supervisor that later in the evening she would also find it difficult to find transport back to the village. The woman worker was emotionally distraught as she was narrating this to Pradeep. Pradeep, who had a motorcycle dropped the worker home and told her that they would talk about this the next morning with the supervisor. The next morning when Pradeep spoke with the supervisor and floor in-charge about it, instead of accepting their mistake, they cast aspersions on Pradeep's intent and doubted his relationship with the woman worker. After an altercation between the three of them, the management called the security guard who pushed Pradeep around. He then left to go to his unit in Mysore. In the meantime, the management filed a police complaint against Pradeep alleging that he broke into the company and beat the manager who now feared for his life. The police then called Pradeep to the police station in Srirangapatna. The staff in Mysore asked him to leave and verbally dismissed him saying he was a miscreant and that he need not come back for work. For the next 3 months Pradeep tried getting back to through various ways and did not approach the Union. After 3 months when Pradeep reached out to GLU, he filed a complaint with the management.

From this point on the management started taking disciplinary action. Pradeep was issued a suspension letter to which GLU demanded that first a Domestic Enquiry be conducted. The company prepared and handed over the chargesheet to Union, which in turn demanded that suspension allowances be given to Pradeep. Immediately after this the company revoked the suspension and transferred him to Bengaluru. Since Pradeep lived in a village near Mysore, he had

to incur expenses of upto Rs. 500 per day just to travel between his village and Bengaluru. Since Pradeep worked as a helper, his pay at that time was Rs. 180 per day.

The Union took this matter to the Labour Department and raised a dispute alleging that the company was unfairly targeting him since he raised his voice around issues of overtime work. In response, the management said that they would pay Pradeep for his bus charge. However Pradeep and the Union took the position that they did not agree to this and demanded that he be reinstated in the Mysore or Srirangpatna unit as they were closer to his home. Pradeep also alleged that the management was engaging in unfair practices and demanded that a domestic enquiry be instituted. The company conducted this in Bengaluru and not Srirangpatna or Mysore which were more accessible for Pradeep. The Union supported Pradeep through this process by drafting letters and accessing legal advice.

During the domestic enquiry, his co-workers Srinivas and Satish were brought in as witnesses and they supported Pradeep. Soon after that both of them also started getting targeted in various ways. As the allegations that Pradeep had made were not proved during the domestic enquiry as per the domestic inquiry officer's finding, Pradeep was issued a dismissal order at the end of it.

Pradeep then filed a complaint with the Labour Department. The company however did not come for the hearings in front of the DLC and neither did the DLC hold the company in contempt or pass an ex parte order and Pradeep was made to go pillar to post. Pradeep and the Union finally demanded that the failure report be issued so that they could take next steps. The file then went to higher officials in the Labour Department and was finally presented before the industrial tribunal. The tribunal observed that when there was an ongoing dispute, the company cannot dismiss the person.

At the same time as a result of testifying in support of Pradeep, Srinivas was now the victim of violence from the management. He was once beaten up by the in-charge and Srinivas filed a police complaint. A domestic enquiry was constituted for Srinivas as well. This time workers Sumithra and Vasanta were brought in as witnesses and subsequently Sumithra was also victimised by management. Seeing this chain of targeting and suppression that the workers were facing, the Union decided to escalate the matter to the brands. The factory mostly manufactured for Decathlon and Adidas. GLU wrote to both the brands and also got in touch with the Fair Labour Association (FLA) and the Clean Clothes Campaign (CCC). FLA investigated the matter and gave their report to the management, but management did not agree with the report, alleging that FLA was close to the Union and was therefore influenced by them. A third party investigation on invitation by the union was conducted and their report corroborated 90% of the allegations made by Pradeep and the Union. The report said that workers are being targeted, made to do overtime (OT) without consent, and were facing harassment. The report said that the prescribed Committees were not elected and the members did not have information about their tasks. The management unsuccessfully tried lobbying with the third party investigator. At this point the

management started talking with the Union. While all this was happening, 3 cases of sexual harassment also came to the fore. The Union threatened the company that they would bring this to the notice of the brands if steps were not taken. The perpetrators in all 3 cases of sexual harassment were then removed from their jobs.

At this point, Srinivas was about to go to court but agreed to settle out of court. The Union wanted that both Pradeep and Srinivas, who had been dismissed, to be reinstated. However, a long time had passed and both had found employment elsewhere. The case began in February 2017 and concluded only in June 2019. Srinivas had started working as a mechanic and Pradeep was working as a farm labourer. The settlement that both of them got was the equivalent of 1 year salary + gratuity, bonus, PF for 5 years. While Pradeep received a settlement of Rs. 2.5 lakhs, Srinivas received 1.5 lakhs.

The domestic enquiry that was going on in the case of Sumithra was stopped mid way and she was also given back her work.

After this experience, the management now reaches out to the Union in case of any conflict. While this is happening informally, the company is unwilling to recognise the Union formally.

#### Case assessment

This is a serious case of unfair labour practice and attempt at union busting. The 5<sup>th</sup> Schedule in the IDA, 1947 provides details on the kinds of unfair labour practices. Section 5 in this schedule mentions:

*“To discharge or dismiss workmen-*

*(a) by way of victimization;*

*(b) not in good faith, but in the colourable exercise of the employer’s rights;*

*(c) by falsely implicating a workman in a criminal case on false evidence or on concocted evidence;*

*(d) or patently false reasons;*

*(e) on untrue or trumped up allegation of absence without leave;*

*(f) in utter disregard of the principles of natural justice in the conduct of domestic enquiry or with undue halt;*

*(g) for misconduct of a minor or technical character, without having any regard to the nature of the particular misconduct or the past record or service of the workman, thereby leading to a disproportionate punishment.”*

This case has seen all of the above in some form or the other. On the other hand, the labour department has characteristically done nothing to protect the interests of the workers despite the nature of unfair labour practices being blatantly and openly conducted.

#### Legal Aspects

Unfair labour practice as per Section 25U read with Schedule V of the Industrial Disputes Act,  
violation of Section 59 of Factories Act (for non-payment of overtime Wages)

## 6. Laguna Clothing – Unfair Labour Practice

Status of the case: Ongoing

### Background

This is case of attempted union busting. It is an ongoing case and has reached the phase of domestic enquiry.

### Case Summary

Saraswati is a worker leader and actively participated in the union raising workers issues in this factory. The management found her to be a threat to the company and the Garment Labour Union claims that the company conspired to have her dismissed. According to Saraswati and the Union, the management created an atmosphere of conflict and an episode where a fight erupted among the workers which included Saraswati. Based on this the management registered a complaint that she had hit a worker. A domestic enquiry was set up where the allegations against Saraswati were confirmed and she was dismissed. The Union approached the management and asked that she be reinstated. The company however was clear about not reinstating her. The Union filed a complaint with the DLC and there have been 2-3 sessions where the management had attended only one session and have since appointed an advocate. Centre of Indian Trade Unions (CITU) is supporting in conciliation. Should the conciliation fail, the worker and Union are prepared to take this to labour court.

### Case Assessment

Another case where practices mentioned in the Schedule 5 of the IDA, 1947 are in operation in this particular factory.

### Legal Aspects

Unfair labour practice as per Section 25U read with Schedule V of the Industrial Disputes Act.

## 7. Shahi Exports - Sexual harassment against a woman worker<sup>26</sup>

Status of the case:

### Background of the case

Manorama, a resident of Mandya District, has been working at the Shahi Exports Pvt. Ltd., Unit No. 26 since 2013. Alleging sexual harassment by the Production Manager Dharmendra, Manorama complained to the factory management twice in the month of January 2018. As the management did not take any action against him even after three months, Manorama appealed to the Garments and Textiles Workers' Union (GATWU) to help her. Immediately the Union wrote a letter to the Shahi Exports Pvt. Ltd. management and also registered a complaint with the Labour Commissioner. As a result of this factory management formed a Sexual Harassment Internal Inquiry Committee comprising 58 members, in the month of May 2018. But the Committee, without conducting any inquiry submitted a report to the management putting the blame on Manorama. After that, in September 2018, another Internal Committee was formed, and again a similar report was submitted. As a result of this the management held Manorama guilty and she was given an internal transfer in the form of punishment.

### Timeline

- 17.01.2018: Incident of sexual harassment against Manorama
- 17.01.2018 to 30.01.2018: Stopped giving work to Manorama as a physical punishment
- 30.01.2018: Letter of communication forwarded by Manorama claiming sexual harassment against her, to the sexual harassment committee of the factory.
- 31.01.2018: As the Committee refused to receive the letter, Manorama sent the letter to the sexual harassment committee through registered post.
- 06.02.2018: Letter from Manorama to the General Manager – HR, requesting to initiate action against the complaint submitted to the sexual harassment committee.
- 07.02.2018: As the General Manager – HR refused to receive the complaint, Manorama sent the letter to the General Manager – HR through registered post.
- 04.05.2018: Complaint by Manorama to the Garments and Textile Workers' Union.
- 07.05.2018: Letter from Manorama to the factory management.
- 09.05.2018: Letter by Manorama to the General Manager alleging sexual harassment to her at the work place.
- 11.05.2018: Warning letter by the management to Manorama.
- 04.06.2018: Complaint by Manorama to the Labour Commissioner.
- 13.06.2018: Letter from Manorama to the Chairman of the sexual harassment committee.
- 24.10.2018: Letter by one of the official of the factory management to Manorama about her internal transfer.

### Case details

<sup>26</sup> Name of the worker has been changed to maintain confidentiality.

Manorama, a native of Malavalli, in Mandya District has been working at the Shahi Exports Pvt. Ltd., since 2013. On 17.01.2018, when Manorama was working as usual, the factory Production Manager Dharmendra came near her and said, “why do people like you come to work here? You are fit only to earn money by standing on streets.” This sentence has dual meaning including sexual harassment. He also called her an owl, dog and donkey, and punished her by not giving her any work from 17.01.2018. Upset by this, Manorama gave a complaint to the factory sexual harassment committee on 30.01.2018. As the head of the committee refused to receive the complaint by hand, Manorama sent the letter to him by register post on 31.01.2018.

As the factory management didnot take any action on the complaint, Manorama gave a complaint to the General Manager on06.02.2018. As the General Manager received the letter but didn't give her any acknowledgement, Manorama again sent the same letter to him by registered post.

But the company still didnot take any action against Manorama's complaint and instead the harassment against her increased at the work place. After that Manorama wrote a letter to the Garments' and Textile Workers' Union, on04.05.2018 seeking help.

Following this, the Union wrote a letter to the factory management on07.05.2018. The factory management in its reply explained that the case has been transferred to an NGO and assured of a fair inquiry.

After Manorama lodged a complaint bravely questioning the sexual harassment meted out to her, the harassment not only continued but instead increased at the work place. The factory management still did not take any action. Hence, GATWU took the case before the Commissioner of Labour.

Meanwhile the harassment and exploitation against Manorama increased at the work place by her supervisor and floor in-charge. She again complained about this to the General Manager on 09.05.2018.

Following this, the factory management sent a letter on 11.05.2018 to Manorama stating that she was not working properly and instructed her not to repeat it.

The factory management formed an internal committee comprising 58 members, under the leadership of a Ms. Ratnakumar, from an NGO called 'ASARE.' But the committee didnot conduct any inquiry, and submitted a report to the factory management on29.05.2018. In that report it was mentioned that Manorama did not do any work, she would always be chatting on her mobile phone, she would not respect her higher officials. The report also claimed that Manorama had given a false complaint and also mentioned that she should apologise to Dharmendra.

Following a complaint by the GATWU to the Commissioner of Labour, Mr Tammanna, Assistant Labour Commissioner, Mysuru District, visited the factory on 08.06.2018. The factory management submitted the internal committee report 29.05.2018, to him.

On 13.06.2018, the Assistant Labour Commissioner wrote a letter to Manorama informing her about the internal inquiry report given to him by the factory management and enclosed a copy of the report and sent to her. A copy of the same was also sent to GATWU.

After that, the factory management formed another internal complaint committee comprising 7 members and started inquiry. But that committee officially did not invite Manorama to any meetings. Instead, it sent a letter to Manorama on 28.09.2018 enclosing the internal inquiry committee report and claimed that she did not cooperate with the inquiry. The report prepared by the new internal inquiry committee was a Xerox copy of the earlier report and blamed Manorama, and alleged that she has lodged a false complaint, and also asked her to apologise to Dharmendra.

Manorama did not know about the existence of the inquiry committee, or that it was investigating her complaint. She wrote letter on 13.10.2018 to the Committee head explaining this, and also claimed that any report submitted without inviting her to any meeting is not valid.

Despite all these developments, the factory management continued to claim that it is the mistake of Manorama, based on the Internal Inquiry Committee and sent a letter to her on 24.10.2018 transferring her internally within the company as a punishment.

### Case Assessment

This case proved that the women workers who face sexual harassment at the workplace do not get for any relief from the Labour Department. Even though the sexual harassment law falls under the jurisdiction of the Ministry of Women and Child Welfare, it is within the purview of the Labour Department to help the complainant get justice vis-à-vis the victimisation she faces when she raises a sexual harassment complaint, and it is within the department's purview since sexual harassment has been defined as misconduct as of 20 November 1999, under Section 17(z) of the Industrial Employment (Standing Orders) Central Rules, 1946.

There are plenty of studies now that demonstrate that the ICs set up under the POSH Act at the workplace, are not functioning properly, if at all they are set up and functional.<sup>27</sup> Since the

<sup>27</sup> See for example, Namita Bhandare, "Culture of Silence Makes it Difficult for Women to Speak up Against Predatory Behaviour by Men." *The Wire*, 30 October 2017. <https://thewire.in/gender/culture-silence-sexual-harrasment-pachauri>; Harini Calamur, "#MeToo: Corporate India is complicit and the time is up." *CNBC-TV18*, 12 October 2018. <https://www.firstpost.com/india/firstposts-metoo-conversations-shruti-seth-harini-calamur-and-shunali-khullar-shroff-talk-consent-harassment-and-changing-attitudes-5403291.html>; Anagha Sarpotdar, "Reflections on the Private Sector Sexual Harassment of Women." *Economic and Political Weekly*, 5 October 2013. <https://www.epw.in/journal/2013/40/commentary/sexual-harassment-women.html>; & "Implementing or Ignoring the Law on Sexual Harassment?" *Economic and Political Weekly*, 5 November 2016. <https://www.epw.in/journal/2016/44-45/commentary/implementing-or-ignoring-law-sexual-harassment.html>



management sets up the committee, the members of the committee are chosen by them and are therefore there is a possibility that some members might be under pressure to not fall afoul of their employer. In Rajeshwari's case, the IC was reconstituted twice, where the first committee thus setup constituted of 55 members and even gave a report giving a clean chit to the perpetrator of sexual harassment and against the worker who faced sexual harassment. After objections were raised against this, a 9-member committee was formed; however the same report was issued by this reconstituted committee. The committee did not conduct the proceedings as prescribed under the Act and did not summon Rajeshwari to depose before the committee. To the contrary, the committee prepared the report in a unilateral manner and concluded that the complainant had filed a false complaint. This caused fear among other women workers in the factory. When sexual harassment occurs in the factory premises, many of these incidents go unreported. However, in those few instances where women gather the courage to file complaints, outright biased and manipulated functioning of ICs sends the message that it is the complainants who will be victimised and it has a chilling effect on other women workers to not come forward to make complaints of sexual harassment. Both the ministries of Women & Child Welfare and Labour need to work together to ensure that victims of sexual harassment are able to access justice and that organisations fulfil their constitutional obligation of providing dignified, safe, fair employment with equality. The weakness of the law (POSH as well as the Industrial Standing Orders) is that it continues to treat sexual harassment as the responsibility of the individual perpetrator and does not define an unsafe workplace as an unfair labour practice, for which employers and organisations are responsible.

#### Legal Aspects

Violation of Sec 19 of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, Unfair labour practice as per Section 25U read with Schedule V of the Industrial Disputes Act.

#### List of Documents

Sl.no	Documents	Date
1.	Complaint by Rajeshwari to Anti SH committee	30.01.2018
2.	Letter by post to SH committee	31.01.2018
3.	Complaint by Rajeshwari to HR manager	06.02.2018
4.	Complaint to HR manager by post	07.02.2018
5.	Letter to Union	04.05.2018
6.	Letter to Shahi management by GATWU	07.05.2018
7.	Complaint to Factory GM about work harassment By Rajeshwari	08.05.2018
8.	Warning letter from management	11.05.2018
9.	Complaint to LC by GATWU	04.06.2018
10.	Letter from ALC to Rajeshwari	13.06.2018

- |     |  |            |
|-----|--|------------|
| 11. | Letter from CASH to Rajeshwari             | 28.09.2018 |
| 12. | Letter to CASH from Rajeshwari             | 13.10.2018 |
| 13. | Letter from Shahi management to Rajeshwari | 24.10.2018 |
| 14. | Fact finding committee 1st report          |            |
| 15. | Fact finding committee 2nd report          |            |

## 8. Allure Fashion - Sexual Harassment<sup>28</sup>

Status of the case: Closed

### Basic Information

Qudsia Begum worked as an 'A' grade tailor at Allure Fashion from 2.11.2013 to 28.10.2017. She was sexually harassed at the workplace by production manager Nagaraj P.M. She is a member of KOOGU. The case was referred to the State Women's Commission which closed the matter stating that the company has denied the charges.

### Timeline of Events

Date	Event
September 2016	Qudsia Begum was sexually harassed by Nagaraj
7.10.2016	Qudsia Begum filed a complaint in the Labour Department
9.2.2017	KOOGU wrote to the State Women's Commission
18.4.2017	State Women's Commission wrote to Allure asking to resolve the petitioner's issue and send a report in 15 days
22.5.2017	Qudsia Begum called the Police Station for enquiry
25.5.2017	Labour Department conciliation was closed without any resolution by the labour department and was transferred to the Labour Court
2.8.2017	Qudsia Begum received the police report
7.10.2017	Qudsia Begum wrote to the State Women's Commission asking for action to be taken against the perpetrator
4.12.2017	State Women's Commission wrote to the company Allure asking for an update on action taken and giving a 15-day period to respond
13.12.2017	KOOGU wrote a letter to the State Women's Commission asking for action against the perpetrator
19.12.2017	The company Allure wrote to the State Women's Commission that they have investigated the matter and claims of sexual harassment were false
3.1.2018	KOOGU wrote to the State Women's Commission asking for action to be taken against the perpetrator
10.1.2018	KOOGU write to Women's Commission asking for documents regarding action taken against the perpetrator and for reasons that no ICC was set up

<sup>28</sup> Name of the worker has been changed to ensure confidentiality

	by Allure
6.2.2018	KOOGU wrote to the State Women's Commission asking for report on discussions between the company Allure and the Women's Commission
8.2.2018	The State Women's Commission wrote to KOOGU stating that based on a letter written by Allure Fashions that it was closing the complaint
28.2.2018	KOOGU wrote to the State Women's Commission asking for the report of the meeting between Allure Fashions and the Women's Commission
28.2.2018	KOOGU wrote to the State Women's Commission asking to re-open the enquiry
26.6.2018	KOOGU wrote to the State Women's Commission challenging closing the enquiry
30.7.2018	Qudsia Begum wrote to the State Women's Commission challenging closing the enquiry
1.8.2018 20.8.2018	- Series of RTIs filed with the Labour Department asking for IC details of Allure Fashion. Response received is that the information is not available. Series of RTIs filed with the State Women's Commission asking for the report of the discussions between the Commission and Allure Fashions. No response has been received.

### Case Summary

In September 2016, Qudsia Begum faced sexual harassment by the Production Management Nagaraj. When she complained to the Managing Director and Owner, he suggested that she leave the company and that he would help her find work at another garment factory. The MD is a north Indian and he said that Nagaraj is a local person and he is powerful. Even when KOOGU representatives met the MD, he suggested that she leave the company for her own safety. However, Qudsia Begum was determined that she would not leave the company and that Nagaraj be punished for his actions. Nagaraj was also called and met in the presence of the Union, which made no difference as he denied the charges.

Qudsia Begum filed a complaint with the Labour Department which referred the matter to the police as well as the State Women's Commission. In the meantime, Qudsia Begum also filed a complaint with the State Women's Commission. On instruction of the Labour Department, Qudsia Begum returned to join the factory in December 2016. However, the company forced and pressurised her from employment.

On 19.5.2017 Qudsia Begum got a call from the police station asking her to come to the station on 22.5.2017 at 2 pm. However, when she went to the police station, she was made to wait and was told that they did not know when the police officer would come. Finally, she met the police officer

around 7.30 pm. He said that he had met the owner and other women workers who said there was no sexual harassment in the factory. The police officer was told by the company that Qudisia Begum is the one who starts fights in the factory, uses abusive words for others, and often takes fabric back to her house. On 20.5.2017 Allure Fashions submitted a letter signed by 39 workers that the work environment at the company is good, there are no problems, and even if there are any, the company solves them immediately. The letter also said that Qudisia Begum was their colleague and she had not faced any sexual harassment. On 2.8.2017 Qudisia Begum got a copy of a report from a police official through post. In that report, it is stated that the owner was questioned and there was no instance of any oppression or sexual harassment and there is enough security for women personnel in the factory.

In a letter on 19.12.2017, Allure Fashions wrote that after enquiries, they have established that the allegations made against Nagaraj were false and without basis. The letter also claimed that Qudisia Begum had left the job without notice and the Manager had also left the job. They requested the Women's Commission to dismiss the case.

While Allure Fashions claimed that they had formed an IC, they never shared the information with Qudisia Begum or the Union. Attempts to get this information using the RTI route also failed. The response received from the relevant department was that they did not have this information. During the Women's Commission proceedings, the company produced false documents stating that the ICC had met, investigated the matter and concluded that there had been no harassment.

Based on the letter, the State Women's Commission decided to close the case on 8.2.2017. However, KOOGU continued to write to the Women's Commission to reopen the case. Even Qudisia Begum wrote to the Women's Commission to reopen the case. However this did not happen.

Qudisia Begum continued to be a member of KOOGU and moved to piece work in the garment industry. Today she is employed in a labour rights organisation.

#### Case Assessment

In most, if not all, the manufacturing units in the garment industry in Bengaluru, the external NGO member on the IC is the same person, Ms Janodaya. However, in the case of Qudisia, the IC does not appear to be involved. It is not clear as to whether the case was referred to the IC or not. The Union chose to take the path of filing a complaint with the State Women's Commission which also did not yield results. According to the union leaders, one of the reasons was that sexual harassment was not a matter that concerned the labour department and found that pursuing the matter with the Women's Commission was more appropriate. The attitude of the Commission has been disappointing since they appear to have accepted at face value the report sent by the company that there was no sexual harassment, and they closed the case.

#### Legal Aspects

Violation of Sec 19 of the The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, Unfair labour practice as per Section 25U read with Schedule V of the Industrial Disputes Act.

## 9. Texport Apparels LLP - Physical assault on worker by management

State of the case: Closed

### Basic Information

A woman worker was physically assaulted by the General Manager at the Peenya unit of Texport Apparels LLP. This was followed by protests by the workers including pamphleteering outside the gate of the factory. Staff of the factory attacked those who were pamphleteering and beat them up. The union registered a case against the attackers in the police station.

### Timeline

12.3.2019: A woman worker was physical and sexually abused by the General Manager

15.3.2019: 500 workers protested against this and submitted memorandums to various government departments including the Labour Commissioner and the State Human Rights Commission.

18.3.2019: Conciliation meeting was held in the Office of the DLC where the DLC gave 5 directions to Texport Apparels LLP to resolve the matter.

### Case Summary

An incident of physical assault on a woman worker took place on 23.3.2019 by the General Manager Mr Shashidhar Shetty. The General Manager had joined the company a few months before this incident. When he joined, he had brought 60-70 workers with him from the garment factory he was working at earlier. In a few months, he took control over the entire factory with the help of workers whom he had brought working as his henchmen, intimidating and harassing workers in the factory. These workers and the General Manager harassed women sexually and verbally. On the date of this incident, a woman worker was engaged in work allocated to her by a supervisor A. Supervisor B, who was a close aide of the General Manager, asked her to do some other work. When she said she was already working as per instructions from supervisor A, supervisor B complained against her. The woman worker was called to the General Manager's room. He was sitting with his feet on the table and threw his shoes at her when she entered. She saw this and ran out of the room and to her co-workers. There were about 10-15 henchmen outside the room who chased her, grabbed, and tore her clothes. They tried to drag her, but her co-workers rescued her.

This was followed by an agitation for 3 days by 500 workers. It was at this time that KOOGU was informed about the incident and the agitation through workers in the Shahi factory nearby. The workers were camped outside the factory and there were goons stationed at the gate who were threatening the workers. KOOGU reached out to brands that Texport was producing for, to pressurise the factory to take action against the General Manager. The brands started pressurising the company and the situation escalated to a point beyond the management's capacity to suppress. On the other hand, the management continued to threaten and intimidate the workers. When this did not work, the management tried to offer money to the workers. About 150 workers were offered 1 month wage settlement to stop protesting and leave the organisation. Most

women took the settlement and left. There were 20-30 women workers who were at the core of the protest who refused to take the settlement. The threat of physical violence became menacing and even these workers finally gave in, took a 3-month settlement and left the protest. The union members, of KOOGU, who were not workers in the factory were the only ones left at the protest. At this time when they were pamphleteering at the gate, goons hired by the factory attacked 2-3 union members, of whom 2 were injured very badly including one person whose hearing was affected. Seeing the commitment of the union members towards their issues the 20-30 women workers who had left earlier returned and continued the protest. The union on the other hand continued its advocacy with the brands and at a Business and Human Rights meeting that was ongoing in New Delhi.

The union filed complaints with the Labour Department, Women's Commission and the Schedule Caste and Schedule Tribes Commission. Finally, with pressure mounting on the company, the Vice President came to the Labour Department for a meeting to settle the matter as quickly as possible. They were ready to declare on the factory floor that they were not against freedom of association and that they will take back all workers unconditionally. They were also willing to announce from the floor that there was no fault of the workers in everything that had happened and that they would conduct an inquiry on the conduct of the General Manager. The enquiry was conducted and all the workers were brought back. Those who had taken 1 month wages as settlement were told that it would be considered a bonus and those who had received 3 months as settlement were told that 2 months would be considered wages and 1 month as bonus. The union wanted to take up this as matter as well since at the time of the settlement the company claimed that this was not paid by them and it was a third party and they were now claiming that it was paid by the company, which was tantamount to agreeing that they had tried doing an unethical settlement. However, the workers were tired from the protest and having got their jobs back were not up for another fight. The General Manager was shifted to another unit. Those who assaulted the workers were arrested but later released as no case was filed.

Using this opportunity, the union started a collective bargaining process. While the union succeeded on the issue of a respectable workplace, they have not been able to succeed in increasing the wages of the workers. The union and management would meet every 2 months at the hotel. This was affected due to the pandemic but recently these meetings have been renewed.

Elections were held and there is a general body of workers with 18 elected members. 9 are in the main committee which meets the management every 2 months, 4 members are in the wages committee and 5 in the respect at the workplace committee. Of these 18 members, 11 are active.

### Case Assessment

This case was narrated by a Union leader. The impression during the interview was that the workers, worker leaders, and the Union were persistent with the case. Further, the union throughout this incident were clear that though they had approached the labour department as a

matter of process, they wanted to sort out the issue directly with the management. This was because the labour department was not empowered to take any punitive measures and it was the management which had greater power to intervene.

### Legal Aspects

Violation of Sec 19 of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, Unfair labour practice as per Section 25U read with Schedule V of the Industrial Disputes Act, along with IPC sections on assault, etc.

### List of documents

Sr. No.	Name of document	Date
1	Joint meeting notice from ALC 1	15.3.2019
2	Letter from KOOGU to Labour Commissioner and SHRC regarding the incident	15.3.2019
3	Press Note	17.3.2019
4	Letter from Texport to DLC	18.3.2019
5	Medical reports of Bhavana	3.4.2019
6	Letter from KOOGU to Texport	25.3.2019
7	Medical records of Pooja	3.4.2019
8	Medical records of Bharati	3.4.2019
9	Medical records of Munivenkatappa	3.4.2019
10	Medical records of Swamy	3.4.2019
11	FIR against Texport Apparels LLP	4.4.2019
12	Letter to Rajagopala Nagar PS	4.4.2019
13	Letter to State Women's Commission	15.3.2019
14	Series of communication between union and Texport linked to collective bargaining	
15	Draft of MoU between Union and Texport	



## 10. Shahi Exports, Unit 8 - Sexual and physical assault on worker

Status of the case: Closed

Background of the case

A woman worker in Unit 8 of Shahi was physically assaulted by the Supervisor. She slapped him in return. She was dismissed from employment. The dispute escalated to the labour department. However, the company, concerned with repercussions for their business, reinstated the worker.

Case Summary

This incident took place in 2012-2013 and the matter continued till 2016. Lakshamma, a woman worker in Shahi Exports, Unit 8 (Shahi-8) who an active member of the KOOGU union would repeatedly be commented on and made fun of by the supervisor. The Shahi - 8 unit, located on the outskirts of Bengaluru used to witness police patrolling the floor of the factory. Shahi-8 was notorious for using the police and other forms of threat and terror to control the workers. If the men raised questions, they were openly beaten up and the women were harassed. Workers would speak to union representatives about their experiences but would not want to be identified as reporting to the union. Lakshamma was a strong woman and had been able to gain the trust of the workers while also having the capacity to resist any backlash she would have likely faced.

One day when the supervisor made insulting comments at Lakshamma, she slapped him. Officials from the HR department demanded that she apologise to the supervisor. Lakshamma discussed this with the union and it was decided that she would not apologise and instead, would demand that action be taken against the supervisor. The company then asked her not to return to the factory.

Lakshamma was undeterred and continued to work with the union and raised a dispute in the labour department. The ALC was surprised that the complaint mentioned that Lakshamma had slapped the supervisor. However, Lakshamma was clear that she wanted to retain that in the statement and also that the supervisor had regularly been harassing her which drove her to this act. A notice was sent to the management after which they came to the conciliation proceedings. The company agreed to take her back to work but were unwilling to pay her the wages for the 2 months that she was asked to stay away from work. However, this time Lakshamma and other workers felt emboldened by this victory and she decided to go ahead and fight the case for her wages. She filed a complaint in the labour department, where it was not resolved and was referred to the labour court. She won the case after 2 years and was finally paid the wages. Today there is union in Shahi 8, recognised by the management. Lakshamma is today President of KOOGU.

Case Assessment

Lakshamma was the target of sexual harassment under the POSH Act and Industrial Standing Orders, as well as unfair labour practices as defined in the Industrial Disputes Act, 1947 (now the Code on Industrial Relations 2020). The ALC appears to have discouraged Lakshamma and the

Union from filing the complaint as the events unfolded. Lakshamma's determination with the Union's backing were the only reasons that she was able to continue her work and get the wages she was due.

#### Legal Aspects

Violation of Sec 19 of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, Unfair labour practice as per Section 25U read with Schedule V of the ID Act, IPC sections on assault, outraging the modesty of a woman, etc.

#### List of documents

There were no documents available for this case and was reported by a leader of the Union.

## 11. Arvind Mills - Physical and Verbal Abuse of Worker

### Status of the case:

#### Basic Information

Neha was working as a Trainee Tailor in Arvind Limited. She was physically assaulted by the supervisor and faced repeated punishment for raising her voice. Manoj Kumar, another worker in the factory who is a member of KOOGU supported Neha who also faced back lash for this. Initial complaints were filed by Neha – first with the company and then with the labour department. Neha has since left the company. While Manoj still works in the company, his case has been sent to Labour Court.

#### Timeline of events

June 16, 2018: Neha is abused by the supervisor

October 17, 2018: Complaint with DLC

October 29, 2018: Neha deposed in front of the DLC and withdrew the complaint

October 30, 2018: Neha taken to Patna

November 13, 2018: Union appeared before the DLC

January 7, 2019: KOOGU and Neha's letters to the DLC stating that she was forced to resign

April 4, 2019: Objective Report by DLC – 1. Failure in conciliation proceedings. Matter referred to Labour Court

#### Case details

##### *Beginning of the Conflict*

Neha had been working at Arvind Mills, Mysuru Road unit since March 2018. She was a migrant worker from Bihar. On her arrival at Arvind Mills, she was given training for the first 10 days and then put in a batch where she was to fix labels. Then she was shifted to stitching buttons and then to inserting elastic. This way the nature of her work was repeatedly changed and she was moved from one place to another. There was also pressure of production on her.

On June 16, 2018 (Saturday), around 3.00 pm, while Neha and 2 of her colleagues were working, the supervisor Mr. Renu, who had been Neha's supervisor for the past 2 months, approached them and told Neha that she was doing 'time pass'. That she should have completed 150 pieces in an hour. She had only about 20-30 pieces left to complete for the day. The supervisor continued to scold her and gave her 50 pieces from someone else to complete. He then slapped Neha. A co-worker who was present there went and asked him why he hit Neha but he responded that he hit her in jest.

That day Neha worked till 7.00 pm. The supervisor sent off another girl (who was Kannada speaking) working with Neha early. He scolded Neha in Kannada and the mechanics around were looking at her and laughing. The supervisor again hit her hand.

Even before this incident, Mr. Renu had said that lunch break would not be given on Thursday, Friday and Saturday and the coming Monday.

On June 18, 2018 (Monday) at 12.30 pm about 20 workers went to meet the HR. They asked the workers to have lunch and return at 2.30 pm. Later at around 5.30 pm, around 6 women workers, went to HR. The workers were told that it was Neha's fault and not Mr. Renu's and that the workers should work properly. The workers said that they would like to resign. However, people in the HR were unwilling to take their resignation. They also asked the women, when they have travelled so far from their states to come to Bengaluru and work, why would they want to leave now. The staff in HR also assured the women that such an incident would not be repeated again.

On June 19, 2018, Neha wrote to KOOGU with details of what transpired on June 16<sup>th</sup>.

On September 6<sup>th</sup>, Neha wrote to KOOGU describing her experience with HR the previous day. Below is a summary of her experience:

#### Scare tactics by Management

On 5<sup>th</sup> September Neha was taken by the supervisor to HR at 11.30 am and was made to stay there till 4.55 pm. There were 3 women and 3 men from the management in the room. They took her parents details from her and asked her if she was interested in working in the factory. Her response was that she was indeed interested in working there. They then asked her if she had any problems. Neha told them about the incident when Mr. Renu slapped her. She also told the 6 people that he did not allow her to go for lunch break on 2 days after the incident. She also told the staff that she had informed Mr. Suresh, a supervisor about this. At around 1.00 pm, Ms. Renuka who was one of the 6 present in the room took Neha out for lunch, after which she took her to HR at around 2.00 pm. She was in HR till 2.55 pm. After this, she was taken to where Mr. Renu was working and asked if he slapped her. In response to her affirmative answer, Mr. Renu alleged that she was lying. Neha stayed firm that Mr. Renu did slap her. Mr. Renu then said that he hit her out of affection, which she misinterpreted as a slap. After that, HR gave her a letter on which she had to sign. Neha did not know what was written in the letter.

On the same day, in the hostel between 7.00 pm and 8.00 pm, she spoke with Ms. Rani, a colleague, who asked her why she was constantly being taken to HR. Neha shared with Ms. Rani about being slapped by Mr. Renu and which is why she was constantly being taken to HR. Ms. Rani told Neha that it is because she is making a big issue of a small thing. She also told Neha to end the matter. That if she pursued it she would need to the police station and to the Court to give her deposition. Ms. Rani also told her that she should not mention any of their names in any complaints. Ms. Rani also threatened her that if she mentioned her or any other girls names, they would beat her up. During this discussion, there were 7 other workers present.

On 17 October 2018, Neha submitted a complaint to Arvind Mills. In her complaint she wrote about several experiences of violence she had faced in the company. Apart from the 16 June 2018 experience, she also wrote about an episode on 17 March 2018, when Mr. Renu did not allow her to go for lunch. When a group of workers went to HR to complain to Mr. Sudheendra, Mr. Suresh asked them to return at 4.00 pm. When they went to meet Mr. Sudheendra, he reprimanded them for having come as a group and sent them back to their benches saying he would meet Neha at her bench. At 5.00 pm, Mr. Renu alleged that because Neha does not work properly, he was just scolding her. On 25<sup>th</sup> September while she was working, Mr. Suresh approached her and told her that she has been shifted to the Trainee section and sent her there.

On 15 October 2018, Ms. Aruna approached her and asked her where her other friends worked. She said that they worked in Shahi Exports. In response, Ms. Aruna suggested that Neha should resign from Arvind Mills and join Shahi Exports but Neha refused to give her resignation. After lunch, when she returned to work, Mr. Sudheendra asked her to go to another department since Ms. Aruna did not want her in the Trainee department since according to Ms. Aruna Neha was insubordinate and used to answer back. Neha responded that she was constantly being moved from one department to another.

#### Approaching the Labour Department

On 19 October 2018, KOOGU wrote to DLC – 1 with details of the abuse meted out to Neha Kumari and that she was being targeted for being a member of the Union.

On 25 October 2018, Neha wrote a letter to DLC – 1, that she was forced to submit her resignation on 24 October 2018. When she refused, she was threatened that if she does not resign then all the workers would be forced to resign. It was after this threat that Neha was made to sign on 3 papers. On one of the papers it was mentioned that it is Ganesh festival and so she is resigning. On the second paper it was mentioned that Neha's mother was unwell and therefore resigning. On the third paper it was written that she would not speak about the company. Mahesh, the Union leader came there and asked why Neha was being made to resign. But none of the staff responded on to him. Neha had ended her letter to the DLC-1 asking that she be reinstated.

On 29 October 2018, it appears that Neha wrote another letter to DLC – 1, submitting that she was withdrawing her complaint. That she was doing this of her own free will and that her complaint was investigated and she was satisfied with it. In the letter she also claimed that she had given her resignation voluntarily and that she had secured employed in another company. This letter was written in English and Hindi. It is important to point out that until now, all of Neha's letters were in Hindi. Reading the English version of this letter it does not appear to be her language and that she seems to have copied it based on pre-prepared text or dictated to her.

On 3 January 2019, KOOGU filed an RTI application seeking a copy of the acknowledgement receipt for the complaint registered by KOOGU regarding Neha Kumari's case.

On 7 January 2019, KOOGU wrote to DLC – 1 narrating the above incidents and alleging that Neha was forced to take her complaint back on 10 October 2019. On the same day Neha also wrote to DLC – 1, narrating the different abuses she had faced at Arvind Mills. This included physical violence and verbal abuse like being called 'lazy prostitute' and 'idiot'. She alleged that Ms. Anitha of Deen Dayal Upadhyay - Grameen Koushalya Yojana (DDU-GKY) through whom Neha was employed called her more than 10 times pressurising her to submit her resignation. She also informed Neha that if she did not, her friends and sister would also be forced to resign. She succumbed under this pressure and submitted her resignation.

On 28 October 2018, Ms. Anita came from Bihar to Bengaluru and took Neha to a lodge in Majestic area of Bangalore, to stay for a day. On 29 October 2018, Ms. Anitha and Ms. Varsha (a member of an NGO), took her to the Labour Department, where she was forced to withdraw her complaint. Neha was then taken by flight on 30 October 2018 back to Bihar. However, Neha returned to Bengaluru on 6 January 2019 wanting to continue to work in Arvind Mills. Her plea to the Labour Department was that she be reinstated.

During the hearing on 7 January 2019 regarding the matter of Neha's forced resignation, Arvind Mills had stated that they had completed Neha's settlement.

On 9 January 2019, Arvind Mills wrote to the Labour Department asking that the conciliation hearing be advanced from 12 February 2019 to 22 January 2019 as the Authority in the previous hearing had observed that there was no possibility of settling the dispute. On the same day, the Labour Department issued a notice advancing the conciliation hearing from 12 February 2019 to 22 January 2019.

On 11 February 2019, Arvind Mills submitted a letter to DLC – 1 stating that all of Neha allegations of abuse were false. They also said the fact that Neha first filed a complaint and then withdrew it and that she first resigned and then claimed that it was a forced resignation went to prove that it was a conspiracy to malign the company and that she had no claims for any relief.

Conciliation hearings were held on 19 November 2018, 12 December 2018, 7 January 2019, 22 January 2019, 11 February 2019, 12 February 2019, 1 February 2019, 26 February 2019 and 19 March 2019.

On 16 April 2019, DLC – 1 file the Objections Report. The report mentions the following:

- KOOGU submitted complaint on 26.10.18. Complaint stated that due to pressure from Arvind Mills management officials Suresh and Sudhindra, Ms Anita forced Neha to hand in her resignation on 24.10.18. Anita threatened that if she did not resign they would fire other workers from her city as well. She called seeking union's help.

- When union representatives Manoj Thakur and Mahesh went to enquire about this, they were asked to leave and not come during working hours.
- On 23.10.18, Neha had submitted her complaint to the labour department. Her resignation was forcibly taken after management realised this. They have asked for action to be taken against those inflicting physical violence and asked that Arvind Mills create a violence free environment for her to be able to continue work.
- Lists Arvind Mills' objections: Neha resigned because her mother was unwell, notice period was waived off on compassionate grounds, have given her full settlement according to rules. Have submitted documents to this effect. Further, no complaint by the complainant has been received by the company. Union has forced Neha to make the complaint; Neha had submitted letter to your office on 29.10.18 that she wants to withdraw her complaint; but on 7.1.2018 the union claims she was forced to resign. This is not correct and so proceedings must be closed.

Petitioner [KOOGU] submits a rejoinder on 26.2.19 that Arvind Mills did not give Neha any appointment letter, that the hostel provided to women workers was very small and 8 people were living in it. Mr Renu, supervisor, was allotting excessive work to Neha, using abusive language against her, and sexually harassing her. When Neha complained to the management about Mr Renu slapping her and abusing her verbally on 16.6.2018, they forcibly took her resignation on 24.10.2018. Request you to take action against administration.

- During the course of the conciliation proceedings, the conciliation officer made several suggestions in accordance with the law. But the opposing parties did not alter their positions. The proceedings have thus failed. Since the dispute requires court judgement, the matter has been submitted to court for adjudication. The proceedings were closed on 19.3.2019 and the matter has been referred to court for judgement according to Section 12(4) of Industrial Disputes Act, 1947.

Neha has since returned to her home state and has not pursued the matter in Labour Court.

### Case Assessment

It is clear that the management has covered up for abuse by one of its staff towards Neha. According to Neha allegations, she has witnessed other workers also being abused by Mr. Renu. Further, because Neha approached the Union, she has clearly received further backlash.

Important to note is that a government scheme like DDU-GKY is proving to be a source of exploitation of young women from marginalised communities and families. There appears to be a nexus of implementers of the scheme, the management, and some NGOs, which systemically perpetuates exploitation of workers in the garment industry.

The Labour Department has also not shown leadership in upholding the rights of the worker. It appears to be on the side of the management. Based on the documents available, one obvious

example is the immediate advancing of a conciliation hearing based on the request made by Arvind Mills on the same day that the request was made.

### Legal Aspects

Violation of Sec 19 of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, Unfair labour practice as per Section 25U read with Schedule V of the Industrial Disputes Act, along with IPC sections.

### List of documents

<b>Sr. No.</b>	<b>Name of document</b>	<b>Date</b>
1	Letter from Pooja Kumari to KOOGU (2 pages in Hindi)	19.6.2018
2	Report based on Pooja Kumari's letter (4 pages in Kannada)	19.6.2018
3	Letter from Pooja Kumari to KOOGU (1 page in Hindi)	6.9.2018
4	Letter from Pooja Kumari to KOOGU (2 pages in Hindi)	6.9.2018
5	Letter from Pooja Kumari to Arvind Mills (3 pages in Hindi)	17.10.2018
6	English translation of Hindi letter submitted by Pooja Kumari to Arvind Mills	17.10.2018
7	Letter from KOOGU to DLC – 1 (1 page in Kannada)	19.10.2018
8	Notice from Labour Department to Arvind Mills to appear for reconciliation (1 page in Kannada)	23.10.2018
9	Letter from Pooja Kumari to DLC – 1 (3 pages in Hindi)	25.10.2018
10	Kannada translation of Pooja Kumari's letter to DLC -1 (2 pages in Kannada) 25.10.2018	
11	Telephone bill of Pooja Kumari from 19 Oct 2018 – 25 Oct 2018	
12	Letter from Pooja Kumari to DLC – 1 (English)	29.10.2018
13	Letter from Pooja Kumari to DLC – 1 (2 pages in Hindi)	29.10.2018
14	Letter from Koogu to DLC -1 (1 page in Kannada)	19.11.2018
15	RTI application asking for acknowledgement receipt for KOOGU's complaint regarding Pooja Kumari (1 page in Kannada)	03.01.2019
16	Letter from KOOGU to DLC-1	07.01.2019
17	Letter from Pooja to DLC - 1	07.01.2019
18	Letter from Arvind Mills to DLC -1	09.01.2019
19	Letter from DLC – (1 page in Kannada)	09.01.2019
20	Letter from KOOGU to DLC -1 (1 page in Kannada)	19.01.2019
21	Letter from Arvind Mills to DLC -1	11.02.2019
22	Letter from DLC – 1 (1 page in Kannada)	12.02.2019
23	Letter from KOOGU to DLC -1 (1 page in Kannada)	16.02.2019
24	Objective Report by DLC – 1 (3 pages in Kannada)	16.04.2019



Missing Documents

Conciliation proceedings

Failure Report

## 12. Shahi Exports, Unit 46 – Sexual Harrassment

Status of the case:

Basic Information:

Timeline:

A woman worker in Shahi Export company's Unit 46 worked as a Khaja - Button operator. She is from a single headed household where her husband had passed away and the worker lived with her 2 daughters and mother. The woman had once approached the section supervisor to increase her salary and described her difficulties. After this, the section supervisor took her number and would call her in the evening after he having had some alcohol. He would make video calls to her and sexually harass her. He would also try and entice her with promises of overtime and suggest that she send her mother out for a few hours while he would visit her. He would also borrow money from her and when the worker would ask him for her money to be returned, he would again demand that she grant him sexual favours. The woman with the help of the Union filed a complaint with the IC. Ms Janodaya, external member of the IC from an NGO, then visited her and tried instigating her against the Union. They also tried using social and cultural pressure to silence her, however, the woman worker did not budge.

The Union then started putting pressure on a brand for which the Unit was manufacturing and informed them of a campaign against the brand if they did not take any steps. It was only after this that the perpetrator was dismissed from employment. While this was a respite, the woman worker continues to face harassment even today. She is constantly transferred to different departments and is not given increments. The management also tried to put pressure so that she resigns and leaves the company. However, the worker has been strong and has refused to leave her work.

Subsequently there have been 2 more cases of sexual harassment cases in the same department. Another worker went through similar harassment where the quality manager would make video calls and ask for sexual favours. As she would refuse, he would insult her during work in front of everyone and verbally abuse her. After she approached the Union, a complaint was filed in the IC. The worker had saved chats and photos and was therefore able to provide evidence to the IC and the perpetrator was shifted out of the department.

In another case in the same factory, Maitra, a worker leader went back to her village during the 1<sup>st</sup> wave of the COVID pandemic. In the meantime, the factory started production but Maitra was not able to return due to the ongoing lockdown. The HR department had sent out people to see why some of the workers had not reported to work, and they reported that the place where Maitra lived was not sealed down and yet she was not coming to work, which was untrue. Once the lockdown was lifted and Maitra returned to work, she was made to wait outside at the gate for several hours and was finally informed that she had been removed from her work. They also asked her to come the next day to meet the management. This went on for 3-4 days. Finally after she reached out to the Union she submitted a letter demanding to know why she had been relieved of her work and she sent copies of the letter not only to the Unit HR Head, but also to the HR

Manager and the General Manager, HR. Since she had escalated the matter, the Unit HR Head was summoned and reprimanded. Maitra was finally reinstated.

#### Case assessment

While the Union members were narrating this case, they shared a rather poignant perspective. In their interactions with the management regarding the repeated and large number of cases of sexual harassment in the company, their response was that they have warned the supervisors and other senior staff to refrain from this behaviour and that they can do no more. The Union also said that from the management's perspective on sexual harassment was almost normalised in the garment industry, almost a given that it would happen. There appears to be no core steps that the management takes to ensure that their employees refrain from this behaviour – no gender sensitising, no inputs on rights of women workers, of creating safe work environments etc. In the absence of preventive measures women will continue to experience sexual harassment and those who have the courage to come out and fight for their rights and get some external support will be the only ones who might be able to access some justice. This should serve as a wake up call for the industry and the government.

#### Legal Aspects

Violation of Sec 19 of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, Unfair labour practice as per Section 25U read with Schedule V of the Industrial Disputes Act, along with IPC Sections

#### List of documents

<b>Sr. No.</b>	<b>Name of document</b>	<b>Date</b>	<b>Language</b>
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### 13. Euro Clothing Company – 2, A unit of Gokaldas Exports Ltd. - Illegal Closure

#### Status of the case:

#### Basic Information

On 6 June 2020, the Euro Clothing Company- Unit 2 (ECC-2) of Gokaldas Exports Limited (hereafter Gokaldas Exports) in Srirangapatna declared a 'lay-off'. The management 'announced' the decision through a notice pasted on the factory walls near the exit at 5.37 p.m. when the workers were leaving the premises for the day. In the days leading up to the notice, workers had been apprehensive that all was not well. A few days earlier, on 30 May they had heard from their union leaders that the company had been shifting out the plant machinery late in the night. The next day, on a Sunday, they had all gathered in protest and had managed to stave off the shifting of machinery. But soon after that, the company had begun to move out production material, leaving workers anxious.

Nearly a third of the workers had been working in the factory for over five years and more than half of the workforce had a continuous tenure anywhere between one and five years. This factory had been a lifeline for them, until the lay-off.

Those outside the gates rushed back in to join their colleagues still inside the premises. About 1300 workers occupied the factory, sat down in protest demanding that the company withdraw the notice, resume operations and let them keep their livelihoods. Their union—Garment and Textile Workers Union (GATWU)—informed them that the lay-off was illegal, as it violated Section 25(M) of the Industrial Disputes Act, 1947 which makes it mandatory for a factory management to seek requisite permission from the government before announcing a lay-off. The management had not sought any such permission from the Karnataka state government.

Nearly 600 of the over 1300 workers held out for 50 days until continued uncertainty and the increase in compensation offered by the company pushed most to resign; 23 workers chose to be transferred to another unit in Mysuru. Travelling every day to the factory, bearing the expenses of this transportation, these women continued to protest while withstanding the stress of watching groups of their co-workers give in to force and resign.

#### Timeline of events

<b>Date</b>	<b>Timeline of events</b>
May 30 2020	A worker informs GATWU union leaders Padma D. and Naveen Kumar that plant machinery is being shifted out from the factory premises at around 10.30 p.m. Naveen Kumar visits the factory and confirms this fact.
May 31	Around 300 workers assemble on a Sunday to protest management's actions. The district police arrives and asks workers to leave since mass gatherings were prohibited in view of the pandemic. Upon hearing workers' apprehensions, the Deputy Superintendent of Police (DySP) and Tehsildar assure them that no

	machinery will be allowed to be shifted out.
June 1	<p>The President of GATWU R. Prathibha sends a complaint to the Deputy Labour Commissioner-2 (DLC-2) stating that within the garment industry, the shifting of machinery is an indication that the factory management intends to shut down its operations. She cites Section 9A violation of the Industrial Disputes Act, 1947 which forbids factory managements to effect changes in service conditions of workers without due notice. Such a notice should explain the nature of changes proposed to be effected.</p> <p>GATWU sends an email to the National Monitoring Committee (NMC)<sup>29</sup>and initiates contact with Hennes and Mauritz (H&amp;M), the major transnational corporation, for which the factory manufactured garments for atleast ten months every year.</p> <p>GATWU sends an email to Gokaldas Exports regarding unwarranted developments in the company.</p>
June 2	Management begins to move out production material such as fabric.
June 3	<p>The production department at ECC-2 unit was fully emptied out.</p> <p>Gokaldas Exports responds to GATWU's email and proposes a meeting after June 6.</p>
June 4	<p>Material from finishing department, storeroom and other parts of the factory were packed up.</p> <p>GATWU sends an email asking for an early meeting, that status-quo be maintained at ECC-2 unit and draws attention to shifting of production material and dismissal of supervisory staff. The union argues that this demonstrates a clear intention from the company that they want to shut down the unit. Gokaldas Exports proposes a meeting on June 6.</p>
June 5	<p>GATWU sends another complaint pointing to the shifting of production material and asks for registering a complaint under the Industrial Disputes, 1947.</p> <p>GATWU sends letters drawing attention to the intended closure of ECC-2 unit to Mandya's Deputy Commissioner (DC), Superintendent of Police (SP), DySP, Srirangapatna and Tehsildar, Srirangapatna.</p> <p>GATWU also distributes pamphlets asking workers to protest the closure, since it is a violation of Section 25(M) of the Industrial Disputes Act, 1947.<sup>16</sup></p>

<sup>29</sup> NMC is a dispute resolution mechanism established under the Global Framework Agreement (GFA) that H&M had entered into with IndustriALL, a global trade union.

<p>June 6</p>	<p>The factory announces lay-off at 5.37 p.m., seven minutes after the workers had finished their shift for the day and were on their way out.</p> <p>All workers, numbering about 1300, sat down in protest immediately in the factory premises. The DySP and tehsildar met the workers and asked them to disperse since gatherings were not allowed due to the pandemic. They assured workers that the gates of the factory will remain open when they return on Monday. The workers left the factory at 8.30 p.m.</p> <p>GATWU leaders R. Prathibha, K.R. Jayaram, Sunanda, and Poornima meet with representatives of Gokaldas Exports in Bengaluru. Management representatives agree that they intend to close the factory. GATWU strongly protests the closure.</p>
<p>June 8</p>	<p>All workers start sit-in protest at 9 a.m.</p> <p>GATWU approaches the local elected representative MLA Ravindra Srikantaiah to support the workers. He visits the factory at 11 a.m. to speak to workers. He calls for a meeting with Gokaldas Exports representatives and officials of the labour department. Only local staff of ECC-2 unit come for the meeting; top executives from the company stay away.</p> <p>Ravindra Srikantaiah then discusses the lay-off with the state's Principal Labour Secretary who confirms to him that the lay-off was illegal. He also speaks to the Labour Minister Shivaram Hebbar who assures that he will look into the matter. Officials of the local administration, the Assistant Labour Commissioner (ALC) and the labour officer arrive at the factory after being called by Ravindra Srikantaiah.</p> <p>The ALC was instructed by DLC-2 to take a complaint from the union, immediately process the complaint, convert it into an industrial dispute and serve the notice to Gokaldas Exports on the same evening. This was a remarkable achievement since this process of converting a complaint to industrial dispute normally takes between 5-10 days. In this case, it was completed within a matter of few hours.</p> <p>Over 1300 workers stay in the factory through the night. The factory management refuses to provide lighting in the area. Workers were provided food by GATWU that night.</p>
<p>June 9</p>	<p>Conciliation proceedings begin in the office of the ALC in Mysuru city. Gokaldas Exports sends representatives from the production department and not from their Human Resources department. They ask for six days' time to respond to the notice. The conciliation officer refuses to grant this extension and instead gives time till the next day, i.e. June 10.</p>

	<p>Member of Parliament from Mandya, Ms Sumalatha visits the ECC-2 unit and meets with workers and management.</p> <p>Gokaldas Exports files an injunction suit in the Judicial Magistrate First Class (JMFC) court in Srirangapatna against GATWU union leaders Padma and Naveen.</p>
June 10	<p>Second conciliation meeting with DLC-2 takes place in Bengaluru.</p> <p>Labour Minister Shivaram Hebbar visits the factory and assures workers that he will reopen the factory.</p> <p>A few workers complain to GATWU that their resignations were forcibly taken on June 8 and 9; GATWU forcefully questions the unit management and the latter assure that the resignation letters of these workers will be returned.</p>
June 11	<p>On suspicion that Gokaldas Exports might resort to legal strategies to stop the protests, GATWU searches for any matters in the courts regarding ECC-2 unit. They find out about the petition for injunction order filed by Gokaldas Exports on June 9. GATWU immediately files a vakalat (plea) in the JMFC court in Srirangapatna and seeks time to respond.</p>
June 12-14	<p>Sit-in protest enters week 2.</p>
June 15	<p>Meeting with Mandya DC, representatives of GATWU, and Gokaldas Exports. The DC tries to convince the management to continue operating the factory and offers any form of help in terms of subsidies and waivers until the company tides over the supposed economic crisis.</p>
June 17	<p>Conciliation meeting in Bengaluru headed by Labour Commissioner in which the DLC-2 and ALC also participate. Such meetings take place only in cases with high visibility that the state wishes to resolve urgently.</p> <p>GATWU files an application seeking permission to prosecute the management for its illegal lay-off.</p> <p>Gokaldas Exports sends email to GATWU asking for a meeting with the union and the brand H&amp;M on June 18.</p>
June 19	<p>Meeting at the office of Gokaldas Exports with the company management, brand representatives from H&amp;M and GATWU in Bengaluru. Gokaldas Exports refuses to accept that its action of announcing a lay-off at ECC-2 unit was illegal. H&amp;M maintains that it is only a facilitator in the meeting and asks GATWU to continue bilateral discussions. GATWU refuses and asks for H&amp;M to be an active participant in the talks.</p>
June 21	<p>Conciliation meeting takes place at the office of the DLC-2 in Bengaluru. The conciliation officer suggests that Gokaldas Exports and GATWU try to resolve the</p>

	dispute bilaterally.
June 23	Gokaldas Exports proposes a revised compensation scheme to the conciliation officer. Proposes to pay 15 days' wages for every year worked, full wages from May 25 to June 6 and lay off wages from June 7 to June 23, bonus, leave encashment and gratuity where applicable.
June 24	GATWU conducts a General Body Meeting and passes resolution stating that Gokaldas Exports must pay full wages for the lockdown period and reopen the factory. Communicates the decision to the conciliation officer.
July 4	Factory representatives are caught on video urging workers to resign, spreading lies about the possibility of a prolonged court case if they continue to protest.
July 8	First NMC meeting with representatives from Gokaldas Exports, H&M, GATWU, national federation NTUI (to which GATWU is affiliated), and global union federation IndustriAll with whom H&M had signed a Global Framework Agreement(GFA) in 2017 <sup>30</sup> . The issue of paying workers' wages for the month is brought up.  Protest enters one month.
July 9	Factory representatives are again caught on video travelling to villages to force workers to resign.
July 10	Workers receive lay-off wages.
July 14-22	Bengaluru city is under lockdown. Cases of COVID-19 begin to rise in Srirangapatna, which until then had remained free of any reported cases. Workers' anxieties about the uncertain situation increase manifold as they begin to wonder if another nation-wide lockdown might be imposed.  Numbers of workers succumbing to pressure and resigning rise and by the end of the lockdown in Bengaluru, nearly 800 workers had resigned.
July 22	MLA Ravindra Srikantaiah calls for a meeting with Gokaldas Exports and asks their representative to see if the unit can be reopened.
July 24	Gokaldas Exports proposes a new compensation package for workers who want to resign, and transfer to their Mysuru unit—Carnival Clothing Company-1 (CCC-1)—for those who want to continue to work.
July 27	Workers refuse the option of approaching the courts regarding the illegality of the lay-off.  Of the 541 workers who were protesting, 518 workers resigned after agreeing to the settlement and 23 workers sought transfer to CCC-1 at Mysore.

<sup>30</sup> For more information, see <https://hmgroupp.com/nyheter/hm-global-framework-agreement-2/>



	Sit-in protest ends after 50 days.
July 28	Gokaldas Exports withdraw the petition for injunction at the JMFC court.
August 6	Second NMC meeting with representatives from Gokaldas Exports, H&M, NTUI, IndustriALL. Gokaldas Exports points to the resignations of most workers and the transfers of the rest to claim that the dispute has ended satisfactorily.
August 12	Third NMC meeting with representatives from Gokaldas Exports, H&M, NTUI, IndustriAll, and GATWU. Discussion on GFA takes place.
August 22	At the conciliation meeting, the conciliation officer suggests that GATWU and Gokaldas Exports sign a joint memo agreeing to the terms of the agreement. GATWU refuses.
August 24	Conciliation meeting takes place. Conciliation officer is of the view that the proceedings be brought to a close since workers have resigned or transferred.

### Case Details

#### *About ECC-2, H&M and GATWU*

The ECC-2 unit of Gokaldas Exports was established in the year 2010. It drew workers from surrounding villages in Mandya district, growing over time to become a lifeline for its employees and their families. At the time of the closure, the unit produced only for the H&M brand and employed around 1300 workers. It was one of 21 factories of Gokaldas Exports, leading firm in the garment export industry. It was the only unionised factory among the company's factories, and workers were represented by GATWU.

The brand had certified four of Gokaldas Exports' factories as eligible for production of its apparel. Apart from ECC-2, production for H&M by Gokaldas Exports is undertaken at factories in Tiptur, Mysuru and Bengaluru. Tiptur is a single-brand factory like ECC-2. However, it does not have a union.

As with other transnational apparel corporations, H&M has also voluntarily committed to implementing labour rules and standards set by the International Labour Organisation (ILO) across its supply chain. In pursuance of its commitment, H&M is signatory to the Action, Collaboration, Transformation (ACT) agreement<sup>31</sup> which aims to 'transform the garment, textile and footwear industry and achieve living wages for workers through collective bargaining at industry level linked to purchasing practices.' This resulted in a Global Framework Agreement (GFA) signed between H&M and IndustriALL, in which the global brand committed to 'actively' using 'all its possible leverage to ensure that its direct suppliers and their subcontractors producing merchandise/ready made goods sold throughout H&M's retail operations respect human and trade union rights in its workplace.'

<sup>31</sup> For more information, see <https://actonlivingwages.com/>

In this agreement, H&M has committed itself and its supplier factories to the implementation of international labour standards around:

- freedom of association and collective bargaining, i.e. workers' right to join or form a trade union;
- protecting workers against discrimination on the basis of any social location;
- forbidding dehumanising forms of labour such as child labour, bonded, forced, prison and illegal labour;
- ensuring permanent forms of employment rather than labour-only subcontracting or apprenticeship;
- fair living wages and benefits that meet basic needs of employees and provides discretionary income;
- regulating working hours and providing for mandatory weekly rest days;
- occupational safety and health standards.

GATWU began unionising workers in 2014 and slowly grew in strength to a having membership of around 900 in a factory with 1300 workers (approximately 69% membership). At the factory level, it took up issues such as payment of overtime wages, instances of unfair dismissals and humiliating treatment meted out to workers. At the industry level, the union mobilised workers from the factory for protests regarding increase in minimum wages for garment workers and on other issues regarding worker rights.

#### *How the events unfolded*

When Gokaldas Exports started its operations in Srirangapatna, it relied to some extent on word-of-mouth communications to hire workers. It also distributed pamphlets in the town and in villages calling for women workers to join its workforce, recalled Padma, worker-leader from GATWU in an interview. As hordes of women from villages around Srirangapatna joined the factory over the years, the number of workers had at one point swelled to 1700. Even until as recently as March 2020, the company had instructed its housekeeping staff to fan out into villages to ask women to enrol into the factory. Even at the time of the lay-off, the factory had production material such as fabric that could last another six months, Padma, vice-president of the Union claimed. Given these factors, workers believed that the factory had not been too adversely impacted by the COVID-19-induced lockdown. They even accepted the partial salaries that the company gave them for the period of the lockdown, although they were entitled to full payments.

When Gokaldas Exports announced the lay-off, workers volunteered to sacrifice their wages. Pavithra, a worker, said that, 'We even told them not to pay our salaries for three months. We told them we will manage somehow but they should save our factory for us'. Gokaldas Exports refused to budge, and repeatedly stated that the pandemic-induced losses such as reduction in orders had made running the factory unviable. H&M, the global apparel brand which is the primary buyer from the unit has claimed that its orders with Gokaldas are at 'the same level as in the same

period last year.’ In a meeting with local government officials and worker representatives, the Gokaldas management is said to have claimed that the land rent was too high and the company could not afford it. Workers reported that district officials and elected government representatives offered any help needed to keep the factory going; even the landowner had offered to collect lesser rent, if necessary. However, their requests to keep the factory going fell on deaf ears.

Instead, Gokaldas Exports went about actively courting resignations from workers after announcing lay-offs. Resignations are by default considered voluntary and managements do not have to go through the legal processes of getting permission from the state labour department, offering a notice period to workers and providing closure compensation. ‘Factories in the garment industry always want to shut down operations wherever it doesn’t work out for them...When a factory is started they have to get registered under the Factories Act and it doesn’t become easy to just shut shop and leave. So what they do is...to start rumours through supervisors that the factory will shut down...Workers get afraid. They think “Oh we won’t get even what is due to us, so we should just resign.” And they all begin to resign one by one; then it becomes easy for them to close the factory,’ says R. Prathibha, president of GATWU.

In the case of this illegal lay-off at its ECC-2 unit, protesting workers have reported that the management deployed supervisors who were offered as much as Rs.400 for every worker resignation they managed to get. As soon as the lay-off was announced, supervisors fanned out to villages of workers in their departments, put pressure on them and their spouses and managed to get resignations, sometimes as late as 12 in the night. ‘Supervisors are the ones who are in contact with workers every day. They know which village the worker comes from, what her financial and family circumstances are...If the supervisor knows she gets scared of her husband, he will call her husband; if he knows she has too many financial problems, he will lure her with money. Supervisors know the worker’s weak point and will know exactly how to apply pressure,’ explained Prathibha.

One such pressure point that supervisors deployed with women workers was the patriarchal control families exert on them. ‘In some cases, supervisors have taunted the husbands or sons of the women asking why they are letting their women go out into public, sit and protest and if they had no shame in letting their women protest,’ Pavithra said. Yet another protesting worker Geeta told us that a few women workers who resisted these pressures were cowed into submission by their husbands who beat them into resigning. Auto-drivers who ferried women between their villages and the factory were also reportedly deployed to apply pressure on women to resign. Village elders were reportedly used as another pressure point to get women to resign. ‘If some women in a village had refused to resign and was joining in the protest at the factory, they were subject to taunts by those in the village. “See, she thinks she can get the factory to open. Look at her go” —such kinds of comments were directed at the women,’ Prathibha said.

In most cases, supervisors drew on the ignorance of workers and their families about labour laws, the fear that their hard-earned money will also be lost and the anxiety that they should cut their losses and exit with as much as they can. In this, misinformation was a key tactic deployed by the management. Workers reported that their colleagues who had resigned were told that the factory would certainly not be opened, and if they did not give in their resignations immediately, they would lose whatever compensation they were getting now. Supervisors reportedly told workers that when the factory completely closed down, there would be no Human Resources (HR) department and workers would have no place to tender their resignations. 'Will you travel to Bengaluru to give your resignations and get your compensation?' they asked the workers. Unaware of the company's legal obligations to them, workers panicked and gave in their resignations. 'After resigning, many workers have told us that they actually need their jobs and have been asking us if they can take back their resignations,' Manasa, an executive committee member of the union, told us in an interview.

To prevent workers from protesting, management even filed a petition in the local court seeking an injunction on the protest gathering taking place inside the factory premises. In its plea, the company argued that protestors were not following social distancing norms and hence posed a threat both to workers and the general public. It also claimed that it had a fundamental right to declare a lay-off since COVID-19 was a 'natural calamity' against which the company had been helpless. It tried to prevent workers from staging a protest at the factory premises by seeking an injunction order from a local court. In its petition, the management accused worker leaders Padma and Naveen of creating a 'fear psychosis' among managerial and supervisory staff and of instigating nearly 1000 workers. These, and other arguments, were challenged by GATWU in its response to the court. Gokaldas Exports' actions are an instructive example in understanding how companies are using the COVID-19 induced economic distress to justify illegal actions such as lay-off and attempt to use the judiciary to thwart workers' right to protest.

In any case, as the protests continued to hold strong, weeks after the announcement of the lay-off, the management intensified its efforts to break the strike. Where workers confronted them with the union's assertions that the factory would reopen, supervisors changed tactics to reassurance. 'They told them that if the factory reopened, the supervisors themselves would be there to hire them back. They told workers to trust them that they would get their jobs back,' Pavithra told us. Yet another tactic was to trick workers into believing they would get jobs in other factories. Poornima, a worker narrated how some of her colleagues had resigned because they were led to believe by factory managements elsewhere (small units around Mandya and the Shahi factory in Maddur) that jobs were on offer in these factories. Believing this, some workers tendered resignations at ECC-2 unit—after all these factories had taken down their details and asked them to come by on July 5 to possibly join in. Claiming that this had been orchestrated by the ECC-2 unit management, Poornima said, 'This was an attempt by the management to break our strike. When these workers who had resigned went there on July 5, they were sent away and told that if there were openings, then the factory itself would call them.'

Workers also reported instances where it was apparent that Gokaldas Exports had intensified their strategy of fear-mongering and attempts to bring the union to disrepute. A few weeks into the protest, news began to circulate among workers that the ECC-2 unit's management had told other factories that the reason they were shutting down was because of the union. 'We know it's because we have an active and strong union that the company wants to shut us down,' 26-year old Manasa said in an interview with us. 'They have told other factory managements that we go on strikes frequently and that they should not hire us,' she claimed. Poornima also claimed similarly and said, 'We have networks with workers in other factories in Mysore, Belavadi, and Shetterhalli who have told us that the ECC-2 unit management has shared our Aadhar details with other factory managements so that we cannot even apply there.'

The management also amplified its misinformation campaign. Sample, for instance, this address by a management representative to workers on 30 June 2020 ostensibly giving an 'update' on the conciliation proceedings that had been initiated by the state labour department.

...the labour department has postponed the case to July 10. Labour Commissioner has given a suggestion to the management and union. Union and management should sit and talk to each other, settle, and close the issue. This is the suggestion he has given. This is the first point. The second point is that this July 10 if the state conciliation does not go well, then it will go to arbitration, to the labour court. If it goes to labour court, we don't know how long this case will go on. In this interim period, if workers join elsewhere for work, they will not get settlement. This is the second point. The third point is that Corona is spreading rapidly. Bengaluru may be locked down... They will probably put Bengaluru under lockdown again. Even the Prime Minister is addressing the nation today at 4 pm. So, we requested the management, this is corona period, if the case is in the court, it will keep going on. Because of our request, from tomorrow the company is setting up help desks...Whoever tenders their resignation at the help desk will get their settlement immediately. So, from tomorrow, for the next three days, from 11 am, the management will set up help desks...whoever resigns will get settlement on the spot.

The management representative here sought to use the contingent uncertainties generated by the pandemic—possibilities of unexpected lockdowns and rapid spread of the virus—to get workers to resign. He was also playing up the anxieties of workers that the protests could turn out to be a long-drawn one if the case landed with the judiciary. For workers who survived on the immediacy of loans and wages, waiting for years for the issue to be resolved was not an option they could afford. Infact, during the course of the protest, the most common anxiety the union had to address was whether the matter would end up in the court. 'The experience with courts for most workers comes from anecdotes they may have heard about property disputes which take years to resolve in courts. They fear this is what may happen here as well and their money will be tied up,' explained Prathibha. It was this fear that the management representative was playing upon when he said that workers could lose their settlement if they did take up work elsewhere during the pendency of the case. In later weeks, management tactics further built on this fear of courts. In another instance where management representatives travelled to a village courting resignations,

they spoke of instances where unions had supposedly failed workers when the matter ended up in court.

It is evident then that Gokaldas Exports used a combination of pressures: contingent stresses such as the pandemic, conservative/patriarchal factors such as men's control over the women in their family, systemic issues such as court delays. The goal was to leave workers with a sense of helplessness and lack of control over their futures so that resignation packages would seem the only way they could at least cut their losses and pay off some debts.

Worker leaders such as Padma and Naveen had started Whatsapp groups to keep the workers connected to the protests, even as gathering everyday at the factory premises became increasingly untenable for workers. Workers alleged that the ECC-2 unit management had managed to bribe some of the auto-drivers who had previously ferried the workers to not bring them from their villages to the factory. As days turned to weeks, it also became financially impossible for women to keep spending on transport. The detection of COVID-19 cases in the district also restricted movement. The Whatsapp group then transformed into a virtual newsroom where worker leaders posted information and news on developments regarding the protests. 'Padma and Naveen sent messages every day on the group asking them to not give in their resignation.

As GATWU took the matter to international arbitrators such as IndustriALL and drew H&M into the negotiations, shows of solidarity began to appear from workers and unions across the world. Images and videos of these forms of support were shared with workers through the Whatsapp group as well. Workers leaders such as Padma, Naveen, and Mahadevamma also took to following management representatives to villages and confronting them regarding their illegal actions and also filing complaints at police stations. Videos of these confrontations and images of the complaints were circulated on the Whatsapp group to sustain solidarities. In these videos, management representatives pushed to a corner after having been found seeking resignations, insist that they are here only to tell workers that the factory will not reopen and if they want to resign, they should do so at the factory.

#### *Institutional Support and Abdications*

A couple of days after the lay-off was announced, workers gathered in large numbers on a call by the union. As news of the protest spread, elected representatives and local leaders began to arrive at the protest. The Member of Legislative Assembly (MLA) of the constituency Ravindra Srikantiah remained steadfast in his support, even providing lunch daily to workers protesting in the factory premises. His intervention and support to the union also resulted in bringing the issue of the illegal lay-off to the notice of senior bureaucrats and ministers in the Karnataka State Government. The district administration and police also did not intervene to ban physical protests, giving the workers a chance to maintain visible pressure on ground. Such forms of political support

encouraged women workers to even personally appeal to the Deputy Chief Minister when he was on a visit to the district.

The range of collective bargaining measures undertaken by the workers and their union are notable for two reasons: the closure of other garment factories, especially in the time of the pandemic, has mostly gone by unnoticed in media and government and these measures attained significant visibility in both realms; and because protests against closure have been even rarer in this time of the pandemic. Especially remarkable has been the manner in which the women workers took their protests to the Deputy Chief Minister—given the social distance between rural women workers and a Deputy Chief Minister in a deeply hierarchical electoral polity has always been so vast and unbridgeable (except perhaps in the time of elections).

With political channels activated, the bureaucracy was also pushed into acting on the complaint raised by GATWU. The labour department initiated conciliation proceedings based on the first complaint raised by union president Prathibha on the shifting of the plant machinery. But given that ground realities had changed after a lay-off was announced, the conciliation proceedings revolved around this matter of the lay-off. It should not have. Even the labour department officials conceded that this was illegal. By law, the labour department should have acted upon the complaint filed by GATWU on the matter of the illegal lay-off announcement and initiate measures to prosecute the company. 'The labour department has no discretionary powers in the matter of who it will decide to prosecute. The law is clear on this. The announcement of the lay-off is a clear and direct violation of the Industrial Disputes Act. Until the time that the department gives the factory permission to lay-off, the worker is entitled to full wages,' Maitreyi Krishnan, lawyer for GATWU explained. Even after the layoff has been legally announced, workers are entitled to wages till they are retrenched, she added.

Given these incontrovertible facts, the labour department should have passed an order asking Gokaldas Exports to pay full wages to the workers. Instead, workers received only half a month's wages for June. It should have taken the complaint by GATWU and proceeded to prosecute the company. 'The labour department took the matter into conciliation...On the one hand, the officials involved said that no conciliation is possible on the matter of an illegal action (lay-off). They also say that the proceedings are being undertaken in good faith. Sometimes they say, the matter of prosecution is a different matter and conciliation is a different matter,' Prathibha said. With workers insisting that the matter not be taken to the courts, GATWU also held back on pushing for prosecuting the company.

The labour department's inconsistent and partisan behaviour in favour of the company gave the company the time and space to solicit more resignations, preying on the fear and anxieties of the women workers. 'For a tripartite mechanism (state-worker-employer conciliation mechanism) to work, we should have an active state that implements labour laws. For instance, the state should ensure provision of full wages, should have laws that allow for unions to be recognised so that

collective bargaining can take place,' said Maitreyi. The problem often is, she added, that the state is unwilling to prosecute companies violating the laws.

The laxity of labour departments in holding companies accountable to labour laws has meant that unions in the garment industry have little to no traction with domestic factories. Workers have a right to not be dismissed at will and the Industrial Disputes Act, 1947 protects them against such punishment dismissals by mandating companies to seek permission before dismissing a worker. This continues to be blatantly flouted. Minimum wages continue to be the norm in export-oriented garment factories, although, as Maitreyi explained, these wages were only meant to protect those workers in unorganised sector who do not have any bargaining power. In the ECC-2 unit in Srirangapatna, Pavithra told us, her salary rose every year (possibly due to changes in variable dearness allowance) by a mere Rs.10-15. A worker's experience and duration of work with the company did not positively impact wages. Women worked at unchanged wage levels for a number of years at the factory.

'Today the labour department's job is to a) finding on paper that you got minimum wages, PF, ESI; b) and then when there is closure, you got your legal dues. Whether the closure was legitimate or illegitimate, whether the procedure of Chapter V(b) (of Industrial Disputes Act, 1947) was followed, none of that is on the table,' said Gautam Mody, General Secretary of NTUI, in an interview.

As the conciliation proceedings drew on at the labour department, GATWU took the matter to the NMC, a dispute resolution mechanism established under the Global Framework Agreement (GFA) that H&M had entered into with IndustriALL, a global trade union. For the first time since the agreement was signed between IndustriALL and H&M, this mechanism was activated to bring pressure on the latter to protect worker jobs in the ECC-2 unit at Srirangapatna. Besides, H&M had begun to face pressure from other unions in places such as Sweden to act in support of the workers. In response to a letter from a trade union associated with H&M's retail outlet in Sweden, the brand claimed that orders to Gokaldas Exports were at the same level as the previous year and that the reason for the dispute was due to a difference in interpretation by the supplier and the trade union. It promised to facilitate meetings between the union and the company and to find a 'common industry solution' to the crisis generated by the COVID-19 pandemic.

While Gokaldas Exports refused to attend the NMC meetings initially, it came to the table a month later. In these meetings however, H&M claimed that it was only a 'facilitator', which it had no control over which unit Gokaldas Exports assigned H&M's orders to; and that its power was limited only to certifying the company's units as eligible for producing its orders and nothing more, Prathibha reported. 'H&M's stand can be understood as a reasonable stance so long as business is within the law. The question is when a supplier violates the law, and violates it with such openness, and then violates the law in terms of shutting the plant down...This is where the question is—what was H&M doing? (It) was informed of the event by IndustriALL as soon as it



arose... It took them nearly a month to call a meeting of the so called NMC,' said Mody. The first meeting was called on July 8, a month after protests began, and the second meeting was called another month later on August 8, after the sit-in protests had concluded.

In these meetings, Gokaldas Exports did not accept that it had violated the law or that it was bound by the GFA that H&M had signed with IndustriALL. H&M made no efforts to call out Gokaldas Exports for the latter's refusal, although the brand was bound by the GFA to inform any supplier it enters into a business partnership with about the agreement. The meetings ended without resolution since H&M refused to use its relationship with Gokaldas Exports to 'protect human and trade union rights' and Gokaldas Exports refused to commit to resolving the matter with the union.

The Global Union IndustriALL has condemned Gokaldas Exports for what it calls as 'union-busting', stating that its 'behaviour violates international labour standards' and has stated that it would be contacting other brands such as C&A, Marks and Spencer, Gap, Adidas, Bestseller who source from Gokaldas Exports' factories. It also initiated a social media campaign, supporting GATWU against the company. While IndustriALL placed the blame squarely on Gokaldas Exports, NTUI and GATWU have pointed to the ways in which the lay-off was a violation of H&M's commitments in the GFA. In their report at the end of a month of protests, NTUI pointed out the series of violations by Gokaldas Exports which H&M could have confronted the former about but did not. These ranged from penalising workers for freedom of association, violating existing labour laws and not paying in full during the lockdown (see Figure 10). 'Apart from Gokaldas' impunity, it is H&M that has absolutely failed to stand up to its own responsibilities...Nobody forced it into its voluntary code of conduct, nobody forced it into signing its GFA with IndustriALL. It is the utter failure of the 22-billion euro firm. They must take responsibility too,' said Mody.

H&M's violations of its own public commitments to protecting workers' freedom of association and ensuring compliance with national and international labour standards in its supplier factories has however become the typical response of international brands to assault on labour rights in countries in south and south-east Asia. Studying nine cases of union busting and unfair dismissals in south and south-east Asia, the Business and Human Rights Resource Centre (BHRRC) found that brands' responses to these events and practices had been unsatisfactory. Brands either chose to not engage at all despite mass dismissals or their limited engagement had not been wholly unsatisfactory to worker unions.

Given the unalterable reality of the supply chain model, garment factory unions have tried to work with and make use of the supply chain to foreground worker interests. Unions have sometimes been successful in holding export-oriented factories accountable by taking violations by the latter to buyer brands, who have often committed themselves to protecting worker rights throughout their supply chain. In this case too, GATWU attempted to do that and invoked the regulatory structure of the GFA that H&M had voluntarily submitted to with IndustriALL. However, H&M's

decisions to characterise the dispute as based on ‘different interpretations’ of labour laws by the union and Gokaldas Exports demonstrate the ease with which brands can shirk responsibility and not be held accountable. Where, for instance, is H&M’s own interpretation of the actions of Gokaldas Exports—in laying off workers at the time of the pandemic, pressurising workers into resigning, shutting down the only unionised factory? Where is H&M’s own interpretations of the national labour laws that clearly do not allow for lay-offs without prior permission or of international labour standards that allow freedom for association?

Such behaviour by an international brand shows up the inadequacy of the voluntary regulatory structure that a transnational corporation submits to as part of its public image-building exercise. In its report on multi-stakeholder initiatives—such as those by IndustriALL which resulted in a GFA with H&M—MSI Integrity, a non-profit initiative studying the impact of multi-stakeholder initiatives on human rights<sup>32</sup>, has argued that this form of global governance had ‘failed’. It argues, ‘MSIs [multi stakeholder initiatives] are not effective tools for holding corporations accountable for abuses, protecting rights holders against human rights violations, or providing survivors and victims with access to remedy.’ This assessment is borne out in the case of the protesting workers of the ECC-2 unit who have been failed again, this time by global forms of governance.

On 5 August, weeks after most workers had resigned, H&M responded to the BHRRC report on unfair dismissals in which it was held accountable for Gokaldas Exports’ lapses.<sup>97</sup> It stated that it will be withdrawing from its business relationship with Gokaldas Exports by gradually reducing its orders over a period of 18 months. This decision would be re-evaluated only if ‘convincing signs and actions of remediation’ from Gokaldas Exports’ became visible over the next few months.

### *The resolution*

By the end of July, protesting workers had begun to tire, their ability to hold out dwindling as expenses, anxieties and uncertainties mounted. Gokaldas Exports held onto its stance that it would not reopen the factory, its illegalities remained unquestioned by the labour department, and its union-busting measures did not provoke any pro-worker response by H&M, which was content to call itself as ‘facilitator’. Workers were clear they did not want the matter to land up in court, afraid that the long-winding processes of Indian judicial system would rob them of the compensation package in the immediate term. Their two-month long protest yielded some success when the company announced a better compensation package than the one offered to workers who had resigned earlier.

<b>Compensation package</b>	<b>From the day On July 27 layoff was announced</b>
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<sup>32</sup><https://www.msi-integrity.org/>

Compensation (applicable for workers with more than 240 days of continuous Tenure)	for 15 days wages for every year worked	One month's wages for every year worked
One-time compensation	No	Yes. Rs. 4000 per worker
One month's wages as notice period	No	Yes
Monthly and lay-off wages	No	Full wages from 25 May to 6 June; Lay-off wages from 7 June to 25 July
Gratuity (for workers with more than five years of experience)	Yes	Yes
Annual Bonus (applicable for workers with more than 240 days of continuous Tenure)	Yes	Yes
Leave encashment (applicable for workers with more than 240 days of continuous tenure)	Yes	Yes

As the table above shows, the compensation package offered to workers who had protested through the period of about 50 days is far better than the one that workers who resigned earlier got. Depending on the number of years of continuous tenure, workers received two to four times more than what they would have received had they resigned through the course of the protest. Following are some specific instances of the increased compensation:

1. A worker with 10 years' service received a settlement amount of Rs. 1,76,358. If she had resigned earlier, she would have only received Rs. 72,727, which includes only her statutory benefits.
2. A worker with 5 years' service received a settlement amount of Rs. 1,05,200. If she had resigned earlier, she would have only received Rs.46,856, which includes only her statutory benefits.
3. A worker with 1 year of service received a settlement amount of Rs. 35,181. If she had resigned earlier, she would have only received Rs.13,577, which includes only her statutory benefits.

4. A worker with 6 months' service received a settlement amount of Rs. 19,509. If she had resigned earlier, she would have only received Rs.6,452, which includes only her statutory benefits.

It is important to mention here that most workers would have received compensation similar to workers in examples 1, 2 and 3. Out of 1329 workers, 432 workers had a continuous tenure of above five years and 767 workers had a continuous tenure between one and five years. Only 130 workers had a continuous tenure of less than one year.

About five hundred workers accepted this new package; 23 workers opted for a transfer to the Carnival Clothing Company unit of Gokaldas Exports in Mysuru. GATWU continues to hold H&M responsible in international dispute resolution for a and is seeking the reopening of the factory.

Although workers' demand that the factory be reopened was not met, the compensation package offered to workers at the end of the protest represents a major victory. In an industry where factory managements continue to force workers into resigning when they want to shut down their units, the strength and resolve of the union-led resistance at the ECC-2 factory was arguably the sole reason for workers to receive an enhanced compensation package, especially in the time of a pandemic. Another remarkable outcome of the protest was that Gokaldas Exports offered transport services to workers who opted for a transfer to their unit in Mysuru; most workers who did take the transfer were core members of GATWU, thus allowing for the union to continue its work among garment workers in the region. Despite the loss of jobs and its attendant insecurities, the sustained protests at ECC-2 factory is a fine example of the strength and commitment that a unionised workforce and union can achieve for workers in the face of illegal and arbitrary action by management.

For further information about the issue please refer to the report 'Laid off during the Pandemic'<sup>33</sup>

#### List of Documents

Sl no	Documents	Date
1.	Notice of Lay-off by management	06.06.2020
2.	Complaint to DLC by GATWU	08.06.2020
3.	Conciliation notice by DLC	08.06.2020
4.	Letter by Gokaldas to DLC	09.06.2020
5.	Letter by Gokaldas to DLC	10.06.2020
6.	Settlement proposal by Management to DL	23.06.2020
7.	Letter by GATWU to DLC	24.06.2020
8.	Letter by Gokaldas to DLC	31.07.2020

<sup>33</sup> [http://altlawforum.org/wp-content/uploads/2020/12/Laid-off-during-the-Pandemic\\_ALF\\_22.12.2020.pdf](http://altlawforum.org/wp-content/uploads/2020/12/Laid-off-during-the-Pandemic_ALF_22.12.2020.pdf)

## 14. Scotts Garments Ltd. - Illegal Closure

### Status of the case:

#### Background

Illegal closure of garment manufacturing unit where the matter reached the National Company Law Tribunal (NCLT)

#### Case Summary

This factory was owned by the former Member of Legislative Council of Kolar, Nazir Ahmed. He also owned other garment manufacturing units in Bengaluru and in 2018 started shutting down many of them. He also suddenly shut down his main unit without any notice to the workers, despite the fact that there were 850 workers employed in the unit at the time of closure. The workers approached Karnataka Rakshana Vedike<sup>34</sup> and the municipal corporator for support. However, they were corrupt and colluded with the company which would negotiate for a 3 month settlement where the worker would receive only a part of it while they would pocket the rest. After several attempts of getting a closure settlement by approaching even the police and failing, the workers reached out to GLU. The workers protested in front of the labour department and also raised a dispute. At the same time the Union also approached some political leaders from the Congress Party like Mr Siddharamaiah and Mr Gundu Rao. However, since the matter was one of bankruptcy, the matter had been referred to the National Company Law Tribunal (NCLT). At the NCLT the lawyer for the workers argued that the first obligation in the process of recovery was towards the workers and that they should be the first to get their dues. The NCLT order that the insolvency officer first ensure that provident fund (PF), gratuity, and all other statutory payments are first made to the workers.

The Union the approached the PF office for payment and found that the owner had not deposited the contribution for one year. After protesting in front of the PF office, they were assured that they would receive their PF, which they eventually got. However, the entire process was long drawn. The battle in the NCLT lasted a full year and it took another 6 months of struggle with the authorities for the workers to get their PF. Since the case went on for so long many of the workers had dispersed and the Union could not verify if everyone got their dues.

#### Case assessment

In more than one case we heard about the involvement of the Karnataka Rakshana Vedike and the local area corporator who “came to the rescue of the workers”. Their presence works to the detriment of the Unions since they work with self-interest in mind rather than that of the workers. As in this case the workers often lose precious time and opportunity to get their rights. For example, in this case by the time the workers were able to approach the authorities, the company had already been referred to the NCLT.

<sup>34</sup> It translates to Karnataka Protection Forum - an organization which was formally created to spread awareness the migrants and workers from various parts of India about the language and culture of Karnataka.

Legal Aspects

This is in Violation of Industrial Disputes Act, non-payment of Employment Provident Fund.

List of Documents

Sl no	Documents	Date	Language
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## 15. Shashikar Enterprises - Illegal Closure

### Status of the case:

#### Background

In 2018, Shashikar Enterprises with a workforce of 750 workers illegally closed the manufacturing unit by coercively getting all workers to resign.

#### Case Summary

The owners of the 750 workers unit decided to shut down the unit. In order to scuttle the law which required permission to be taken from the prescribed authority, the management of the company intimidated workers by going to their homes and coercing them to resign. In other cases, mid-level workers like supervisors were sent to convince the workers. These supervisors would assure the workers of employment in other garment manufacturing units with better wages. In other instances rumours were spread that the owners were moving to Mumbai, Delhi or even outside the country and that it was better to collect their dues before that happens. Out of the 750 workers, there were initially about 150 workers who did not resign and approached GLU. Finally about 85 workers did not resign and a complaint was filed with the labour department. The matter was heard before a DLC who took a tough position vis-à-vis the company. A total of 9 conciliation sessions took place but the management did not attend them. Instead they sent a lawyer who was not authorised to take any decisions on behalf of the management and the only submission that he made was that the workers were free to approach any institutions of justice that they wanted but the position of the company would not change. The slightly pro-worker DLC was also transferred out during this period who advised the workers that they should take whatever settlement is offered and then file for recovery. The Union followed his advice and the remaining 85 workers resigned and took the settlement. They subsequently filed for recovery of closure compensation and gratuity. However, the new DLC verbally communicated to the Union that the case was closed since the settlement was done and the workers have not received anything in writing. In the meantime since even this process took 8 – 10 months to resolve, the workers had already started working elsewhere and there was little interest in pursuing the matter.

#### Case Assessment

This is another example where a manufacturing unit catering to the domestic market can get away with violating the law and which is supported by the labour department.

#### Legal Aspects

This is in violation of the Industrial Disputes Act

#### List of Documents

Sl no	Documents	Date	Language
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## 16. Avery Denison India Ltd.: Termination

### Status of the case:

#### Background

The Avery Denison India Pvt. Ltd. is a company that produces tags, labels, stickers and RFID's and supplies it to garments companies. It is a Fortune 500 company. There are about 1200 workers employed here, apart from 310 other workers who are working on contract basis. The company initially directly recruited them and later changed their services on contract basis. Though the nature of job for both the permanent and contract workers is the same, the company has exhibited a biased attitude in terms of payment of salaries and providing facilities to the contract workers. In the year 2017, the contract workers, under the banner of GATWU submitted a complaint to the Negotiating Officer demanding them to be announced as permanent workers. However, the company dismissed a few workers in the year 2018, even as the negotiations were going on. The Union lodged a separate complaint about this. In the month of November 2018, the Company recruited 101 out of the 310, as permanent workers. This was done allegedly in order to divide them. However, it didn't consider their service period. The remaining workers continued their fight and they were even supported by the permanent employees.

But in the year 2020 the Avery Denison India Pvt. Ltd. management declared that the services of all the contract workers have been cancelled giving COVID-19 Pandemic as a reason and forced them for settlement. The workers who were already facing problems due to the COVID lockdown resigned and collected their settlement amount inevitably. But as a few other workers have not resigned, the case is still continuing with the Government Negotiating officer.

#### Timeline

- 28.10.2017 The GATWU submitted a complaint against the Avery Denison India Pvt. Ltd. Company demanding it to regularise the services of contract workers
- 30.10.2017 The Company management submitted an objection to the GATWU complaint
- 16.01.2018 GATWU submitted a restatement against the objection
- 01.02.2018 The first contract company Adeco India Pvt. Ltd. submitted an objection to the GATWU's complaint
- 01.03.2018 The second contractors Sri Udyog Enterprises also submitted an objection.

#### Case details

The Avery Denison India Pvt. Ltd., is a reputed multinational company, which is engaged in producing tags, stickers, RIFT, labels, etc. for various renowned garment manufacturing companies. The company has a factory at the Peenya Industrial Area in Bengaluru. The company employed 1,200 workers. However, as per the allegations made the company had adopted a divide and rule policy and had a biased attitude in providing salaries and facilities to the contract workers.



The Company had recruited all the contract workers directly, but had later shifted them to contract basis. The Company has two contract agencies named Adeco India Pvt. Ltd. and Sri Udyog Enterprises. The 310 contract workers were spread among these two agencies.

Out of the total number of contract workers, while a few of them are working for two years at the time of the dispute, many were working for as long as 12 years. The nature of work of both permanent and contract workers was the same. However, the contract workers were deprived of proper salary and other facilities at par with the permanent workers. In the month of July 2017 the contract workers became union members of GATWU. On 05.12.2017 GATWU submitted a complaint to the Deputy Labour Commissioner demanding that the company regularise the services of contract workers and requested for negotiation. Details of the work done by the contract workers in the company was also enclosed with the complaint.

On 30.12.2017, the company submitted an objection mentioning that it does not have any direct contact with the contract workers and claimed the contract workers were hired under the Contract Labour Act and the contract agency was solely responsible for their services. The company also claimed that it cannot regularise their services. Moreover, it also explained that the contract workers are used only for loading and unloading works.

On 16.01.2018, the GATWU submitted a reply to the objection, stating that the clarification given by the company was completely false. It claimed that the contract workers also used to work on the printing machine, cutting machine, and quality checking works, which forms the major works in the company. The contract workers were also working under the direct supervision of the company officers. Hence, all of them are workers of the company. GATWU also claimed that the company is mentioning them as contract workers in order to avoid providing them the facilities that they rightly deserve.

On 01.02.2018 the first contract agency Adeco India Ltd., submitted an objection, mentioning that it possessed an authorised licence to provide human resources services to the companies, and accordingly it had provided the services of workers to Avery Denison India Pvt. Ltd. It also explained that it, Adeco India, is providing specified salary, PF, ESI, holidays, bonus and gratuity. It also stated that none of the workers are working from a long duration and hence, requested the authority to quash the case considering it as baseless.

On 01.03.2018, the second contract company Sri Udyog Enterprises also submitted an objection. That agency also provided the same statement as above.

In the meantime the Avery Denison management started removing the contract workers from their job one at a time. GATWU submitted a complaint against Avery Denison. By the month of June 2018 Avery Denison had removed 52 contract workers from service. In the meantime it had also

regularised services of a few contract labourers, with an intention of dividing the contract labourers. The Company showed them as having been recruited freshly.

Avery Denison claimed before the Deputy Labour Commissioner that it had already regularised the services of several contract workers and claimed that it was not possible to regularise the services of all the workers. Though the negotiating officer demanded that the company provide him the list of workers whom it had regularised, Avery Denison management failed to submit it. In the settlement meeting held on 18.07.2018 the negotiating officer ordered that as the case is before him both the parties should maintain status quo and also ordered the Avery Denison management not to make any changes in the service duration of the workers. After that the company stopped removing the contract workers from services.

In 2019, Avery Denison recognised GATWU as the union representing workers, but the case continued. In 2020 during COVID-19 the company forcibly took resignation from several workers and transferred the settlement amount to their bank accounts. The workers who were already suffering due to the lockdown were forced to submit their resignation and accept the settlement amount. However, a few of them have not resigned. Hence, this case still is continuing before the negotiating officer in 2021.

#### Case Assessment

The management of Avery Denison has several hundred workers employed under the sham contract system, who are being deprived of benefits, and thus a case was registered to regularise the services of these workers. As usual, the management claimed that the workers were not under their administration and that they were under the contract system. An advocate would appear on behalf of the management during conciliation proceedings, and no management representative ever attended the proceedings. The labour department gave sufficient time whenever management sought time to file their objections and documents. All the workers were employed under two contractors, and when one contractor would attend the conciliation proceeding, the other would remain absent. The workers waged their fight for several years, even while some of their colleagues were terminated from services. The workers were afraid of losing their jobs as well. In the meantime, the national COVID lockdown was implemented and the company began to remove workers citing losses. Post the lockdown when work resumed, the contractors refused to take them back to work, and instead offered settlements to the workers. The Avery Denison management which insisted that these workers were not under their direct control, came forward and offered settlements to the workers. The workers were forced to resign and settlement amounts were transferred to their accounts. The workers who were badly impacted due to financial losses during the first wave of the COVID pandemic were arm twisted into taking the settlement offer after resignation. However, a few workers refused to resign and their matter has been referred to the Labour Court.

### Legal Aspects

This is a violation of Sec 10 (2) of Contract Labour Act, S. 33 of the Industrial Disputes Act.

### List of Documents

Sl.no	Documents	Date
1.	Petition seeking regularisation before DLC	28.10.2017
2.	Objections by Avery Dennison	30.12.2017
3.	Rejoinder by GATWU	16.01.2018
4.	Objections by Addeco (Contractor)	01.02.2018
5.	Objections by Sri udyog (Contractor)	01.03.2018
6.	Minutes of Conciliation meetings	

## 17. BRFL Unit 17 - Illegal termination<sup>35</sup>

Status of the case: Ongoing

M/s Bombay Rayon Fashions Ltd (BRFL) is one of the largest shirt manufacturing companies in India. Their website states they are the largest manufacturers of the most versatile and technically advanced fabrics and apparels in India and that they are a SA 8000 Global Social Accountability for decent working conditions certified Company. They claim to respect freedom of association and collective bargaining and claim to pay wages sufficient to meet the basic needs of the worker and the family and that the company functions with transparency, good governance, and social responsibility. The Company employs over 30,000 workers and exports garments to Europe and the Middle East.

BRFL Unit 17 on Mysore Road, Bengaluru had over 950 workers involved in manufacturing shirts and other garments, and washing of garments manufactured here and at other units of BRFL. The BRFL Unit 17 was established by taking over M/s Leela Scottish Laces in 2005 in the same premises along with all the workers. M/s Leela Scottish Laces had taken over from M/s Sara Fashions at the same premises along with the workers. Thus most of these workers had worked for over 10 to 20 years. Many workers who were currently in the age group of 35 to 50 had joined when they were between the ages of 17 and 25. The wages of most of these workers (even A-grade efficient tailors) after so many years of experience had not crossed Rs. 3,500 per month. The Company shows wages of workers at Rs. 4,000 plus by adding attendance bonus, conveyance allowance and overtime allowances.

### Spontaneous Action

BRFL's Unit 5 which had 900 workers was shut down. They were given 3 months wages and no compensation. Instead, these workers were promised jobs in another unit of BRFL. They were sent to a factory with the BRFL Unit 17 Board on the factory gates. However after some days, the BRFL board had been replaced with the board Disha Designs. On 4th December 2010 the workers of BRFL Unit-17 who were working in an adjacent factory known as Disha Designs Pvt Ltd, a few hundred yards away from the Unit-17 premises, stopped work and agitated that they were betrayed by the management of BRFL. The management immediately called the police who threatened the workers with arrest if they continued to agitate. The management also called the local mafia, who normally extend protection to employers who pay for such services.

### Union intervention

The workers found that there was an attempt to suppress them and brow beat them. On 6th December the workers contacted the President of the Garment Karmikara Sangha, Karnataka who had had some contact with a few of these workers earlier. He in turn sought the help of the Karnataka Garment Workers Union (KGWU/KOOGU) as the situation was serious. On arriving at

<sup>35</sup>There were few papers in this case and has been documented based on an existing report made by the union

the factory the union found that the workers were demanding continuity of service and payment of compensation of 3-months wages as was promised to them by the management of BRFL.

Preliminary facts gathered during the agitation:

- All the workers, numbering about 850 were working in BRFL Unit 17 on Mysore Road until 9 November 2010.
- All of a sudden in November 2010, the management expressed intention of closing down the factory. (Closure as per laws would mean payment of heavy compensation to a thousand workers, as well as seeking permission from government for closure showing sound reason and a prior notice of 3 months to the workers)
- Taking advantage of the desperate need for money by the low paid workers, the management of BRFL asked the workers to tender resignations to BRFL-Unit 17 on the assurance that they will be paid 3 months wages as compensation and their services would be continued (with service continuity of BRFL-Unit-17 service) in another Unit of BRFL at walking distance from the present premises.
- Thus the management had obtained signatures of the workers on pre-prepared resignation letters. The resignation letters were taken to the spot where they were working and the workers were hardly given time for reading. In addition, letters were sent to homes of workers who had not come to work that day. It is reported that one of the workers was even contacted at the hospital where she was admitted and the resignation obtained from her hospital bed. High pressure was mounted on the workers to sign the letters immediately on 9th November 2010.
- Some of the workers protested and questioned the need for resignations if they are to be shifted to another unit of BRFL close by.
- These workers were abused and threatened with dire consequences and dismissal from service and were told that they would be on the streets and would not even be given a single rupee let alone the 3 months wages and employment in any of the BRFL units. All the workers were thus compelled to sign the resignation letters prepared by management. The reasons given in all the resignation letters were shown to be "on personal grounds", "inability to continue to work due to personal circumstances" etc., excuses which absolve management of giving financial dues of retrenchment to the workers.
- All the workers resumed work in the new premises located a few hundred yards away, from 10th November 2010. There were banners on the premises carrying the name "Bombay Rayon Fashions Ltd.- Unit 24" when the workers joined.
- After a week or so these banners were removed.
- Workers received payment by cheques of sums ranging between Rs.6,000 and Rs.14,000. They found this to be very low as the promised three months wages itself would have been at least  $\text{Rs.}3500 \times 3 = \text{Rs.}10,500$ / plus their legal dues of leave wages and balance of unpaid wages.

- Workers began to question this and found that they were only paid their legal dues of 1) leave wages 2) 6 months statutory bonus and 3) 9 days wages for having worked in BRFL Unit-17 and 4) some of the workers who had worked for more than three years were paid gratuity at the rate of 15 days per every year of service as per gratuity rules (even though on voluntary resignations, gratuity rules apply only to those who work for 5 years or more)
- None of the workers were paid the 3 months wages that were assured to them by the management.
- None of the workers had been given continuity of service for the years worked at BRFL as was assured by the management.
- Instead, the workers were issued appointment letters under the name of a company called M/s Disha Designs Pvt. Ltd. and their ID cards showed their date of appointment to be 10th November 2010.
- The management claimed that the workers were told through a notice issued on the 7th September 2010 that the unit would close down and the workers had agreed to tender resignations voluntarily. There are documents to show that the management has employed workers at the BRFL Unit-17 even during the month of October 2010. (subsequent examination of the "notice" dated 7<sup>th</sup> September clearly showed that it had been prepared as an afterthought in November by the management).

Angered by this betrayal by the Company for whom they had worked for nearly 15 to 20 years the workers spontaneously launched an agitation on 4th December 2010.

#### Workers rejection of the goons

The leaders and the activists of the Union explained to the agitating workers what they are entitled to on closure or retrenchment or illegal termination. The goons were proposing a quick solution by proposing a compromise which the management would accept easily. When the workers expressed dissatisfaction the goons threatened the workers. The police and the goons attempted to get the union activists out of the company premises. By this time the Union had already distributed pamphlets containing information on various labour rights such as Provident fund, ESI, Compensation Rules, Leave benefits, Closure, and retrenchment rules.

A minimum compensation a worker would get on closure /retrenchment or illegal termination is 15 days for every year of service rendered and 3-months wages in lieu of notice period. Thus a worker who has worked for one year would get at least four and a half months of wages and an additional 15 days of wages for every additional year of service.

The goons were proposing a flat increase of Rs.550 per month in the current wages and no talk of compensation for the past service. The worker rejected the mediation of the goons and resisted attempts of the police to frighten them.

#### Agitation

The workers refused to continue to work in Disha Designs Pvt. Ltd. and returned to the premises of BRFL Unit 17 where the washing unit was still functioning. Over 500 workers began a sit-in demonstration demanding reinstatement into the services of BRFL with continuity of service or payment of compensation as eligible for closure or retrenchment or illegal termination. They condemned the manipulation and betrayal by the management.

Management refused to enter into negotiations, and instead attempted to evict the workers and the union leaders by using the police and the goons. The workers resisted these attempts. The agitation received support from several trade unions, sensitive political leaders, and civil society organisations.

The management sent goons into the factory premises disguised as workers of the washing unit which was located in the same premises. The goons threatened women workers with violence, that they will set a few on fire, and kidnap some women. This forced the peacefully agitating workers to close down the washing unit which was servicing all other units. The management once again tried to open and operate the washing unit in the middle of the night. The workers organised themselves and resisted any attempt of the management to send goons into the premises where the workers were agitating. Police was brought to force the workers out through threats of arrest and criminal cases. This too did not work. This finally forced the management into negotiations with the union leaders and the worker leaders. Even during these negotiations the management brought goons leaders to be with them. This was resisted and opposed by the union leaders and the workers. The goons were sent out during negotiations.

The demand of the union was for reinstatement with continuity of service which would mean payment of wages for the period the workers were on the streets (from the 4th to the 23<sup>rd</sup> of November 2010).

After several rounds of discussions the following broad agreement was reached between management and the union:

1. That all workers will be given continuity of service of BRFL but appointed in Disha Designs Pvt. Ltd. and accordingly fresh appointment letters will be issued showing the original date of entry into service at BRFL.
2. For all those workers who have put in below 3 years of service, 15 days of wages for every year of service would be given as compensation.
3. Those workers who do not wish to continue in service would be compensated with 15 days of wages for every year of service rendered.
4. It was also orally agreed, that the workers who do not wish to continue would be given a retrenchment compensation of 7-days wages for every year of service rendered in addition to the 15 days of the above. The management insisted that this cannot be put down in writing as it would have serious implications for the future. They pleaded that it should be a gentleman's agreement and that they should be trusted to implement and the amount would be given in

the form of cash along with agitation period amount. This assurance was held out in the presence of a leader of a Central Trade Union who also said it was alright to take the word of the management.

5. The union demanded payment for the days of agitation as it was the management's fault that had forced the to protest. Considering the hardship suffered by the works forces to sleep in the cold weather at nights, it was agreed that the management would pay a flat amount of Rs.2,500 for every worker for the period of sit-in agitation but not as wages for the days of absence as that too would set a bad precedent.
6. The Management asked that the loss suffered in production be made up to the extent of at least half the number of hours lost over a period of 3 months . This was opposed by the union which said it has to be a voluntary gesture out of good will of the workers. The employer appealed directly to the worker leaders who said they would consider after rejoining work.
7. It was agreed that the union and the workers will end the sit-in demonstration and allow work to carry on in the washing unit.
8. It was also agreed that the management would take back all workers who reported for duty on the following Monday. The rest who do not wish to continue with the employment would receive the settlement amount within a couple of days of agreement.
9. It was agreed that this understanding would be finalised and the dispute withdrawn before the Deputy Labour Commissioner on the following Monday,27th December 2010, before whom the dispute was pending.

As agreed, on 23rd December2010, the union called off the agitation and asked the workers who wished to join M/s Disha Designs Pvt. Ltd. to do so on Monday27th December 2010. On Monday 27th December, when workers went to report for duty, management refused to take back workers who were over 48 years old as according to them, they would not be efficient enough. Only workers below that age were taken in. Before the Labour Commissioner on 2<sup>nd</sup> January 2010 they took a stand saying that they had not agreed to pay the additional compensation of 7 days per every year of service to workers who do not wish to continue in service. Instead they said that they had agreed only for payment of 7 days of wages as consolidated payment irrespective of the number of years worked. Thus it became clear that the management did not have the intention of implementing the agreement.

Subsequently, attempts were made to sit across the table to find a solution through informal means. However management became more and more adamant as they had begun to lure workers by implementing part of the agreement and paying Rs. 2,500 to those who joined work. The management also rewarded workers inside who had remained loyal to them with extra payments. The 15 days of wages for every year of service to those below 3 years of service and had joined duty was not paid.

The management did not come for conciliation before the Labour Commissioner on 6th January 2011, citing as their reason of absence that too many workers had come to the labour department



and they feared for their safety. This angered the workers who were about 200 in number and they said that 'management can shout and scream at 5000 workers when they want to extract work from us, why should they play this drama of fearing for safety from 200 workers· demanding for justice'. The workers decided to sit-in in the Labour Department until the management showed up for conciliation. At about 7 pm, on the intervention of Senior Officers of the Labour Department, the workers decided to leave the premises on the promise by the officers that there will be a meeting at 11 am the next day.

On 7<sup>th</sup> January 2011, management came for conciliation at 3 pm but refused to budge from the position taken. They rejected the demand of the union for continuity of service in BRFL with wages for December 2010. Instead they offered for those who leave a consolidated compensation of only 7-days wages irrespective of the number of years of service rendered by the worker. And service in the new-company for those who wish to continue and payment of gratuity.

The workers rejected this offer in front of the Labour Commissioner, and retorted saying "if this is the respect they show for our long service in building the company, we do not need that money, in fact we will collect that amount and pay them that.' The union and workers found this offer absolutely unreasonable, rejected the conciliation, and urged the Labour Commissioner to refer the matter for adjudication. They decided to pursue the judicial process to seek justice. The matter was referred to the Labour Court and will take a few years before finalisation. While the case has been going on for over a decade, it has been a challenge for the workers. The company first challenged the existence of the union itself. Secondly, most of the affected workers found employment elsewhere and abandoned the case. Finally, the lawyer retained by the union initially was not able to help the case. Around 2020 when there was some hope that the case would conclude, the pandemic hit and all proceedings were stopped. Today, the union is looking for a trusted lawyer who can take the case forward.

### Case Assessment

Closing factories where workers are agitating for their rights is a common practice in the garment industry. While detailed processes for closure have been laid out in the Industrial Disputes Act, 1947, companies do not follow these and workers find themselves without work or compensation overnight making the industry extremely precarious to work in. Often workers and Unions reach an understanding out of court so that the workers do not lose time in long drawn court battles and are able to compensation and move on to other work. This happened even in the recent case of the ECC – 2 factory where the workers and unions settled the matter out of court. While it is understandable that the workers would seek what is in their best interests and move on, this is used by the Labour Department to withdraw from their role of ensuring the Industrial Disputes Act, 1947 is enacted in letter and spirit.

### Legal Aspects

The fact that compensation was not paid is a violation of the Industrial Disputes Act. This is also a clear case of Unfair labour practice as per Sec 25U read with Schedule V of Industrial Disputes Act and it is also a case of criminal intimidation, a criminal offence.

List of Documents

Sl.no	Documents	Date	Language
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## 18. Arvind Lifestyle Brand Ltd. – Illegal layoff

Status of the case:

### Case history

Arvind Lifestyle Brand Ltd. is part of Arvind Ltd corporate family of companies. The Warehouse Division of this factory has been functioning at Archakarahalli in Ramanagara District, since 2009. There were 175 workers working here and all of them had been recruited on contract basis. Only contract labourers were appointed to work here. No permanent labourers were appointed. All the work was done by contract labourers. Out of the total number of workers, 70 contract labourers are working for 11 years continuously without any leave at the time of the dispute, which shows absolute violation of Contract Labourers (Regulation and Prohibition) Act, 1970 by the company. and it deprived the workers of all the facilities and benefits which would accrue to them as permanent workers.. All these workers were members of the GATWU. The Union lodged a complaint with the Assistant Labour Commissioner in August 2020 demanding that the contract labourers be made permanent. But, the Arvind Lifestyle company claimed that it is not its responsibility and tried to escape from its responsibility. The company management also refused to attend any settlement meetings. It imposed a lockout on the warehouse in November 2020 while the settlement process was still in progress. The workers staged a demonstration against the company decision, in front of the warehouse continuously for one month.

### Timeline

- 26.08.2020: Complaint filed by GATWU to make the contract workers permanent was documented in the presence of the Additional Labour Commissioner (Industrial Relations) and settlement officer.
- 27.08.2020: Conciliation meeting notice by the Additional Labour Commissioner and Settlement Officer.
- 27.08.2020: Submission of objection by the Arvind Lifestyle Brands Ltd. against the GATWU complaint.
- 09.09.2020: Complaint by GATWU to the Settlement Officer about shifting of equipments, with an intention of closing down the company.
- 04.11.2020: Re-statement by GATWU against the objections submitted by the company management dt: 27.08.2020.
- 20.11.2020: Complaint lodged under Sec. 33 of the Industrial Disputes Act, against the management's decision to illegally close the factory while the process of settlement is still in progress.
- 30.11.2020: Complaint lodged with the Additional Labour Commissioner and Settlement Officer under Sec. 23 of the Industrial Disputes Act, against the decision of the company to lock down the factory while the settlement process is in progress.
- 30.11.2020: Complaint lodged with the Chief Secretary of Labour Department against the company's decision to lockdown the factory while settlement process is in progress, under Sec. 23 of the Industrial Disputes Act, and demand for prosecution against the management.

07.12.2020: Appeal made to the Chief Secretary of Labour Department, against the lockout decision by the factory while the settlement process is in progress and for prosecution against the management.

29.12.2020: As the company management appealed to the settlement officer stating that it would provide more compensation to the workers, an agreement was made between the management and the contract workers.

#### Case details

The workers of the Arvind Lifestyle Brand Ltd. were working at the company Warehouse, located in Ramanagara since 2009 without any statutory rights, and on contract basis. All the important work of the company was getting done by these contract workers itself, which is a violation of Contract Labour Act 1970. On 26.08.2020, GATWU lodged a complaint with the Additional Labour Commissioner (Industrial Relations) demanding that these workers be declared permanent workers. In the complaint it was informed that the company has been cheating the workers by continuing them as contract workers and escaping from providing facilities/ benefits which the workers would have received if they were made permanent workers.

On 27.08.2020 the Settlement officer conducted the first settlement meeting and issued notices. On 27.08.2020, the management of Arvind Lifestyle Brand Ltd., submitted its objections to the Settlement Officer, against the complaint lodged by GATWU. In its objection, it mentioned that the company is not undertaking any important work at the warehouse located in Ramanagara, and all the workers needed there are unskilled workers, and hence it has hired only contract workers. It also clarified that it has taken permission from the government and hence there is no direct link with the workers and hence requested to quash the complaint.

After this, the factory management started to shift all the equipment from the Ramanagara Warehouse, triggering an alarm among the workers. The intention of the factory management was to close down the warehouse.

Hence, on 09.09.2020 the GATWU lodged another complaint with the Settlement Officer requesting that it is illegal to close the factory all of a sudden.

GATWU submitted its reply on 04.11.2020 against the objection by the management. It maintained that all the workers working at the Arvind Lifestyle Brand Warehouse were performing important works, and as all of them are appointed on contract basis it is against the law. Also it claimed that the workers were working there for the last 11 years without availing any leave. Even the contractors have not changed and the contract workers have also not changed. Hence, all the workers working at the warehouse should be considered as permanent workers and all the facilities should be provided to them.

On 20.11.2020 GATWU again lodged a complaint with the Settlement Officer claiming that the decision of the management to dismiss the workers is against to law as per Sec. 33 of the Industrial Disputes Act, as the settlement process is still going on. In the meantime, on 28.11.2020, the Arvind Lifestyle Brand Ltd. management orally informed the workers that they have been dismissed from work with immediate effect.

However, the management of Arvind Lifestyle Brand Ltd. announced lockdown illegally on 30.11.2020, while the workers dispute was still under conciliation. Thus the company has violated Sec. 23 of the Industrial Disputes Act, 1947. GATWU submitted a complaint to the Additional Chief Secretary to the Government regarding this. Also, it demanded to prosecute the factory management for violating the law or permit the GATWU to prosecute. The workers also started demonstrating in front of the warehouse against the illegal lockout, from 30.11.2020.

The factory management did not respond to the workers' protest. Instead, it started shifting all the equipment from the premises one-by-one. Hence, GATWU submitted another complaint on 07.12.2020 to the Additional Chief Secretary to the Government, Labour Department.

The Settlement Officer held several rounds of meetings with the Arvind Lifestyle management. But the management claimed that it had incurred huge losses due to the Corona pandemic, and it is impossible to restart the company. It also informed that it would make all the settlements pending to the workers through the contractors. However, GATWU did not agree to it. After several meetings, GATWU stated that as the company is shutting down on its own will, along with the legal compensation it should also provide additional compensation to all the workers. It also threatened to move the court if the company fails to do so. Ultimately the company management agreed to provide an additional compensation amount at the rate of 15 days salary per year of service put in by the workers, along with the legal compensation.

The settlement was made as per Sec. 12(3) of the Industrial Disputes Act, on 29.12.2020, between the GATWU and the contract workers, in the presence of the Settlement Officer.

### Case Assessment

From the point of view of the union, this was another important case which took place. Since 11 years Arvind Lifestyle brand company has been inducting workers as contract workers under the Contract Labour Act, and the law was also flagrantly violated. Hence, the workers formed a union to protest against such violations and sought that their services be made permanent. Even though the management strongly argued that the workers were not under their direct control, the records were in favour of the workers. In order to evade responsibility, the management decided to shut down the warehouse. The law states that if the original owner of the company closes down the factory, workers are not entitled to compensation or any form of relief. But due to serious protests from the workers, the company decided to provide compensation to every worker and offered settlements.

## Legal Aspects

This is a Violation of Sec 10(2) of Contract Labour Act.

## List of Documents

Sl.no	Documents	Date
1.	Claim petition for regularisation before AdLC by GATWU	26.8.2020
2.	Conciliation notice by AdLC	27.8.2020
3.	Rejoinder by Arvind management	27.8.2020
4.	Complaint on shifting the goods by GATWU	09.9.2020
5.	Rejoinder by GATWU	01.11.2020
6.	Complaint to AdLC under sec 33 by GATWU	20.11.2020
7.	Complaint to ACS under sec 33 by GATWU	30.11.2020
8.	Complaint to ACS to prosecute the management	11.12.2020
9.	Memorandum of Understanding	29.12.2020

## 19. Avery Denison India Pvt. Ltd. - Change in conditions of service

### Status of the case:

#### Background

The Avery Denison India Pvt. Ltd. is engaged in production of tags, labels and stickers, that it supplies to the Fortune 500 American based companies which produce RFID. There are more than 1200 workers working at Avery Denison India Pvt. Ltd., who are classified as 'Blue Collar' and 'White Collar' workers. The 'Blue Collar' workers are those who work on the shop floor. There are 464 'Blue Collar' workers, who are members of Avery Denison Workers Union (ADWU).

These workers were fed up from the anti-worker activities of ADWU, and pro-administrative decisions, and lost trust in it completely, forcing them to resign from the union. In the year 2018, majority of these workers availed the membership of GATWU. The GATWU brought this to the notice of the company management and requested validation. Following this, the management started exploiting and harassing the workers in several ways.

In 2018, without discussing with the union, the company cancelled the Christmas holiday and issued a notice informing that the holiday would be given in the month of January 2019, earning strong opposition by GATWU. It claimed that the company's decision is a violation of the rule as per Industrial Disputes Act. However, the company claimed that it had discussed this with the Union before arriving at the decision. But GATWU argued that the earlier union (ADWU) had dissolved in the month of March 2018 and hence that discussion was not valid or fair.

In April 2019, the management officially recognised GATWU as the official workers' representative body and withdrew the 9A violation case as agreed during negotiations.

#### Timeline

- 21.12.2018: The Avery Denison India Pvt. Ltd. management cancelled the Christmas holidays all of a sudden in the year 2018 and issued notice to the workers that the holiday would be given in January 2019.
- 22.12.2018: Letter by GATWU to the management of Avery Denison India Pvt. Ltd.
- 26.12.2018: Complaint lodged with the Deputy Labour Commissioner alleging that the company had violated Sec. 9A of the Industrial Disputes Act.
- 26.01.2018: Joint meeting notice by Deputy Labour Commissioner
- 27.01.2018: Complaint by GATWU to the Director, Department of Factories and Boilers, alleging that the company has violated annual leave and festival holiday rule.
- 20.05.2019: Objection submitted by the Avery Denison Management against the complaint.
- 23.07.2019: Re-statement submitted by GATWU
- 22.12.2019: The case was withdrawn as agreed during negotiations

On 21.02.2018, the Avery Denison India Pvt. Ltd., management issued a notice to the workers cancelling the Christmas holidays and mentioning that the holiday would be given in January 2019.

On 22.12.2018, GATWU wrote a letter to the company management, claiming that this move by the company management is violation of Holiday law under the Industrial Disputes Act, and hence demanded to withdraw its decision. But there was no reply from the company management.

A letter was written to the Director (HR), Avery Denison India Pvt. Ltd., on 24.12.2018 and a copy of the same was also submitted to the Deputy Labour Commissioner, Division-1 and the Assistant Director of Factories and Boilers Department. But the company management didn't reply to it.

On 26.12.2018 a complaints was given to the Deputy Commissioner, Division-1. GATWU argued that the company had taken a unilateral decision without discussing about it with the union members, postponing the holiday. Hence, it is violation of Sec. 9A under the Industrial Disputes Act and claimed to initiate legal action against the company.

On 08.01.2019, the Deputy Labour Commissioner, Division-1 sent a memo organizing a negotiation meeting.

A letter was written by GATWU arguing that Avery Denison India Pvt. Ltd., had violated Sec. 9A of the Industrial Disputes Act, by postponing the holiday, was sent to the Deputy Labour Commissioner, Division-1, on 27.12.2018.

The same letter was sent to the Assistant Director of the Department of Factories and Boilers, Industrial Safety and Health on 27.12.2018.

Despite all these efforts the company didnot give holiday on 25 December 2018, forcing the workers to work on that day. Opposing this the workers staged a demonstration.

On 20.05.2018, the company management submitted an appeal to the negotiation officer, opposing the GATWU complaint. In the letter the company countered the complaint lodged by the Union and claimed that it had already discussed postponing the holiday with the ADWU, which is an approved union and still exists. Hence, it claimed that the decision of postponing the holiday is not a violation of law.

However, GATWU submitted a clarification against the company's claim. It claimed that all the members of ADWU had already resigned and had availed membership of GATWU. It also claimed that the company was informed about it in March 2018 itself through letter communication. Even then, the company has taken a decision by discussing with the earlier union which has very few members, neglecting GATWU which has the majority of workers as members.



This dispute was under conciliation with the negotiating officer for several months. In the meantime GATWU also started arguing with the company management stating that GATWU has a majority number of workers as its members and hence it should be allowed to negotiate with the management.

The struggle ended in December 2019. The case was ended after the management of Avery Denison India Pvt. Ltd. officially recognised GATWU as the sole bargaining agent of its workers, as they had majority membership.

#### Case Assessment

This was a case wherein the factory management failed to take the workers into confidence before postponing a mandatory government holiday. This is one such example wherein the Management tried all possible ways to break the unity of the workers. The facility extended to a worker was revoked without any consultation with the workers and in a unilateral fashion, which amounts to violation of Section 9A of the Industrial Disputes Act. Therefore a case was filed against the Management.

But the conciliation proceedings do not reach resolutions quickly and take years for it to reach some conclusion, with conciliation officers or management representatives being absent on the date of hearing.

This case ended with Avery Denison India Ltd. officially recognising GATWU as the sole bargaining agent of its workers.

#### List of Documents

Sl.no	Documents	Date
1.	Notice by AD on shifting of Christmas holiday	21.12.2018
2.	AD 2017 Holiday list	
3.	Letter to Management by GATWU	22.12.2018
4.	Petition before DLC	26.12.2018
5.	Conciliation notice from DLC	26.12.2018
6.	Complaint to Directorate of Factories and boilers	27.12.2018
7.	Objection by AD management	20.05.2019
8.	Rejoinder by GATWU	23.07.2019
9.	Notice from DLC	20.01.2020

## 20. Arvind Mills - Collective Bargaining and victimisation including sexual harassment

### Status of the case:

### Background of the case

The Union's attempts to engage with the company to initiate a process of collective bargaining resulted in the harassment of one of the worker leaders and finally his termination.

### Timeline of events

24.7.2018: Mahesh and 2-3 workers attempt to submit a memorandum to the General Manager of Arvind Mills

24.7.2018: Mahesh is attacked by a HR staff Sudheendra

31.7.2018: Letter from Arvind Mills to KOOGU

2.8.2018: Letter to Police Commissioner asking for an enquiry into an announcement by the HR Manager on public address system saying that they have received direction from Kengeri police station that incidents of theft have been increasing in the Kengeri police station limits and that if workers encounter unknown men or women outside the factory who want to stand and talk, they should not do so, they should return home immediately after work.

19.9.2018: KOOGU files RTI on labour department for copy of Standing Orders.

23.9.2018: Letter from KOOGU to Arvind Mills asking for action to be taken against washing department supervisor Bhaskar for verbally abusing workers, for behaving indecently with women, for emotionally and sexually harassing female workers.

### Case Summary

From 2015 onwards, KOOGU had started work on attempting collective bargaining with companies in the garment industry. They reached out to the management of Arvind Mills as well for this. The process that was adopted was, a group of workers would submit a memorandum to the company with key demands and ask for a meeting with the management. The workers in Arvind Mills also initiated this process. Arvind Mills had already seen the cases of Pooja Kumari and Manoj Thakur and the management was already antagonistic towards the workers who were members of the KOOGU union.

Another worker leader Mahesh had approached the management with the letter along with 2-3 other workers. The management tried inducing Mahesh with promises of promotion etc. However, he did not budge from his position that the workers' voices be heard. During one of the times when Mahesh tried submitting a memorandum to the management he was intimidated by the HR officer Sudheendra, the person who was a perpetrator in the case of Pooja Kumari. During the meeting with the General Manager, Mahesh was grilled for an hour on the demands made in the memorandum. The General Manager informed Mahesh that they will meet the union representatives on the 30th July 2018.

However, no meeting took place on July 30<sup>th</sup> nor any time later. The company's position was that everything was okay in the factory and that the workers were happy. Further, the manager also told the workers that if they had any grievances, they could come to the management directly but not go to the union. The attempt at collective bargaining therefore failed.

After this, as a backlash to the unionised workers, in one instance, transportation for women was stopped. The union took this matter up and approached the Women's Commission. Workers spoke to the police and management in front of the Commission and the company finally agreed to provide bus passes to the workers.

However, over a period of time, because the management has a history of targeting workers who are members of the union, the mobilisation work suffered. The women workers who were active in the union until then also did not step forward to exercise more proactive leadership. Another worker who had been active had been targeted by the management on another matter and left the company. Slowly, several women workers also left the company. Anyone associated with Mahesh was targeted. Mahesh would regularly do overtime to earn some extra money, but the management stopped paying him overtime wages. Mahesh was therefore left isolated in the company. Mahesh left the company and moved to his village. Mahesh left the company in 2019 and since 2021 Mahesh has been working with FEDINA mobilising garment workers.

#### Case Assessment

This is another example of the blatant violation of the IDA, 1947, specifically Schedule 5 where a worker has been targeted for being a member of a Union. Additionally, the government has been in nexus with the industry to ensure that trade unions do not get recognised by enforcing tougher conditions in which a union would be recognised.

#### Legal Aspects

This is a Violation of the Industrial Disputes Act and it is an Unfair Labour Practice as per Sec 25U read with Schedule V Of Industrial Disputes Act.

#### List of Documents

Date	Name of document
23.9.2017	Documentation of physical abuse on men and women workers by the supervisor KOOGU to HR Officer, Arvind Mills
3.12.2017	KOOGU branch workers committee report
10.12.2017	KOOGU branch workers committee report
7.1.2018	KOOGU Mysore Road branch workers committee report
18.2.2018	Arvind GB Notice Arvind mills worker representative group – 11. Nomination of workers Time for election process List of candidates for election Arvind mills workers GB meeting report Arvind mills workers GB meeting attendance

Endorsements for demand in increase in wages

- 24.7.2018 Asking Arvind administration for time to meet
- 31.7.2018 Response from Arvind mills administration to collective bargaining letter dated 24.7.2018.

Response of KOOGU to above letter through email

- 28.11.2018 Newspaper article on Arvind Mills
- 19.9.2018 RTI filed by Swamy on asking for Standing Orders
- 25.9.2018 Notice from Labour Department calling for conciliation meeting

## 21. Shahi 8 - Facilities on the shop floor for workers<sup>36</sup>

### Background of the case

Shahi 8 lacked adequate water facilities for workers. The union took this issue up and faced severe backlash from the management and used international pressure to resolve the conflict

### Case Summary

In 2018 the union took up issues with the drinking water provided to the workers. The water was clearly contaminated since the workers were repeatedly complaining about having a stomach upset and falling extremely ill. Another issue that the union raised was the demand for wage increase. On 18 June 2018 Lakshamma along with some workers submitted a letter to the management. 12 of the workers were then beaten up for raising these issues. Their clothes were ripped and one of the women was almost killed. A police complaint was filed under the SC/ST Act. The Deccan Herald newspaper also reported the matter and was picked up by the Worker Rights Commission who got in touch with the union. The management was harassing and intimidating the workers. The company issued a memo that the women workers were trying to seduce the management. The workers reported that they saw the management bribing the police right in front of them. This was followed by the WRC doing their own investigation into the operations of Shahi 8 and also met some workers. While speaking to the WRC team, the management took a stand that there was a fight between the workers, which the management tried to break. However, the KOOGU union had taken videos of what had transpired. The union then reached out to Columbia Sportswear for which Shahi 8 was manufacturing products and to students in Columbia university. The students took a progressive stand and started planning an agitation. The union was active on social media and used Twitter to reach out to the students and the brand. In one such tweet, Anand Ahuja (the son of the owner of Shahi) and his fiancée film actor Sonam Kapoor were tagged. This was also around the time when they were getting married and were in the news in a big way.

For 3 months, until this point, the union alleged that the management bribed Janodaya a member of the Internal Complaints Committee formed under the anti-sexual harassment at the workplace law. Members of Janodaya visited the houses of the workers and promised them better jobs in other companies. However, the workers did not give in. The union also had been able to support the workers for 2-3 months with wages which helped the workers sustain their struggle.

The management was already facing a lot of pressure from Columbia brand and the university students who were threatening a massive protest. In this context, Sonam Kapoor asked Anand Ahuja to sort out the matter as she was concerned that it would affect her image. All this cumulative pressure brought the management to the negotiation table. Until then, only the company lawyers were engaging in the process, but now the finance head came to Bengaluru from Chennai and wanted to negotiate with the workers. Simultaneously, the management tried various tactics to give financial inducements to the union leaders. One influential person who had

<sup>36</sup> Name of the worker has been changed to ensure confidentiality

political clout was sent to bribe the union leaders. When that failed, the management reached out to a Dalit activist to intimidate the leaders. In one instance, an attempt on the life of one of the union leaders was also made. The union filed complaints in the police station. Finally, when none of these tactics worked, the management got into a collective bargaining process and signed an MoU with the union. The management and union started to meet every 2-3 months. There are now worker representatives in the IC as well. Since then the management does not openly make announcements that they are against the union or that the workers should not approach the union. However, this messaging continues subtly, when the management asks workers not to sit around and talk among themselves during lunch hour.

### Case Assessment

Workers in Shahi 8 had been unionising and raising issues of work conditions. It is in this context that the reported crises took place. Not only was the company in violation of the Factories Act in providing adequate drinking water, but what transpired in this case was a case of unfair labour practices to suppress the workers' right to association. The Union was clear that they would not approach the Labour Department since their experience regarding conciliation was not inspiring. They chose to negotiate directly with the management. This strategy did pay off especially given that the timing of the conflict could result in a real embarrassment for the management. That the Union today has since entered into an MoU is indeed to the credit of the grit and determination of the workers.

### Legal Aspects

This is a case where there are multiple legal violations. It's a Violation of the factories act, minimum wage act, unfair labour practices, violation of Industrial Disputes Act, criminal assault and violation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act.

### List of Documents

This case was narrated by the union leaders and there are no case papers available. Please refer to WRC's June 2018 report which documents this case.

## 22. Hinduja Processing and Finishing Unit, 2 – Change in working hours without notice, sexual harassment

Status of the case: closed

### Background of case

Illegal extension of working hours to 9.30 hours by Hinduja Processing and Finishing Unit (A unit of Hinduja Exports)

### Timeline

#### Case Summary

In March 2017, HPF changed working hours from 9.00 am to 6.30 pm from 9.00 am to 5.30 pm without discussing with the workers. Further, there were several other issues in the factory. For example during the month of Ramzan 65 Muslim workers who were fasting were not given permission to offer their prayers and break their fast as is customary practice in the evenings. Also, the Production Manager Mr Chalpathi and quality manager Mr Murthy were subjecting the women workers to sexual harassment and physical assault. A total of 65 women workers submitted a letter to GLU mentioning these unfair and abusive practices by the management.

On 26.5.2017, president of the Garment Labour Union spoke with Mahadeva Gowda, General Manager of HR and IR over telephone about the issues shared by workers. He assured that he would warn the H.R. manager, production manager and QA manager and that he would pay a visit to the unit and resolve the workers' issues. On 26.5.2017, when the union members went to the factory for a gate meeting, workers told them that no issues had been resolved. On that day, Samira, the worker who submitted the complaint to GLU, was on leave and she had been called to the factory and told that she had complained to the union and was forced to sign a resignation letter. On 29.5.2017, when Mary, a worker, came about five minutes late, she was made to stand outside the gate till 11 a.m. She called and informed the union regarding this. Soon after, Mary was taken inside and the management threatened her and told her she would be targeted if she continued her association with the union.

Workers, through the Garment Labour Union (GLU), had complained to the management regarding this as the workers were being forced to work for 9.30 hours. However, the management did not cooperate with the Union and started targeting workers who were members of the union. This change of working hours went against the provisions of Chapter 6 of the Factories Act, 1947, according to which workers should not be pressured into working for more than 48 hours in a week. Apart from the lunch break workers were not provided with any other break and were being forced to work for 9.30 hours every day, i.e. 57 hours every week in order to meet increased production targets. The workers were also not paid any overtime for the extra 9 hours per week that they worked. On 28.6.2017, a letter regarding this was submitted to Factories and Boilers Department. The union sought support from the international groups such as Workers Rights Consortium and Clean Clothes Campaign. The Factories and Boilers Department communicated to GLU on 20.11.2017 that an investigation was carried out on 22.8.2017 and violations of law were indeed found and that a case was filed in the 3rd ACMM Court against the management on 20.11.2017. The case is ongoing.

### Case Assessment

Since several manufacturing units announced a change in work timing at the same time, this was an opportunity for workers across factories to come together to campaign for their demands. In an industry where mobility and precarious employment make collectivisation difficult, this was an opportunity for the workers to come together to struggle for a common goal.

### Legal Aspects

This is a violation of Section 9A of Industrial Disputes Act.

### List of documents

1. Letter from Garment Labour Union to Factories and Boilers Department, 28.06.2017
2. Letter from to Factories, Boilers, Industrial Safety and Health Department, 20.11.2017 to Saroja K., Principal Secretary, Garment Labour Union.
3. Unclear whom the letter is from and to whom, undated



## 23. Triangle Apparels - Change in working hours

### Status of the case:

#### Background

Illegal extension of working hours to 9.30 hours by Triangle Apparels in 2017.

#### Timeline

#### Case Summary

This trend was started by Bombay Rayon and subsequently implemented by many other manufacturing units, which summarily changed the work shift from 9.00 am – 5.30 pm to 8.30 am to 6.00 pm and announced that Saturdays and Sundays would be days off. However, in months when there were 4 Saturdays, the workers would need to work on 1 Saturday and months where there were 5 Saturdays, the workers would need to work on 2. This meant that the workers would be working for more than the 48 hours as per the law. In Triangle Apparels as well this change in hours was announced.

The workers were clear that this did not suit them as this would mean reaching their homes as late as 7.30 pm. In several single women households, mothers left their children in the care of others and reaching late was not feasible. Workers from across factories signed a petition which was submitted to the Inspector of Factories and Boilers which communicated to the factories that this was not allowed as it went against the law in terms of total working hours per week and tantamount to unfair labour practice. An enquiry was conducted and all the workers across factories admitted that they had not agreed with the revised hours. However, the Inspector of Factories and Boilers delayed in ordering the factories to revert to the original work timings. GLU then asked a journalist in Vijay Karnataka to cover the story and about 4-5 articles were published. This caught the attention of the Minister for Labour. The Labour Secretary directed the Director of the labour directorate to do a physical verification of the news. During the investigation, the women spoke about how they were afraid to communicate to the factories themselves as they were afraid of a backlash. The Director also visited the Gokuldas's factory in Mysore and registered a criminal case against the unit. This caused the order announcing of change in timings to be revoked. The factories were also directed to pay overtime wages for the 3 months that this system had been followed and also asked the units to deposit a fine in the labour department. Triangle Apparels had to pay a fine of Rs. 1,75,000.

#### Case Assessment

This is another case where the labour department initially responded positively to a grievance of the workers but did not follow up. It took the naming and shaming route to make both the government and industry respond and take action.

#### Legal Aspects

This is a violation of Sec 9A of the Industrial Disputes Act

Case documents?

## 24. Sharada Design - Refusal of Employment

Status of the case:

Case Summary

No provision of utilities in the company led to workers agitating against this resulting in the eventual dismissal of two workers. **What year is this from?**

**Timeline??**

Background of the case

This company which manufactures for the domestic market does not have any facilities as required by the Factories Act. There is no provision for creche for children of workers, no canteen and no proper and hygienic toilet. Water was not adequate nor did the factory have proper light and ventilation. Workers were not given appointment letters and only a few had ID cards. Some of the workers had participated in a union meeting where they became aware of the facilities that the employer is obliged to provide. They decided to have a meeting among the workers to identify their issues so that a complaint may be filed with the labour department. During this process they also realised that there was no proper HR and leave policy. Accordingly a complaint was filed with the ALC and the Inspector of Factories and Boilers. The ALC summoned the HR manager for conciliation and presented the allegation to them. The HR manager was asked to bring relevant documentation if they wanted to counter the Union's claim. The company then in a rush got all the paperwork ready, issued appointment letters and ID cards. They presented this in front of the ALC and also committed to set up the creche, canteen and build the toilets. The Inspector for Factories and Boilers also warned the company that if they did not deliver on their commitments, a criminal case would be filed.

At this point, the General Manager of the company visited the Union office and asked them reach out to the management if there was any problem instead of going to the labour departments. GLU asked the management to implement what they had committed to. In the meantime since some of worker leaders had been active in this process, especially Dakshayini and Manjunath, they were approached by the workers in case they had any issues. Also, the company was getting workers to do unpaid overtime. Dakshayini refused to do this. This resulted in her being targeted. One day the HR told her that they had relieved her of her work and filed a complaint against her in the police station. The police came to the factory and took her to the police station. When the Union approached the police and explained the matter to them, they let her go and warned the company for their malpractices. Finally, the company dismissed Dakshayini and Manjunath. A case has been filed labour court invoking Section 10 4a of the IDA, 1947. The labour court ordered that both Dakshayini and Manjunath be reinstated, but the order has not been implemented. The Union then approached the DLC asking if a case for recovery can be filed. However, since she had been dismissed that was also not possible. The Union approached the management to reinstate Dakshayini or that they would approach the High Court. The management was clear that they would not give Dakshayini and Manjunath their work back and would rather approach the court.

Today Dakshayini is at home. There were about 300 workers in the factory who have all been dismissed in groups and there is a fresh group of people working in this factory now. The situation continues to be the same – no creche, canteen, toilets, water etc. The company has also appointed a person from the local Rakshana Vedike as a bouncer to ensure that similar attempts to raise issues of condition of work are quashed.

#### Case Assessment

This case specifically throws light on the abysmal situation of garment manufacturing units catering to the domestic market. In the absence of a global brand involved, these factories violate laws with impunity knowing that they would be able to navigate the bureaucracy to serve their own interests. With the labour department also not proactively inspecting factories there is no formal mechanism keeping an eye on this sub-section within the garment industry.

#### Legal Aspects

Violation of factories act

## Chapter V: Findings and Conclusions

In this section we summarise the key issues raised in the case studies along with the perspective of labour lawyers on how they perceive the management, labour department and the courts.

According to one of the labour lawyers interviewed for the study, the following are the main areas of conflict between management and workers: wages, illegal termination, union busting, non-payment of bonus, not providing maternity benefits, accident, contract labour and violation of the Factories Act. She also said that none of the companies have standing orders. This was corroborated by KOOGU, which on several occasions have filed RTIs seeking copies of standing orders of several companies, to which the response was that they are not available as the company has not yet received approval for them.

Based on primary research and existing documentation on practices in the garment industry, we present some of the key areas of conflict in industrial relations. These are presented in the order which is most commonly used by the garment industry to control and suppress workers.

### 1. Sexual and physical harassment of workers

Women workers are vulnerable to sexual harassment as can be seen in the cases above. According to some workers sexual harassment is used as a way to control the women. In most cases, the supervisor is male. These supervisors are not trained or educated. They are mostly local goons who are given this job and their role is primarily to terrorise women workers, instil fear in them and keep them in line. Often, it is the supervisors who source the labour as well. This makes 3 layers of power operating in the relationship between the supervisor and worker: gender, positional authority within the factory and as the person providing the woman with work.

The POSH Act lays out in detail structures that need to be in place to ensure that those who perpetuate sexual harassment at the workplace face legal consequences. However, the IC is mostly a sham. The team was told that in Bengaluru, Janodaya, an NGO is on most ICs in the garment industry and that they take the side of the employer. Complaints of sexual harassment are not taken seriously, nor is the law enforced.

As is seen in the case of Qudsia, she did not get justice despite consistent follow up. The team also heard of instances where women who have been sexually harassed, when present in front of the ICC, refused to depose saying that they had no confidence in the committee.

### 2. Unfair Labour Practices

Unfair labour practices are legislated under the Industrial Disputes Act, 1947. Section 25 (t) says unfair labour practices are prohibited by law and Section 25(u) determines they are a punishable offence and the violator maybe punished including sent to jail. The 5th schedule of the ID Act lists

specific items that are prohibited on part of the employer and worker. Some of the common practices seen in the garment industry are promising a worker benefits to not join a union, breaking a trade union, forming management sponsored trade unions, breaking or inhibiting workers from joining a trade union, curbing the worker's right to organise, using contract labour for core processes and for extended periods of time.

According to the ID Act, someone who commits this violation can be punished in a court of law and sent to jail. However, for a worker to do this, the Labour Commissioner's permission needs to be sought to move to prosecute the violator. This is possible only when there is a strong trade union and not a matter that an individual worker can pursue. Labour unions have weakened over a period of time and the management being aware of this knows that they can get away even after indulging in such practices.

The other way to address this, and one which Trade Unions adopt are, to raise a dispute in the front of a conciliation officer. This is also the base for collective bargaining, which we will look at later. The basic attempt is to keep lines of communication between the parties alive through the conciliation officer in the presence of whom both parties - the employer and worker negotiate. This is basically an attempt of rectification without going to court. However, as seen in most of the cases of unfair labour practices which are raised in the labour department end in a failure and are eventually referred to labour court. Following up a case in a court is extremely difficult for a worker while it does not affect the management in any way as they are able to hire lawyers for any period of time. The management therefore prefers that the matter not have a successful conciliation as they know that the chances of the worker going to court are negligible, unless of course they are backed by a strong union.

### 3. Illegal termination of workers

There are 2 possible scenarios in the context of illegal termination of workers. If the employer does not comply with conditions of 25(f) and 25(n) and in the case of bigger units 25(b), then it would be considered an illegal termination. The second method is by way of victimising a worker for being a member of a trade union would be considered an unfair labour practice and an illegal termination of the workers. In the cases above, it is most often the latter where workers have been targeted for being vocal members of the union. In case of establishments having above 100 workers, the factory needs to take the permission of the state and needs to provide 3 months wage instead of 1 month as compensation. However, in 2020, the Government of Karnataka changed this to 300 workers. This has meant that several factories, or rather the majority of factories are now under the radar and no longer need to follow the more stringent process to terminate a worker.

### 4. Illegal Closure of Units

The Industrial Disputes Act, 1947, mandates on the procedure for closure of a factory. However, owners and managements of companies blatantly violate this for the smallest of reasons. In

addition to the cases of illegal closure documented above, there is also the case of Bharat Tissue, a garment manufacturing company with several units and sister companies owned by different family members. When there is unrest among workers in their company, they simply shut one and start another. Slowly the workers are eliminated and the management has effectively gotten rid of the trade union, allowing the company to violate all forms of labour legislations. Several garment companies in Bengaluru are also indirectly owned by ministers and officials in the executive. Several companies registered under the Companies Act, do not pay PF when there is an attempt to have that enforced, the company does not act on it. Instead they get themselves declared as a sick industry and seek relief in the debt tribunals. Statutory payments are not paid or paid in small instalments in which case the worker does not benefit from getting a lump sum amount which can be a support to the workers. Workers on the other hand are reluctant to challenge the company since the money trickling in helps them in their day to day expenses. Should the workers reach the Court, there is provision in the law for them to get their rights. However, workers cannot afford long or repeated regulation. The companies are well aware of this and use it to bring the workers to their knees.

## 5. Collective Bargaining

For collective bargaining to succeed 2 key elements are necessary: 1. Strong trade unions - If there is a strong trade union, workers are able to raise their voice, protest and the management suffers from these activities which force them to come to the table to negotiate. 2. Government policy - Before the 2000s government policy was supportive of strong trade unions and laws facilitated these. Since the 2000s, this has changed. On the one hand trade unions have become weak and on the other, government policy is facilitative of the corporation's interests. Therefore, possibilities of collective bargaining have deteriorated in general across different industries and more so in the garment industry. The formation of the labour department has its roots in the recognition that workers have an uneven bargaining condition and was therefore ameliorative of the workers. However, today they are ameliorative of the companies and their managements. In keeping with this shift, there has been a sustained dilution of labour laws and therefore also trade unions.

Further, one needs to remember that collective bargaining exists for matters over and above the law. The situation today is such that even non-compliance of the law does not mean punishment and going scotfree. With a weakened labour movement, a worker in the garment industry is even afraid of demanding minimum wages for fear of losing their job. In such a scenario there is little space for the success of collective bargaining as seen in the few case studies which have engaged in this process.

## 6. Attitude of Labour Courts

Most cases documented for this study accessed the formal redressal mechanism after failed attempts to resolve the issue at the factory level. In some cases, the matter has also been referred to the labour court. The team was able to discuss the attitude of the court with some lawyers. Below are some of the observations made.

Until about the year 2000 several judgments from the Supreme Court and Labour Court were in favour of the workers. However, slowly it started becoming difficult for workers to get relief from these courts. The lawyers were clear that increasingly along with the machinery for accessing justice like the courts, the other important element of industrial relations is the aspect of trade unionism. Both these structures have had challenging times since 2000. Laws have been changed to make strikes difficult, for e.g. through restriction on how workers can protest and it has been a challenge for Unions to fight back against the violations faced by the workers. The message that is coming across clearly from the executive and judiciary is that freedom to associate is being curbed.

One of the lawyers shared that globalisation has had an effect on industrial relations. Introduction of contract labour has been encouraged by the government and courts have not been strict in enforcing the rights of contract workers. Even the government today is engaging contract workers in PWD, railways, sanitation workers etc. Though there is a contract labour abolition act, it is being used to perpetuate the system. The law is very clear that contract workers can be engaged only in case work is temporary and not of permanent nature, however, as we can see in the case of regularisation of contract workers in the Avery Denison case study above, the practice of employing contract labour for core and central processes of the factory continues in the garment sector. Having contract work also poses a challenge for organising the workers. There are multiple contractors and the challenge becomes who does one demand permanency from, the contractor or the principal employer. Having said this, in the garment industry contract and piecemeal work is present mostly in the domestic sector. In the case of international or well-known Indian brands, there is much less prevalence of contract work. One of the key reasons is that the brand monitors work relationships to a certain extent. Further, brands are under pressure from the Clean Clothes Campaign to ensure compliance.

In the context of dispute resolution, when there is a dispute the worker is advised to go to the union so that a dispute can be raised. Between the worker trying to sort it out with the employer, going for conciliation and then adjudication, the worker is tired and drops out of the process since it takes 6 months to go to conciliation and a year to adjudication. The employer has the capacity to wait it out till such time. In the meantime if the worker loses her job, she will get another one and once she is employed, the court will not grant relief. It is time that courts recognise the mental and emotional torture a worker goes through and ensure she is compensated for that.

## Industry Structure

A unique characteristic in the garment industry is that production is outsourced. The challenge is about to make the final seller of the products - the brands - accountable. Today the employer is the factory owner and not the brand. Though quality and supervision is done by the brand, no worker can legally ask the brand about their rights. Due to organisations like the Clean Clothes Campaign, there is pressure on the brands that their clothes are not produced in a sweatshop. To



that end, the brand asks that there be labour law compliance and in case of a conflict do apply pressure on the factory owner. However, legally, it is the factory owner and not the brand which is legally binding for their conduct. This allows for unfair labour practice to creep in.

For e.g. garment factory units are situated in the outskirts of the city where labour is available cheap. The locals in that area are offered the jobs of supervisor. This way, the factory earns the goodwill of the local goons. It is similar to giving them hafta. The local goons are effectively bought out and in the event of a strike or any conflict with the workers, these people are called upon by the management to flex their muscles.

### Challenges in unionisation

There is another flaw in industrial relations, that of weak trade unions. For e.g. there was a woman worker in an office whose Rs. 100 was deducted from her salary though she was present in the office. This was basically done to recover the amount equivalent to material that was missing in the factory. She raised an objection to this. As a punishment the woman was shifted to another unit far away making it difficult for her to go there effectively forcing her to leave the job. Her appointment letter says that her job is transferable and she is not a part of the union. How can this amount be recovered and how can her work be restored? How can she bring the matter to the labour court? Termination can be taken to court, but what about transfer? To be able to raise this dispute, a union is necessary and with the presence of weak unions, this woman has almost no chance to secure her job.

If increments are cut, there is no way for the dispute to be raised without a union. An individual issue needs the union to be converted into a collective one.

Complicating the matter is that garment workers are a mobile workforce, easily moving from one factory unit to another. This makes the union also fluid and difficult to strengthen. The industry sees several important unfair and illegal labour practices like deducting PF, but not paying the worker, closing units and disappearing before paying full settlements, avoiding and/or non-payment of gratuity, illegal closures etc. The companies do everything that they can to escape their liabilities, quickly shutting old units and starting new ones as a common enough method. In the absence of a strong labour movement, there is a minor chance that the workers will see justice served to them.

**ANNEXURES**

## Annexure 1: List of reports and articles on the garment industry in Karnataka

1. Chowdhury, Supriya Roy, *“Labour Activism and Women in the Unorganised Sector Garment Export Industry in Bangalore”*, Economic and Political Weekly May 28-June 4, 2005
2. Devaraja, T.S, *“Microenterprise success of home-based garment makers in Bangalore, India”*, Int. J. Indian Culture and Business Management, Vol. 9, No. 3, 2014
3. People’s Union of Civil Liberties, *“Thread and Tension: An account of the historic uprising of garment workers”*, April 2017
4. Worker Rights Consortium, *“Worker Rights Consortium Assessment Shahi Exports Pvt. Ltd. (Bangalore, India) Endings and Recommendations”*, June 21, 2018
5. Chowdhury, Supriya Roy, *“Women Workers in the Export Ready-Made Garments Industry”*, December 2017 – July 2018
6. Peoples Union for Civil Liberties- (PUCL) Karnataka, National Law School of India University (NLSIU), Bengaluru, Vimochana, Alternative Law Forum (ALF), Concern-IISc ,
7. Manthan Law and Garments Mahila Karmikara Munnade, *“Production Torture: A Study of the working conditions, including workplace harassment, faced by women garment workers in Bangalore and other districts”*, 2019
8. Garments Mahila Karmikara Munnade and ALF, *“Garment Workers, COVID – 19 Pandemic and the Lockdown: A Report From South Karnataka”*, May 2020
9. GATWU and ALF, *“Closure by Stealth A study of how garment factories in Bangalore are closing down and its impact on workers”*, November 2020
10. ALF, *“Laid off during the pandemic: A case study of the closure of a garment factory”*, December 2020

## Annexure 2: List of garment factories and number of workers (Bengaluru)

Sl. No.	Licence Number	Name of the Factory	Men	Women	Total (as per RTI)	Total (Formula)
1	MYB08913	Euro Clothing Co., (Fully owned unit of M/s. Seven Hills Clothing Pvt. Ltd.),),	120	1000	1120	1120
2	MYB09916	Mystic Apparels India Pvt.Ltd.	120	45	75	165
3	MYB13163	Texport Syndicate India Ltd., Unit 4,	120	1320	1950	1440
4	MYB16380	G B Global Ltd., Unit-4,	120	450	640	570
5	MYB16772	Texport Industries Pvt. Ltd., Unit-16,	120	1300	1900	1420
6	MYB17234	MAF Clothing Pvt. Ltd.,	120	800	950	920
7	MYB19046	Gemini Dyeing & Printing Mills Ltd., Garment Div-3,	120	170	200	290
8	MYB19112	Mahalakshmi Fashions Pvt. Ltd.,	120	750	900	870
9	MYB19830	Mybra Lingerie Pvt. Ltd.,	120	121	155	241
10	MYB20138	Sashikar Enterprises Pvt. Ltd., Unit-III,	120	310	385	430
11	MYB20217	Laj Exports Ltd. Unit-2.	120	350	470	470
12	MYB20642	Golden Seams Industries Pvt. Ltd.,	120	1500	2100	1620
13	MYB22249	LEL International Pvt. Ltd.,	120	350	490	470
14	MYB22843	Vector Fashions Pvt. Ltd.,	120	83	120	203
15	MYB22882	Texport Syndicate India Ltd.,	120	20	65	140
16	MYB23687	Burnet Rose Lingerie Pvt. Ltd.,	120	17	26	137
17	MYB23986	Tunic Garments	120	15	25	135
18	MYB24208	Best Cloths	120	25	43	145
19	MYB24242	Parshwanath Creations,	120	15	55	135
20	MYB24295	Sai Apparels,	120	60	70	180
21	MYB24658	Nakshatra Creations,	120	200	217	320
22	MYB25014	P Squire Apperals	120	180	200	300
23	MYB25127	Bangalore Shirt Co. Pvt. Ltd. Unit-II	120	100	150	220
24	MYB25204	Texport Syndicate (India) Ltd. (Central Ware House)	120	25	100	145

25	MYB25219	Shahi Exports Pvt Ltd., Unit-99	120	10	85	130
26	MYB20850	Supertex Lables Pvt Ltd	120	28	95	148
27	MYB21447	International Trimmings & Lables Pvt. Ltd.	120	45	135	165
28	MYB22572	Fine Transfer Prints India Pvt. Ltd.	120	19	37	139
29	MYB22573	Extex Textiles Pvt. Ltd.	120	21	51	141
30	MYB19001	Tex Labels, DivnII	120	25	100	145
31	MYB21052	Seven Hills International, UnitII	120	50	100	170
32	MYB21084	Vanitha Enterprises	120	75	100	195
33	MYB21123	Sri Vyoma Clothing.	120	300	360	420
34	MYB21968	Magnum Enterprises, UnitII	120	375	495	495
35	MYB23018	Creative Garments Pvt. Ltd.	120	500	700	620
36	MYB08106	Texport Syndicate Co. Ltd.	120	360	520	480
37	MYB08451	Scotts Garments, UnitI,	120	1370	2717	1490
38	MYB09150	Seven Hills International	120	164	239	284
39	MYB09180	Jeans knit (P)Ltd.	120	20	420	140
40	MYB09359	Bengaluru Shirt Co. Pvt. Ltd.	120	850	1250	970
41	MYB10342	Bombay rayon Fashions Pvt Ltd. Unit- XI A	120	1100	1300	1220
42	MYB10458	Texport Industries Pvt Ltd	120	720	1200	840
43	MYB11228	Outdoor Clothing, (A division of Personality Ltd.,)	120	560	678	680
44	MYB11514	Aneena Creations	120	336	420	456
45	MYB11515	Mereena Creations	120	320	401	440
46	MYB11898	Gokuldas India Ltd(A unit of Gokuldas Exports Ltd)	120	1100	1950	1220
47	MYB12390	Garden city Fashions Pvt Ltd	120	495	800	615
48	MYB13141	Greys Exim Pvt. Ltd.	120	386	506	506
49	MYB13486	Nisha Design	120	958	1364	1078
50	MYB13494	Fashion Matrix Overseas	120	8	73	128
51	MYB13839	G.B Global Ltd.,	120	640	890	760
52	MYB13846	Sally Exports	120	62	77	182

53	MYB13937	Jeans Knit Pvt.Ltd.	120	47	192	167
54	MYB14242	Jeans Knit Pvt. Ltd.	120	200	1100	320
55	MYB14591	Jeans knit Pvt Ltd.	120	25	1003	145
56	MYB15296	Shashikar Enterprises Pvt Ltd	120	650	902	770
57	MYB15655	Bengaluru- suit ( A unit of Gokuldas Images Pvt Ltd)	120	735	1020	855
58	MYB15752	Shahi Exports Pvt. Ltd., Unit - 20	120	2185	2730	2305
59	MYB15803	Nisha Design, Unit II	120	1148	1460	1268
60	MYB16026	Fashion Matrix Clothing	120	182	244	302
61	MYB16040	Gemini Dyeing & Printing Mills Ltd. (Garment Division1)	120	170	200	290
62	MYB16567	Texport Syndicate (I) Ltd.,	120	1250	1650	1370
63	MYB17285	SPT Creations	120	55	80	175
64	MYB17356	Bombay Rayon Fasions Ltd	120	25	140	145
65	MYB17574	Washwin Processors	120	4	45	124
66	MYB17900	Mandana Industries Ltd UnitIII	120	300	400	420
67	MYB18174	Magnam Enterprises	120	150	250	270
68	MYB19637	V.L. Clothing.,	120	42	50	162
69	MYB19692	Shahi Exports Pvt. Ltd.Unit -31	120	1040	1300	1160
70	MYB19960	Bombay Rayon Fashions Ltd., Unit2A	120	140	350	260
71	MYB20009	A S N Creation ,	120	15	35	135
72	MYB20181	Mandhana Industries Ltd.	120	145	245	265
73	MYB20834	SAS Apperals	120	550	685	670
74	MYB20844	Scott Garments,	120	80	800	200
75	MYB21336	Creative Garments Pvt. Ltd.	120	700	1000	820
76	MYB21337	Fashion Matrix Clothing-2	120	287	350	407
77	MYB21472	Texport Syndicate (India) Ltd.	120	80	125	200
78	MYB21620	Pearl Global Industries Ltd.	120	965	1450	1085
79	MYB21633	SAPL Industries Pvt. Ltd.	120	1300	2000	1420
80	MYB21672	Active Knits (a Division of Gokuldas Images Pvt.Ltd.)	120	387	467	507
81	MYB22022	So Design Factory Pvt. Ltd.	120	45	60	165
82	MYB22103	R A Fashions Pvt. Ltd.	120	52	74	172
83	MYB22341	Texport Apperals Pvt. Ltd.	120	600	800	720
84	MYB23296	TVAM Lifestyle LLp	120	125	170	245
85	MYB23359	Centre Front Clothing	120	150	175	270
86	MYB23393	Shree Hanuman Garments,	120	100	150	220

87	MYB23639	Texport Syndicate (I) Ltd.,	120	1200	1800	1320
88	MYB24175	Trinity Clothing Company	120	140	180	260
89	MYB24247	Golden Tower Apparels	120	80	125	200
90	MYB24545	Sai Samruddhi Apparels	120	175	225	295
91	MYB24685	Integrity Apparel,	120	72	82	192
92	MYB24778	Ashok Creation,	120	50	95	170
93	MYB25002	Birdy Exports Pvt Ltd	120	750	1000	870
94	MYB25120	Texxstyle Internationals	120	75	100	195
95	MYB25228	Silver Apparele Pvt Ltd	120	70	100	190
96	MYB12393	Deco Textil	120	17	36	137
97	MYB25194	SRI MARUTHI GARMENTS, K	120	30	100	150
98	MYB25195	Alekhya Clothing	120	74	99	194
99	MYB09594	Karle International Private Limited,	120	1044	1358	1164
100	MYB10754	Balaji Garments Pvt Ltd,	120	81	104	201
101	MYB11903	L.T.Karle Co,	120	400	630	520
102	MYB14583	Texport Industries Pvt. Ltd,	120	1040	1400	1160
103	MYB16059	N.R.Fashions,	120	116	130	236
104	MYB16060	V.K.Clothing Co.,	120	124	135	244
105	MYB16131	Mass Marketing Corporation	120	109	145	229
106	MYB16322	Nirmal Crations	120	23	27	143
107	MYB18364	In Leather,	120	350	490	470
108	MYB18496	Harsha Creations,	120	20	80	140
109	MYB18535	Kiran International,	120	25	50	145
110	MYB19078	Asian Apparels,	120	28	33	148
111	MYB19081	Harsha Creations,	120	65	95	185
112	MYB19556	Punith Creation,	120	20	45	140
113	MYB20106	Vikram creations	120	130	210	250
114	MYB20241	SHAHI exports Pvt Ltd ,	120	450	750	570
115	MYB20398	Nascent Sourcing Solutions Pvt Ltd	120	25	50	145
116	MYB20548	BALAJI FASHIONS,	120	75	100	195
117	MYB20597	Brandis Manufacturing Pvt Ltd	120	200	250	320
118	MYB20949	Mittal clothing company, unit- 2,	120	403	475	523
119	MYB21350	Globz Impex	120	60	240	180
120	MYB21869	IndyuroLife Style Resourses pvt Ltd.	120	1	75	121

121	MYB21872	Kavil Creations,	120	55	80	175
122	MYB21873	Texport industries pvt Ltd .,	120	25	45	145
123	MYB21971	Deeksha Creation,	120	70	80	190
124	MYB22038	Noire Designs Pvt ltd,	120	75	100	195
125	MYB22502	APD Exports,	120	210	270	330
126	MYB22595	Smart Clothing	120	225	300	345
127	MYB22631	Trinity Apparels Pvt. Ltd.,	120	60	80	180
128	MYB22656	Premier Apparels,	120	160	220	280
129	MYB22678	Keerti Processors,	120	10	40	130
130	MYB22869	Jyothi Embroidery,	120	9	49	129
131	MYB23303	Fair & Organic	120	50	60	170
132	MYB23326	Shree Hanuman Garments,U-2,	120	110	150	230
133	MYB23377	K.M.Creations	120	25	45	145
134	MYB23599	Alpine Hill Garments (Pvt) Ltd,	120	200	225	320
135	MYB23754	Sravan Creations	120	170	245	290
136	MYB23758	Kavil Creations,	120	25	40	145
137	MYB23888	Sri Vasavi Creations	120	50	75	170
138	MYB23889	Texwear Inc	120	65	85	185
139	MYB23994	Sri Hanuman Garments, Unit-3	120	155	200	275
140	MYB24064	Mylartex	120	155	190	275
141	MYB24293	Cotton World- unit 2	120	0	20	120
142	MYB24539	Sri Sai Creations	120	28	40	148
143	MYB24547	Phenoma Fashions Pvt Ltd.,	120	75	110	195
144	MYB24587	Sri Bylanjaneya Garments	120	17	25	137
145	MYB25090	Anu Creations	120	25	30	145
146	MYB25091	Srinivasa Enterprises	120	25	40	145
147	MYB25096	Cocoon Apparels	120	200	250	320
148	MYB22288	CREDO BRANDS MARKETING PVT. LTD,	120	5	125	125
149	MYB08977	Avery Dennison (India) Pvt Ltd	120	95	495	215
150	MYB16791	ASWINI CLOTHING COMPANY	120	120	150	240
151	MYB19707	Shashikar Enterprises Pvt. Ltd., Unit-2	120	650	950	770
152	MYB20546	Evergreen Creation,	120	16	16	136
153	MYB20898	Sriram and Sons	120	300	475	420
154	MYB20914	Creative Design Apparels pvt ltd,	120	25	50	145
155	MYB21717	SRI LAKSHMI DESIGNS,	120	10	20	130



156	MYB22755	Om Sai Creations,	120	18	30	138
157	MYB22865	Maruthi Impex,	120	10	25	130
158	MYB23007	SIXTH SENSE,	120	70	80	190
159	MYB24735	Akshaya Creations	120	140	180	260
160	MYB13120	Cotton World Unit-4	120	400	450	520
161	MYB16465	MATHRUSHREE APPARELS	120	30	70	150
162	MYB16608	SSR GARMENTS,	120	77	86	197
163	MYB16980	GARMENTS HOUSE INDIA.	120	175	245	295
164	MYB18029	MAX APPARELS.	120	300	400	420
165	MYB18535	KIRAN INTERNATIONAL,	120	25	50	145
166	MYB18684	SHELL APPARELS PVT LTD.- UNIT-1	120	395	495	515
167	MYB19538	SRI VINAYAKA APPARELS.	120	15	20	135
168	MYB19945	S.V.S APPARELS.	120	80	95	200
169	MYB20552	CREDO BRANDS & MARKETING PVT. LTD.,	120	10	130	130
170	MYB21065	Kiran intemational.	120	0	15	120
171	MYB21773	Shree Fashions	120	0	10	120
172	MYB23817	Abhi Exports	120	150	180	270
173	MYB15751	Dress Master Apparel Pvt. Ltd	120	700	800	820
174	MYB17779	Sai Ram Creations,	120	143	178	263
175	MYB20732	APPAREL DESIGNS,	120	18	32	138
176	MYB24213	SAPL Industries Pvt Ltd CWH	120	6	48	126
177	MYB24348	Shade fashions Pvt. Ltd.,	120	395	495	515
178	MYB24404	Megha Garments	120	10	25	130
179	MYB24549	Sri Sai Creations,	120	25	50	145
180	MYB24673	BG Apparel,	120	100	130	220
181	MYB24236	Paalki Designs Pvt. Ltd. ,	120	150	180	270
182	MYB21408	Setner	120	25	45	145
183	MYK00651	Concord Creations (I) PVT LTD	120	345	465	465
184	MYK00568	Vasavi Apparels Pvt Ltd, U-3,	120	400	500	520
185	MYB21984	Anutex Laminates	120	10	18	130
186	MYB14188	Celebrations apparel Ltd.,	120	1150	1350	1270
187	MYB15832	CIGFIL Limited Apparel (Division)	120	489	637	609
188	MYB19042	Sr.Venkateshwara Garments,	120	30	46	150
189	MYK00468	Indian Design Export Pvt Ltd,	120	675	835	795

190	MYK00650	Silver Crest Clothing PVT LTD(Unit-4)	120	1695	1995	1815
191	MYK00673	Shahi Exports PVT Ltd.,	120	1360	1700	1480
192	MYK00421	Suvarna Apparels & creations,	120	25	45	145
193	MYK00429	Silver crest clothing Ltd Unit-3,	120	1795	1995	1915
194	MYK00514	Pradhan Mercantile pvt., ltd.,	120	345	495	465
195	MYK00532	Indian Designs Exports Pvt., Ltd., Unit-IV,	120	1800	2200	1920
196	MYK00565	Maruthi clothing company unit-3,	120	100	140	220
197	MYK00405	Scotts Garments [ltd],	120	95	145	215
198	MYB21473	M/s Maxim Label and packaging (india) Private Limited,	120	16	40	136
199	MYB23965	M/s Mohan Bhog LLP,	120	10	50	130
200	MYB24183	M/s Rupa and company limited,	120	200	250	320
201	MYB20863	Rainbow creation	120	12	20	132
202	MYB20864	Punit creations unit 2	120	720	955	840
203	MYB20865	M/S Lavense Retails pvt ltd	120	74	130	194
204	MYB25199	INTERFACE DIRECT	120	10	14	130
205	MYB14756	Darshan Inc.	120	80	120	200
206	MYB23292	M/s Vrijesh Overseas Private Limited,	120	145	245	265
207	MYB06819	BLR Knits Pvt Ltd	120	60	80	180
208	MYB07469	Shahi Exports Pvt. Ltd.,Unit-2.,	120	700	995	820
209	MYB08381	Shahi Exports Pvt. Ltd.,	120	695	995	815
210	MYB08556	Shahi Exports Pvt. Ltd.,	120	2000	2500	2120
211	MYB11959	H.N.Apparal Mfg. (Ind),	120	0	30	120
212	MYB12094	Bharat Silks	120	23	560	143
213	MYB12294	Mahalakshmi Inc.,	120	15	85	135
214	MYB12809	Adity nauvo Ltd.	120	0	50	120
215	MYB12815	M/s First Steps Babywear Private Limited,	120	462	682	582
216	MYB13456	Silver Crest clothing Pvt Ltd.,	120	1300	1500	1420
217	MYB13546	Zeus International	120	310	445	430
218	MYB13586	Goodwill Fabrics Pvt. Ltd., No. 10,11, Singasandra, HSR Layout, Bengaluru -68	120	150	210	270

219	MYB13905	Prateek Apparels,	120	900	1300	1020
220	MYB14090	Radhamani Textiles Pvt. Ltd.,	120	10	150	130
221	MYB14494	Zanav Home collections,	120	14	52	134
222	MYB15044	M/s sub lime creations,	120	60	120	180
223	MYB15499	Goodwill Fabrics Pvt. Ltd., Unit-3	120	160	245	280
224	MYB15818	Shahi Exports Private Limited,	120	1120	1400	1240
225	MYB16595	Fabline Inc.,	120	73	131	193
226	MYB16937	Shahi Exports Private Limited, Unit-10,	120	1200	1500	1320
227	MYB16983	Indurolife styles Resources (P) Ltd.,	120	546	756	666
228	MYB17024	N F Apparels Private Limited,	120	25	30	145
229	MYB17210	Far East Fastions Gears	120	120	160	240
230	MYB18434	shahi exports pvt ltd	120	4000	4995	4120
231	MYB18434	Shahi Exports Pvt.Ltd, UnitNO.23.,	120	2624	3280	2744
232	MYB19063	Paze Industries Limited	120	790	890	910
233	MYB19109	ERAM Apparels	120	10	20	130
234	MYB19559	Suvastra India	120	162	222	282
235	MYB19608	Aravind Limited	120	700	850	820
236	MYB20215	First Step Baby wear Pvt ltd,	120	560	800	680
237	MYB20376	shahi exports pvt ltd no10	120	80	100	200
238	MYB20443	M/s Linen craft,	120	120	195	240
239	MYB20502	MAMTA EABRICS PVT LTD	120	550	685	670
240	MYB20535	H.N.Apparal Mfg. (Ind),	120	25	125	145
241	MYB21382	GBN impacts	120	60	90	180
242	MYB21621	M/s AKR Textile Unit-III,	120	617	950	737
243	MYB21680	M/s Induro Lifestyle Resources P. Ltd.,	120	15	75	135
244	MYB21879	M/s GBN Impex Unit-II,	120	10	40	130
245	MYB23558	M/s G L Designs,	120	3	63	123
246	MYB22042	M/s Govinda Exports,	120	5	20	125
247	MYB22245	M/s Creative International pvt. Ltd., Unit-3,	120	500	800	620
248	MYB22309	M/s Mahalakshmi Indk,	120	100	235	220
249	MYB22340	M/s Vgroup clothing co,	120	28	48	148
250	MYB22376	M/s Royal Fashion,	120	5	20	125
251	MYB22463	M/s Nehla trading company,	120	79	99	199

252	MYB22505	M/s Conden apparels solutions private limited,	120	28	120	148
253	MYB23316	M/s Sun shine tex pocess,	120	5	50	125
254	MYB23931	M/s Radhe krishna clothing private limited,	120	395	495	515
255	MYB24045	M/s E Fabsew Private Limited,	120	70	150	190
256	MYB24057	M/s DG Luxury Lifestyle Private Limited,	120	8	100	128
257	MYB24573	M/s Fine Fair India Private Limited	120	100	150	220
258	MYB24791	M/s E Fabsew Privtate Limited	120	50	100	170
259	MYB25110	Riveria Creations	120	25	150	145
260	MYB17489	Katado Fashions (p) Ltd.	120	5	15	125
261	MYB20486	BLUE SKY APPAREL SOLUTIONS PVT LTD	120	20	60	140
262	MYB21856	M/s Arvind Limited,	120	20	150	140
263	MYB22375	M/s Bharat Silk,	120	1	99	121
264	MYB23591	M/s Brady company India private Limited,	120	120	275	240
265	MYB24979	M/s Central Jail,	120	15	100	135
266	MYB18575	e-land Apparels Limited	120	575	825	695
267	MYB15254	Carreman Silver crest clothing (l) Private Limited	120	835	995	955
268	MYB18852	Samrat gems Impex Pvt Ltd.,	120	385	550	505
269	MYB22698	M/s Aqua SNS fashions Private Limited,	120	340	490	460
270	MYB22738	Aayush apparels	120	140	200	260
271	MYB22782	M/s Garuda Process,	120	10	50	130
272	MYB22842	M/s Samrat Gems Impex Private Limited,	120	259	370	379
273	MYB23237	M/s S & S Apparels,	120	15	50	135
274	MYB23382	M/s Hardhan Exports	120	80	100	200
275	MYB23519	M/s Trio Apparels India Private Limited,	120	340	490	460
276	MYB23539	M/s Krishana apparels	120	70	95	190
277	MYB23666	M/s Rainbow creations	120	65	145	185
278	MYB24127	M/s Brandindia Sourcing,	120	25	50	145
279	MYB24184	M/s Radical Garments,	120	170	205	290
280	MYB18151	HN Apparel MFG (India).,	120	45	50	165
281	MYB21760	M/s H.P. Clothing (India)	120	5	18	125

282	MYB25148	Updates Clothing Inc	120	50	140	170
283	MYB25174	M.J Clothing	120	40	70	160
284	MYB25235	Flamboyance,	120	70	110	190
285	MYB25236	Lock Schmee Inc	120	115	200	235
286	MYB25237	Poppees Baby Care Products Pvt Ltd	120	150	180	270
287	MYB25271	Kushal Fashions,	120	20	50	140
288	MYB25272	Nexrise Apparels	120	15	45	135
289	MYB08244	Aditya Birla Fashion and Retail Ltd.,	120	800	1000	920
290	MYB08728	K.Mohan and Company Exports Limited,	120	670	900	790
291	MYB09070	Page Industries Limited, unit-1	120	2200	2400	2320
292	MYB09259	Prateek Apparels Private Limited,	120	280	370	400
293	MYB09381	Shahi Exports Pvt Ltd,	120	2400	3000	2520
294	MYB09735	Ravika Creations Pvt. Ltd.,	120	50	70	170
295	MYB10615	K.Mohan and Company Exports Limited,	120	700	880	820
296	MYB11029	Cuthberts Apparels Pvt.Ltd	120	330	470	450
297	MYB12153	Maharaja Agencies Pvt.Ltd,	120	150	200	270
298	MYB12209	K.Mohan and Company Exports Limited,	120	190	490	310
299	MYB12248	Lisa Apparels Pvt Ltd Unit 1,	120	100	140	220
300	MYB12342	Prateek Garments Pvt Ltd,	120	300	400	420
301	MYB12409	Lisa Apparels Pvt. Ltd.,	120	75	150	195
302	MYB12427	Shahi Exports Pvt. Ltd.,	120	745	1121	865
303	MYB12877	Shahi Exports Pvt Ltd,	120	6800	8500	6920
304	MYB13371	Pradhan Merchantile Pvt. Ltd.,	120	50	150	170
305	MYB13825	Strands International	120	425	600	545
306	MYB13939	K.Mohan and Company Exports Limited, Unit-II,	120	960	1280	1080
307	MYB14088	Shahi Exports Pvt. Ltd.,	120	3200	4000	3320
308	MYB14482	Prateek Apparel Pvt. Ltd.	120	75	130	195
309	MYB14493	Divinitee Genesis Apparel Pvt. Ltd.,	120	180	225	300
310	MYB14574	Shahi Exports Pvt Ltd.	120	565	750	685
311	MYB15050	Konark Synthetic Ltd,	120	200	231	320

312	MYB15328	Master Source	120	20	70	140
313	MYB15374	Shahi Exports Pvt Ltd,	120	1100	1450	1220
314	MYB15400	E-Land Apparels Ltd.,Unit-3,	120	550	800	670
315	MYB15461	Page Garment Exports Pvt. Ltd.,	120	420	517	540
316	MYB15522	BLR Knitts Pvt Ltd,	120	10	34	130
317	MYB15994	Tween Apparales Manufacturing Pvt. Ltd.,	120	150	180	270
318	MYB16120	B.L.R Knits Pvt. Ltd.,	120	223	342	343
319	MYB16388	Bhagavathi Clothing Company,	120	20	50	140
320	MYB16405	Cuthberts Apparels Pvt.Ltd	120	11	31	131
321	MYB16947	Shahi Exports Pvt. Ltd.,	120	300	400	420
322	MYB17085	My Choice Knits & Apparels Pvt Ltd,	120	200	300	320
323	MYB17201	Raju Garments,	120	10	20	130
324	MYB17239	Page Industries Ltd, Unit IV,	120	4000	5000	4120
325	MYB17327	V D Fashions,	120	160	285	280
326	MYB17330	Kaveri Global Pvt Ltd.,	120	30	49	150
327	MYB17541	Shahi Exports Pvt Ltd.,	120	1600	1995	1720
328	MYB17580	Punith Creation, Unit IV,	120	608	950	728
329	MYB17700	Shahi Exports Pvt. Ltd.,	120	225	280	345
330	MYB17800	Sairaa Fashions,	120	80	120	200
331	MYB17801	Aishwarya Garments,	120	10	19	130
332	MYB17935	Tween Apparales Manufacturing Pvt Ltd,	120	320	450	440
333	MYB17942	Aravind Ltd,	120	375	475	495
334	MYB18023	Shree Mandara Clothing Company Ltd.,	120	20	40	140
335	MYB18052	Raised on denim India,	120	750	950	870
336	MYB18105	Page Industries Ltd Unit-VI,	120	690	990	810
337	MYB18295	Phoenix Apparels,	120	95	145	215
338	MYB18495	Lisa Apparels Pvt Ltd, Unit 4,	120	270	400	390
339	MYB18624	Page Industries Limited, unit-7	120	150	495	270
340	MYB18920	Sha Enterprises,	120	70	100	190
341	MYB19125	Sap Apparels Pvt. Ltd.,	120	330	465	450
342	MYB19262	Soorya Fashions,	120	25	45	145
343	MYB19327	Aakruti Creations,	120	12	20	132
344	MYB19330	Sheree Clothing,	120	25	50	145
345	MYB19369	Sachi Creations Pvt. Ltd.,	120	65	140	185

346	MYB19638	Lisa Apparels (P) Ltd., Unit-3,	120	190	240	310
347	MYB19641	Amba Garments Pvt. Ltd.,	120	400	480	520
348	MYB19687	Ashro Textiles Pvt. Ltd.,	120	343	490	463
349	MYB19968	Anish Apparels,	120	20	40	140
350	MYB20158	Lovable Lingerie Ltd.,	120	150	175	270
351	MYB20336	NF Apparels Pvt Ltd.	120	15	50	135
352	MYB20354	Jal Exports,	120	253	368	373
353	MYB20404	Mittal Clothing Pvt Ltd.	120	180	390	300
354	MYB20466	Honey Creations,	120	70	150	190
355	MYB20655	Classic Apparels,	120	120	200	240
356	MYB20684	E-Fabsew Pvt. Ltd.,	120	20	60	140
357	MYB20688	Sri Shakti Creations,	120	10	50	130
358	MYB20795	Page Industries Ltd.,	120	52	300	172
359	MYB20846	Stitch in Garments,	120	95	145	215
360	MYB21005	Sun Garments Fashions,	120	60	90	180
361	MYB21097	ARM Design,	120	0	50	120
362	MYB21244	Gold Star Knits,	120	25	50	145
363	MYB21245	Gold Star Knits,	120	25	50	145
364	MYB21397	Shakti Tex,	120	15	100	135
365	MYB21545	United Dry Goods Pvt. Ltd.,	120	14	114	134
366	MYB21546	Belvet Clothing,	120	40	75	160
367	MYB21554	AKR Textile, (Unit-2)	120	350	480	470
368	MYB21908	Susibala Garments,	120	120	195	240
369	MYB21946	Formal clothing Company - 2,	120	250	400	370
370	MYB21972	The Indian Garage Company,	120	100	145	220
371	MYB22052	SSS Garments Exports India Pvt. Ltd.,	120	200	250	320
372	MYB22057	M.J Clothing,	120	30	50	150
373	MYB22085	Mahajan Garments,	120	75	100	195
374	MYB22180	Sha & Co, Unit-2,	120	30	45	150
375	MYB22184	British Clothing,	120	50	75	170
376	MYB22207	Rupa and Co. Ltd.,	120	390	490	510
377	MYB22246	Updates,	120	10	20	130
378	MYB22358	Suvastra India,	120	100	148	220
379	MYB22521	Vishwaa Apparels,	120	278	350	398
380	MYB22555	S.K Garments,	120	20	90	140
381	MYB22673	Intellifab,	120	30	60	150
382	MYB22674	Invogue Outfits, .	120	25	50	145
383	MYB22813	Shakthi Fashions,	120	20	40	140

384	MYB22814	Sri kaveri Clothing,	120	70	100	190
385	MYB22821	Shahi Exports Pvt. Ltd.,	120	250	350	370
386	MYB22939	A Star Apparels,	120	25	50	145
387	MYB22940	Flamboyance,	120	25	50	145
388	MYB23060	Active Kids Retail Pvt. Ltd.,	120	25	49	145
389	MYB23118	AKR Textiles,	120	2000	2500	2120
390	MYB23195	Updates Clothing Inc,	120	70	100	190
391	MYB23196	Madhumurthy Garments,	120	25	45	145
392	MYB23197	Royal Clothing,	120	60	100	180
393	MYB23202	Veena Firmen,	120	20	30	140
394	MYB23250	V.K Fashions	120	5	15	125
395	MYB23362	S.L.R Excellent Appalers	120	30	45	150
396	MYB23481	Vedant Apparels India Pvt. Ltd.,	120	70	100	190
397	MYB23482	Cameez Apparels,	120	55	75	175
398	MYB23581	Maharaja Agencies Pvt. Ltd.,	120	20	50	140
399	MYB23622	S.F Apparels,	120	70	100	190
400	MYB23623	Sha & Co,	120	69	99	189
401	MYB23667	AKR Apparels,	120	300	390	420
402	MYB23786	PLR Exports,	120	25	50	145
403	MYB23787	Sai Fashions,	120	25	50	145
404	MYB23815	Sushibala Garments, Unit-2,	120	160	200	280
405	MYB23907	Prem Textiles,Unit-2,	120	150	250	270
406	MYB24065	Swasthik Creations,	120	25	50	145
407	MYB24066	Thriven Apparels,	120	60	100	180
408	MYB24202	Advait Trading Corporation, 60068.	120	25	50	145
409	MYB24215	Shree Creations,	120	45	70	165
410	MYB24229	Madura Apparels,	120	25	50	145
411	MYB24303	SB Clothings	120	58	73	178
412	MYB24304	SB Apparels	120	60	75	180
413	MYB24307	Mahajan Exports,	120	10	50	130
414	MYB24331	Anusha Textiles,	120	100	125	220
415	MYB24379	Sri Vinayaka Apparels,	120	7	12	127
416	MYB24380	Jai Maatha Apparels,	120	60	70	180
417	MYB24381	VRS Apparels,	120	20	30	140
418	MYB24530	Susibala Garments,	120	100	245	220
419	MYB24543	Duneeth Creations,	120	55	75	175
420	MYB24544	BR Bhoomika Creation,	120	5	20	125



421	MYB24642	Design For Life,	120	5	15	125
422	MYB24644	Mithra Fashions,	120	30	50	150
423	MYB24645	Madesh Enterprises,	120	60	90	180
424	MYB24745	Ardreams Fashions Pvt Ltd,	120	65	80	185
425	MYB24779	Alayna LLP,	120	5	10	125
426	MYB24995	Radhamani Exports (Pvt) Ltd,	120	10	40	130
427	MYB25013	Prem Textiles Unit.3,	120	40	100	160
428	MYB25015	Able Boss Brands Retail Pvt Ltd,	120	35	50	155
429	MYB25036	SB Designs,	120	200	300	320
430	MYB25104	Maharaja Agencies Pvt. Ltd.,	120	100	130	220
431	MYB25298	Harijitt Creations	120	50	80	170
432	MYB25312	Punith Creations, Unit-1,	120	150	600	270
433	MYB20160	Saraswathi Fashion,	120	35	50	155
434	MYB24926	Contemporary Clothing India Pvt Ltd,	120	100	130	220
435	MYB14888	Neva International	120	450	490	570
436	MYB25095	Future Enterprises Ltd	120	270	395	390
437	MYB09661	Royal Exports	120	195	245	315
438	MYB09951	Shahi Exports Pvt. Ltd.	120	3600	4500	3720
439	MYB11933	Creative International pvt. Ltd.	120	174	250	294
440	MYB12155	Nian Themes	120	90	240	210
441	MYB12518	Richa Global.	120	610	940	730
442	MYB13145	Sunita Impex private limited	120	320	495	440
443	MYB13818	3S Enterprises	120	60	80	180
444	MYB13927	Flair Fashions	120	50	100	170
445	MYB14039	Color Lines	120	449	548	569
446	MYB14522	SHAHI EXPORTS (PVT) LTD	120	540	740	660
447	MYB14547	Gupta & Co.	120	136	162	256
448	MYB19994	AKR. Textile,	120	30	50	150
449	MYB20508	BAFNA CLOTHING CO PVT LTD	120	60	80	180
450	MYB23252	COLOUR LINES CLOTHING INDIA PRIVATE LIMITED	120	75	79	195
451	MYB24824	Bafna Clothning Company Pvt Ltd	120	80	93	200
452	MYB22375	M/s Bharat Silk,	120	1	99	121
453	MYB09556	Zodiac clothing company Limited	120	257	343	377

454	MYB11447	Creative international private limited	120	350	480	470
455	MYB13304	Future Enterprises Ltd	120	270	395	390
456	MYB16434	Cotton World - Unit III	120	428	489	548
457	MYB19704	Maruthi Clothing Company	120	225	290	345
458	MYB19903	Pristine Inc.	120	50	60	170
459	MYB20460	Bafna Clothing Company Private Limited	120	70	80	190
460	MYB20613	S S N enterprises	120	15	25	135
461	MYB20782	Jupiter Creations	120	5	12	125
462	MYB21836	Avacci Telagio Pvt Ltd, No-408,	120	35	100	155
463	MYB22766	TDF Clothing	120	47	53	167
464	MYB23719	Adithya creations	120	75	95	195
465	MYB09799	Shahi Exports Pvt Ltd-Unit-7	120	3200	4000	3320
466	MYB14998	Shahi Exports Pvt Ltd	120	2000	2500	2120
467	MYB23112	M/s Future Enterprises	120	275	450	395
468	MYB22378	Fashion Factory International	120	42	77	162
469	MYB16759	Arvind Limited.	120	0	99	120
470	MYB18682	Aqurial India (P) Limited	120	400	515	520
471	MYB21591	Royal exports Unit- V,	120	181	343	301
472	MYB22578	M/s Stoff Apparels Pvt Ltd,	120	80	95	200
473	MYB20609	Aravind good hills suit manufacturing pvt.ltd	120	950	1370	1070
474	MYB22837	M/s Mansi Thermo Craft	120	10	17	130
475	MYB22960	M/s Punith Creation Unit-6	120	750	1000	870
476	MYB24308	M/s Colour lins clothing india pvt ltd,	120	34	40	154
477	MYB14730	Sparkline Pvt Ltd	120	2	12	122
478	MYB10477	M/s Silver Crest Clothing Pvt., Ltd	120	670	742	790
479	MYB11662	M/s Adithya Birla Fashion & Retail Ltd	120	1583	1953	1703
480	MYB13805	M/s Zodiac Clothing Co Ltd,	120	37	62	157
481	MYB14203	M/s Aquarelle India Pvt. Ltd.	120	690	1100	810
482	MYB15895	Adithya BirlaFashion & Retail Ltd	120	980	1230	1100
483	MYB16281	Page Industries Limited.,Unit-3	120	2250	2700	2370
484	MYB22337	V D Fashion	120	60	380	180
485	MYB7253	M/s Adithya BirlaFashion & Retail Ltd	120	310	345	430

486	MYB9058	M/s Arvind Fashion Limited	120	954	1634	1074
487	MYB23498	Fashionline Apparels-2,	120	25	40	145
488	MYB22835	Aquarelle India Private Limited	120	7	40	127
489	MYB19188	Richa Global Exports(P)Limited	120	1680	2060	1800
490	MYB24395	M/S PADMAVATHI APPARELS	120	60	100	180
491	MYB24897	Sunrise Fashions-III,	120	55	99	175
492	MYB08328	Fourenn Apparels Limited	120	281	468	401
493	MYB13907	Mareena Creations,	120	1103	1344	1223
494	MYB14868	Synergy Lifestyles Pvt Ltd	120	145	246	265
495	MYB15282	Radhamani Exports Limited	120	600	800	720
496	MYB15616	Maestro Fashions	120	356	445	476
497	MYB20013	Exclusive Overseas (P) Limited	120	5	20	125
498	MYB20030	Aquarelle India Private Limited, U-2,	120	15	120	135
499	MYB20284	Rainbow Apparels	120	13	15	133
500	MYB21361	Bharath Silks	120	29	150	149
501	MYB21361	Bharath Silks	120	30	75	150
502	MYB22507	Fashionline Apparels	120	100	300	220
503	MYB13094	Aravind Ltd,	120	1500	1900	1620
504	MYB23956	PRAJWAL FASHION	120	100	150	220
505	MYB 22883	M.Y. Garments	120	15	40	135
506	MYB08192	Hinduja Processing and Finishing Unit-I,	120	1000	1800	1120
507	MYB09702	J.K. Garments,	120	35	55	155
508	MYB11063	Classic Fashions,	120	30	40	150
509	MYB11356	Dyna Fashion,	120	140	170	260
510	MYB14552	Stori Fashions Pvt. Ltd,	120	175	200	295
511	MYB14711	Natural Creations,	120	20	35	140
512	MYB15594	Aryan Clothing Co. Unit-II,	120	175	225	295
513	MYB16036	Mukesh Clothing Co.,	120	20	30	140
514	MYB16382	Sharan Fashions,	120	30	50	150
515	MYB18208	Dyna Fashion,	120	200	250	320
516	MYB18710	Raksha Apparels,	120	190	215	310
517	MYB19698	Sri. Narasimha Enterprises	120	15	35	135
518	MYB20289	Riddisiddi Garments	120	15	30	135
519	MYB20626	Hi-Tech Fashion	120	20	35	140
520	MYB20694	A. S. Fashion	120	50	60	170
521	MYB20695	Kanya Corporations	120	21	30	141

522	MYB20930	R.K.Fashion	120	25	35	145
523	MYB21522	R.K. Fashion	120	25	35	145
524	MYB21523	P.K.Clothing Co.	120	25	35	145
525	MYB21549	Seven Fashion Creation	120	28	38	148
526	MYB21627	S.S.Fashion,	120	17	20	137
527	MYB21757	Sai Ashok Fashions	120	20	35	140
528	MYB22014	Ambica Marketing,	120	60	80	180
529	MYB22352	Vidhi Clothing Co. Unit-4,	120	25	35	145
530	MYB22466	Om VRL Fashion	120	2	18	122
531	MYB22727	B.S. Clothing Pvt. Ltd.,	120	150	200	270
532	MYB22777	Isha apparels Pvt,Ltd,	120	70	100	190
533	MYB22873	k.v. Fashion Pvt,Ltd.	120	25	45	145
534	MYB22874	F.N. Garments Pvt,Ltd.	120	20	40	140
535	MYB22875	Jupiter Enterprises Pvt,Ltd.	120	75	100	195
536	MYB22900	M.K. Apparels	120	20	24	140
537	MYB23445	S.M.Garmants	120	155	175	275
538	MYB23585	Unik Technologyz.,	120	10	20	130
539	MYB24709	U V FASHION.,	120	25	50	145
540	MYB24753	MAX DESIGN .,	120	150	200	270
541	MYB24853	JUST LOVE IT APPAREL LLP.,	120	43	83	163
542	MYB 20677	Diamondtex Creation.	120	10	50	130
543	MYB23628	Tharu And Sons (Railway boot laundry),,	120	30	100	150
544	MYB16553	Stori Fashions Pvt. Ltd.,	120	170	190	290
545	MYB22134	Lovable Lingeri Limited,	120	55	100	175
546	MYB24448	Regroup Apparels	120	60	80	180
547	MYB20274	Sainath Apparells,	120	25	35	145
548	MYB 25278	Shree Trends and Apparels	120	13	15	133
549	MYB24302	Chowdeshwari Creations	120		0	120
550	MYB24580	M/s: Sri Raghavendra Hi-Tech Concrete	120	0	25	120
551	MYB25151	Mercury Apparels	120	50	70	170
552	MYB12925	Kasuthi Garments Pvt. Ltd.,	120	25	62	145
553	MYB17826	4 Creations,	120	450	700	570
554	MYB24056	Sri Balaji Krupa Fashion,	120	15	23	135
555	MYB09667	Texport Creation -2,	120	544	658	664
556	MYB10981	Shah International,	120	2	12	122
557	MYB10983	Priyanka Wear,	120	1	13	121
558	MYB11032	Suchita Industries,	120	130	149	250

559	MYB11124	Mukesh Fashions Pvt Ltd.,	120	110	165	230
560	MYB12763	Panchavati Creations,	120	75	100	195
561	MYB13095	Grace Garments,	120	25	40	145
562	MYB13490	Sri Srinivasa Garments,	120	30	34	150
563	MYB13943	Masiya International,	120	3	13	123
564	MYB15257	Bharat Silks	120	389	499	509
565	MYB15690	Trimax Apparels,	120	100	250	220
566	MYB15923	M B Textiles,	120	6	18	126
567	MYB16731	Grace Creation,	120	100	200	220
568	MYB17524	Nandi Creation,	120	75	100	195
569	MYB17825	Gilwood fashions Pvt Ltd.,	120	180	200	300
570	MYB17849	Sopan Design & Creations Pvt. Ltd.,	120	20	35	140
571	MYB18165	Mythri Fashions,	120	50	60	170
572	MYB18369	Intech Apparels,	120	30	70	150
573	MYB18439	Radiant Global Tech Solutions,	120	55	85	175
574	MYB18475	Sneha Creations (Unit-1),	120	23	48	143
575	MYB18479	Sneha Creations Unit-2,	120	23	48	143
576	MYB18571	Monica Apparels & Exports,	120	20	30	140
577	MYB18698	Azadjoy Creations,	120	50	100	170
578	MYB18954	Key Stone Apparels,	120	35	50	155
579	MYB19003	Triveni Apparels,	120	90	95	210
580	MYB19298	Raj Creation,	120	13	23	133
581	MYB19417	Trimax Apparels, Unit III,	120	10	12	130
582	MYB19548	Bonila Fashion and Fabrics,	120	74	86	194
583	MYB19817	Om Apparels,	120	132	140	252
584	MYB19911	Shri Sai Teja creation,	120	25	40	145
585	MYB20002	Smart India Clothing Unit I,	120	5	35	125
586	MYB20039	Trimax Apparels, Unit III,	120	370	495	490
587	MYB20269	Sneha Clothing,	120	25	50	145
588	MYB20327	Laguna Clothing Pvt Ltd.,	120	20	100	140
589	MYB21309	Grace Creation,	120	100	125	220
590	MYB21407	Samurai Exports,	120	7	26	127
591	MYB21475	VDO Marketing,	120	60	75	180
592	MYB21480	V R Apparels,	120	100	110	220
593	MYB21528	Universal Apparel Design Private Limited,	120	25	30	145
594	MYB21689	Intech Apparels, Works-2,	120	21	41	141
595	MYB21849	V2 Creations,	120	10	17	130

596	MYB21857	Smartex Clothing,	120	45	50	165
597	MYB21878	Shree Sai Abhishek Apparels, unit-2,	120	35	50	155
598	MYB21997	Enrich Clothing Inc,	120	70	80	190
599	MYB22030	S A Fashion,	120	20	45	140
600	MYB22195	Bottom Line Apparel Pvt Ltd.,	120	25	40	145
601	MYB22797	Magnum Clothing,	120	40	55	160
602	MYB22889	Enrich Clothing Inc,	120	45	60	165
603	MYB22938	Asha Garments,	120	20	35	140
604	MYB23057	Mahima Garments,	120	8	18	128
605	MYB23203	Bonilla Fashion and Fabrics,	120	25	45	145
606	MYB23325	Key Stone Apparels,	120	72	81	192
607	MYB23631	U V Fashions Pvt Ltd.,	120	60	75	180
608	MYB23632	U V Fashions Pvt Ltd.,	120	20	50	140
609	MYB23816	Sainath Apparels,	120	60	110	180
610	MYB24736	M/s: Orbit Clothing	120	29	40	149
611	MYB20659	Arvind Goodwill Suite Manufacturing Pvt Ltd.,	120	700	1000	820
612	MYB21316	Maruthi Creations,	120	75	100	195
613	MYB21340	OM Garments,	120	120	140	240
614	MYB15851	Aditya Birla Fashion and Retail Limited,	120	340	1540	460
615	MYB15242	Vishwas Textile processors .	120	20	80	140
616	MYB09275	Mamta Exports Pvt. Ltd.	120	111	140	231
617	MYB14489	Bombay Rayon Fashions .ltd, Unit-13,	120	1700	2100	1820
618	MYB18230	Intech Apparel, Unit-1,	120	10	100	130
619	MYB19883	Lovable Lingere Ltd.,	120	80	100	200
620	MYB21649	Intech Apparels, (works-2),	120	25	100	145
621	MYB21736	Anuvarthh Apparels Pvt ltd,	120	345	495	465
622	MYB22750	Esanth Arya Garments,	120	160	178	280
623	MYB22793	Sri Srinivasa Garments,	120	75	100	195
624	MYB23337	SWA Lifestyle LLP,	120	25	150	145
625	MYB24823	Max knits Inc.	120	200	250	320
626	MYB14261	Bombay Rayon Fashions, unit-8	120	1600	1800	1720
627	MYB16717	Arvind Limited, A Division of aravind brands ,	120	100	150	220
628	MYB20904	Induro Lifestyle Resources Pvt Ltd,	120	100	125	220
629	MYB22365	Linkup Textiles ltd,	120	175	245	295

630	MYB24719	Pinnium Advanced Garments Pvt. Limited Unit-2,	120	139	170	259
631	MYB16196	E-Land Apparel Ltd.,	120	500	800	620
632	MYB17933	Arvind Ltd.,	120	190	250	310
633	MYB18090	Laguna Clothing Pvt Ltd.,	120	2300	2600	2420
634	MYB19662	Orijean Pvt Ltd,	120	48	350	168
635	MYB22688	SMKA Enterprises,	120	15	35	135
636	MYB23514	Maruthi Apparels,	120	120	150	240
637	MYB24559	Vee Apparels	120	10	50	130
638	MYB25287	Pragya Fashions	120	6	12	126
639	MYB23922	Quadline Clothing Pvt. Ltd.,	120	65	80	185
640	MYB24054	Great Horn Bill India Pvt. Ltd.,	120	60	80	180
641	MYB17998	Shahi Exports Pvt. Ltd.	120	2390	2870	2510
642	MYB24166	Blossom Inners Pvt. Ltd.	120	60	75	180
643	MYB24170	Om Sai Apparels	120	60	95	180
644	MYB24389	Tor Exports	120	80	95	200
645	MYB24702	Raj Exports	120	20	40	140
646	MYB11022	Texport Industries Pvt. Ltd., Unit-2	120	500	650	620
647	MYB11141	English Blazers	120	720	840	840
648	MYB11571	Maruthi Garments Pvt Ltd.	120	102	114	222
649	MYB11791	Om - Shakthi Industries	120	46	52	166
650	MYB13602	Lovable Lingerie Ltd.	120	85	160	205
651	MYB13946	Aravind Ltd,	120	1800	3000	1920
652	MYB14389	Mantra Apparels	120	100	132	220
653	MYB24222	Hi-Alt Expert India	120	15	50	135
654	MYB15151	Supra Apparels (Bengaluru) Pvt. Ltd.	120	45	70	165
655	MYB15256	Texport Industries Pvt. Ltd	120	800	950	920
656	MYB16282	Vastra Overseas Pvt Ltd.	120	25	35	145
657	MYB16572	FAB Distributors	120	500	650	620
658	MYB16631	Marc Clothing.Co.,	120	120	180	240
659	MYB17850	Saara Apparels	120	25	90	145
660	MYB17851	Saara Apparels	120	140	180	260
661	MYB18387	Vidhi Clothing Company	120	240	330	360
662	MYB18543	Stori Fashions Pvt Ltd.	120	30	50	150
663	MYB18677	The Shirt Factory	120	110	140	230
664	MYB18867	Metro Apparels Inc,	120	90	120	210
665	MYB18941	Mahaveera Apparels	120	15	25	135

666	MYB19532	Abhaya Apparels	120	200	225	320
667	MYB19967	Texport Creation	120	650	800	770
668	MYB21990	Electrotek Static Controls Pvt. Ltd.	120	65	90	185
669	MYB22439	Mantra Apparels Unit-2,	120	115	135	235
670	MYB22440	Saara Apparels	120	105	135	225
671	MYB22537	Sneha Clothing Unit-2,	120	75	95	195
672	MYB22593	Shahi Exports Pvt. Ltd.	120	890	980	1010
673	MYB22853	Shiva Creations,	120	140	180	260
674	MYB22876	M M Creations,	120	145	180	265
675	MYB23140	New Dawn Apparels,	120	60	80	180
676	MYB23371	Unifab Craft,	120	90	120	210
677	MYB24332	Mahaveer Clothing	120	55	70	175
678	MYB24355	Panchamukhi Apparels	120	70	95	190
679	MYB24440	Vignesh Creations	120	25	50	145
680	MYB24475	Atharv Fashion Lifestyle	120	90	105	210
681	MYB24583	Veda Fashions	120	25	40	145
682	MYB24803	Vridhhi Creations	120	140	180	260
683	MYB24936	Nalanda Designers	120	20	40	140
684	MYB14592	Wonder Blues	120	950	1300	1070
685	MYB22650	Supra Garments	120	90	125	210
686	MYB23120	ANUSHKA FASHIONS	120	13	26	133
687	MYB21452	CHANDRAKALA GARMENTS	120	80	100	200
688	MYB21887	COCOON APPARELS	120	10	17	130
689	MYB12775	UNITEX APPARELS PVT. LTD.	120	710	950	830
690	MYB13107	FASHION WEAR HOUSE	120	75	100	195
691	MYB14590	CHANDAN EXPORTS	120	26	40	146
692	MYB14772	S.R.FASHIONS	120	100	140	220
693	MYB14774	SRI SIDDHI CREATIONS	120	100	145	220
694	MYB14944	SUN CREATIONS	120	150	200	270
695	MYB16180	UNITEX APPARELS PVT. LTD. UNIT-II	120	802	935	922
696	MYB16559	HEERAJI IMPEX	120	100	150	220
697	MYB18042	EVERGREEN EMBLISH	120	20	60	140
698	MYB18079	MATHUSHREE CREATIONS	120	15	50	135
699	MYB18666	DAP CLOTHINGS	120	30	70	150
700	MYB18709	Infomark Marketing (p) Ltd	120	179	206	299
701	MYB19013	Tiger Fashions (l)Pvt Ltd	120	90	100	210
702	MYB19093	VISTAR IMPEX PVT. LTD.	120	5	20	125



703	MYB19376	AURA CLOTHING.	120	20	50	140
704	MYB19631	TAURUZ	120	150	200	270
705	MYB19821	ADITHYA DESIGNS (P) LTD. UNIT-111	120	310	450	430
706	MYB19965	Lavanya Creation	120	25	45	145
707	MYB20117	SHREE SIDDASHREE APPARELS	120	12	17	132
708	MYB20125	SRI VAISHNAVI FASHION	120	40	55	160
709	MYB08041	HAMPI EXPORTS (P) LTD	120	5	15	125
710	MYB12622	SONETHRA READYMADE GARMENTS	120	55	70	175
711	MYB13325	ANUVARTH APPERALS PVT LTD	120	70	120	190
712	MYB14746	ANUVARTH APPERALS PVT LTD	120	125	170	245
713	MYB16977	DEVKI DESIGNS	120	242	284	362
714	MYB19200	AARUTHRA APPARELS (PVT) LTD	120	15	20	135
715	MYB18285	GARUDA FASHIONS PVT LTD	120	225	300	345
716	MYB20522	Waves Designs	120	15	25	135
717	MYB20546	Evergreen Reation	120	16	16	136
718	MYB20869	PRARTHANA Fashion No.	120	25	45	145
719	MYB21388	Vinitha Apparales	120	25	30	145
720	MYB21950	VENUS APPARELS	120	22	34	142
721	MYB22354	VEENA FASHIONS	120	10	15	130
722	MYB22511	GARUDA FASHIONS PVT LTD	120	165	180	285
723	MYB10717	NUVOCRAFT APPARELS INDIA P LTD	120	225	350	345
724	MYB22178	MAA AMBICA CREATIONS	120	70	90	190
725	MYB22239	PREKSHA APPEARLS	120	15	25	135
726	MYB22240	SRI P.J.GARMENTS	120	5	10	125
727	MYB22452	H&Z APPARELS	120	342	373	462
728	MYB22753	Magnum Clothing	120	45	65	165
729	MYB24989	REVATHI FASHIONS	120	5	15	125
730	MYB19285	RPR CREATIONS.	120	9	19	129
731	MYB24038	HEERAJI FASHION LLP UNIT 1	120	25	45	145
732	MYB24039	HEERAJI FASHION LLP	120	25	45	145
733	MYB24089	MISCHIEF CLOTHING PVT LTD	120	29	69	149
734	MYB24091	T.S.S.FASHIONS	120	9	19	129
735	MYB24435	KABAADI ENTERPRISES	120	75	90	195
736	MYB24438	FLYMARK FASHIONS AND LIFE STYLE	120	25	32	145

737	MYB24442	S.L.CREATIONS	120	8	18	128
738	MYB24277	INDUS GIFTING PVT LTD	120	20	80	140
739	MYB24334	REINVENT APPARELS PVT LTD UNIT-1	120	40	45	160
740	MYB24335	REINVENT APPARELS PVT LTD UNIT-2	120	8	19	128
741	MYB24486	MISK APPARELS PVT LTD	120	93	133	213
742	MYB24574	VASTHRA CARE	120	15	25	135
743	MYB24625	BLUECLIFF APPARELS INDIA PVT LTD	120	70	100	190
744	MYB24627	K.N.F.CLOTHING UNIT-2	120	75	95	195
745	MYB24629	K.N.F.CLOTHING UNIT-1	120	28	50	148
746	MYB24631	K.N.F.CLOTHING UNIT-3	120	28	70	148
747	MYB25208	Mighty Overseas	120	50	90	170
748	MYB05978	Garden City Fashions Pvt. Ltd.,	120	25	210	145
749	MYB07302	Wear craft apparels	120	1500	1880	1620
750	MYB08635	J.D.Clothing Company	120	800	1700	920
751	MYB09762	Mittal Clothing Company,	120	6	62	126
752	MYB10665	Venkateshwara Garments-II,	120	55	253	175
753	MYB10921	Bombay Rayon Fashions Unit- 12	120	50	75	170
754	MYB11811	Chaithra Readymade Garments,	120	100	130	220
755	MYB11916	Texport Syndicate India Ltd,	120	620	915	740
756	MYB12246	S.R.V. Knit-Tech Pvt. Ltd.,	120	102	273	222
757	MYB12559	C.S.India, (A unit of Texports Overseas Pvt Ltd),	120	700	990	820
758	MYB12624	Texport Syndicate India Ltd.,	120	715	1045	835
759	MYB12773	DJ apparels,	120	25	35	145
760	MYB12804	Texport Overseas, Unit-V,	120	1179	1424	1299
761	MYB13341	Chaithanya Images	120	420	480	540
762	MYB13548	Sri Venkateshwara Garments Unit-2,	120	300	650	420
763	MYB13772	Bombay Rayon Fashions Ltd, Unit-14,	120	1500	1750	1620
764	MYB14158	Lucky tex-1,	120	42	143	162
765	MYB14245	Gardencity Fashions Pvt Ltd,	120	125	245	245
766	MYB14267	Sunil Apparels	120	3	28	123
767	MYB14847	Vastra Concepts	120	150	190	270
768	MYB15174	Aravind Mills Ltd.	120	880	1100	1000

769	MYB15354	Kalpavruksha Creations,	120	4	10	124
770	MYB16003	Garuda Fashions Pvt.ltd.,	120	0	15	120
771	MYB16185	Gardencity Fashions Pvt. Ltd..	120	740	1230	860
772	MYB17626	Sawanraj Enterprises	120	3	18	123
773	MYB17766	Renuka Fashions,	120	6	31	126
774	MYB18136	N.J. Creations,	120	10	30	130
775	MYB18283	Sree Manjunatha Garments	120	36	40	156
776	MYB18647	Go Go International Pvt.Ltd,	120	464	642	584
777	MYB18771	S.V Exports	120	76	83	196
778	MYB18811	We one Apparels,	120	40	55	160
779	MYB18977	Chandu Fashion	120	0	15	120
780	MYB19127	Patel Creation,	120	20	25	140
781	MYB19629	Gallari Creations Pvt Ltd.	120	40	60	160
782	MYB19648	Swasthik Creation.	120	5	34	125
783	MYB19747	Renram Fashions India Pvt.Ltd,	120	245	295	365
784	MYB19847	Jai Maruthi Creations	120	10	20	130
785	MYB20102	Shahi Exports Pvt.Ltd,	120	1000	1200	1120
786	MYB20155	Abhived Exports,	120	145	180	265
787	MYB20179	Four S Apparels	120	15	40	135
788	MYB20285	Indian Designs Exports Pvt Ltd.Unit-6,	120	1100	1400	1220
789	MYB20800	Passion Apparels,	120	140	160	260
790	MYB21471	Fairy Designs Inc.,	120	15	17	135
791	MYB22091	Indus Intex Pvt Ltd,	120	175	250	295
792	MYB22166	Mallikarjuna Garments.,	120	100	120	220
793	MYB22420	Fabcraft International,	120	95	117	215
794	MYB22436	Sarada Designs Pvt Ltd.,	120	90	125	210
795	MYB22585	Aru Enterprises,	120	27	46	147
796	MYB22645	DJS Clothing.,	120	1	41	121
797	MYB22859	Sri Sathya Sai Polymers,	120	2	12	122
798	MYB22923	E-Clothing,	120	25	49	145
799	MYB23740	Royalex Fashion India Pvt Ltd.,	120	180	190	300
800	MYB23792	Shappon Haute Apparels Pvt. Ltd	120	25	50	145
801	MYB23906	Lacross Ind.	120	180	240	300
802	MYB24138	M.S Apparels	120	170	240	290
803	MYB24375	Aseer Garments Inc.	120	90	120	210
804	MYB24457	Galleri Creations Pvt. Ltd	120	120	150	240
805	MYB24500	N.S Creations	120	75	90	195

806	MYB24724	Aru Enterprises,	120	25	35	145
807	MYB24870	Simran Creations	120	80	100	200
808	MYB25519	Aditya Designs Pvt.Ltd.,	120	80	100	200
809	MYB25238	Texport Garments	120	210	220	330
810	MYB20090	Cotton World	120	680	800	800
811	MYB20859	Bloomcraft Apparels Pvt Ltd	120	736	908	856
812	MYB25076	YKS Apparels	120	22	50	142
813	MYB22767	SLN Garments	120	170	180	290
814	MYB12700	Denim Works ,(A division of gokuldas Images)	120	780	1000	900
815	MYB13362	Silver Spark Apparels Ltd	120	2300	2500	2420
816	MYB13995	Everblue Apperals Ltd	120	1511	2864	1631
817	MYB14234	Indigo Blues ( Fully Owned unit of M/s Rafter Trading Pvt Ltd),	120	908	1898	1028
818	MYB15817	Bombay Rayon Fashions Ltd	120	3150	4200	3270
819	MYB18656	United Dry Goods Pvt. Ltd	120	358	443	478
820	MYB18850	Jeans Knit Pvt Ltd	120	1022	1514	1142
821	MYB19518	Bilteek Fashions Pvt Ltd	120	417	484	537
822	MYB19757	Scotts Garments Ltd	120	688	1550	808
823	MYB19912	Bombay Rayon Fashions Ltd,	120	80	150	200
824	MYB20997	Texco Fashions	120	300	396	420
825	MYB21654	Just Love it Apperel LLp	120	134	198	254
826	MYB22534	Saanvi Industries	120	40	140	160
827	MYB24300	Ever Blue Apparel Ltd (unit-2)	120	200	249	320
828	MYB24425	Texco Apparels Pvt Ltd	120	0	99	120
829	MYB23683	Crescen Creations	120	5	40	125
830	MYB23805	Stylo Garments	120	15	25	135
831	MYK00559	Scotts Garments Ltd	120	312	352	432
832	MYK00524	Shell Apparels Pvt., ltd	120	312	361	432
833	MYK00464	Samruddhi Garments	120	10	70	130
834	MYK00467	Silver Spark Apparel Limited	120	2800	3000	2920
835	MYB21050	Shell Apparels Pvt ltd	120	285	320	405
836	MYB23829	Winaya Enterprises	120	35	40	155
837	MYB18689	Bombay Rayon Fashions Ltd (Trim Div)	120	70	470	190
838	MYB08062	Zodiac Clothing Company Ltd	120	600	750	720
839	MYB19998	Royal Exports	120	279	308	399
840	MYB23764	Exotic Creation	120	18	40	138
841	MYB23253	Gemini Dyeing and Printing	120	100	130	220

		Mills Ltd				
842	MYB21708	Shell Apparels Private Limited	120	353	398	473
843	MYB23145	Shell Apparels Private Limited	120	133	207	253
844	MYB21718	Page Industries Ltd	120	1290	1390	1410
845	MYB19857	Veeramaasthi Tex Fabs Pvt., Ltd	120	35	50	155
846	MYB22500	Just Line Home Fashions	120	5	13	125
847	MYB15276	Sanfab India Private Limited.	120	44	87	164
848	MYB06488	Continental Exporters (P) Ltd.	120	15	30	135
849	MYB07577	Camellia Clothing Limited,	120	300	400	420
850	MYB08393	Indian Designs Exports Private Limited, Unit-15,	120	80	480	200
851	MYB08887	Asiatic Apparels,	120	3	13	123
852	MYB09243	Cotton World	120	76	179	196
853	MYB09621	Aditya birla Nova Limited, ,	120	750	900	870
854	MYB10359	Indian Designs Exports Private Limited,	120	600	900	720
855	MYB12589	Global clothing Private Limited., N.J.K. Enterprises,	120	75	140	195
856	MYB13870	Swan Silk Pvt. Ltd.,	120	5	30	125
857	MYB15089	D.C Garments,	120	120	170	240
858	MYB15512	Jasmine Apparels Pvt Ltd,	120	162	206	282
859	MYB16077	Indian Designs, Unit- 2,	120	270	350	390
860	MYB16078	Lawarance Clothing Private Limited.	120	200	240	320
861	MYB16879	Mereena Creations	120	545	640	665
862	MYB16935	Lawarance Clothing Private. Limited. Unit -2,	120	40	85	160
863	MYB17061	Camellia Clothing Limited,	120	21	61	141
864	MYB18065	NJK Enterprises,	120	38	66	158
865	MYB18372	Indian Design Exports Private Limited,	120	840	1048	960
866	MYB18389	Srivari apparels,	120	65	73	185
867	MYB18501	New Creative Apparels,	120	20	35	140
868	MYB18559	Excel Apparels,	120	103	144	223
869	MYB18765	Vinayaka International,	120	30	50	150
870	MYB18949	Shahi Exports Private Limited,	120	560	700	680
871	MYB19000	S and G Lifestyle,	120	340	390	460

872	MYB20982	Styled Apparels,	120	7	36	127
873	MYB21120	N.J.K.ENTERPRISES Unit111	120	290	370	410
874	MYB21268	Revivl Impex,	120	104	127	224
875	MYB21982	Chaitra Garments	120	150	180	270
876	MYB22216	Aquarelle India Pvt Ltd.,	120	367	495	487
877	MYB22941	Aquarelle India Pvt Ltd.,	120	300	350	420
878	MYB23315	CHEMISTRY FASHION LAB	120	32	44	152
879	MYB24496	Metro Clothing Company,	120	100	180	220
880	MYB06817	Zodiac clothing company limited,	120	350	475	470
881	MYB09289	Radiant Apparels Pvt ltd	120	159	200	279
882	MYB09360	Creative Wear Pvt ltd	120	181	319	301
883	MYB09877	Cretative wear private Limited,	120	212	295	332
884	MYB12255	Directions	120	73	93	193
885	MYB12620	Sunstar Knits,	120	20	50	140
886	MYB13189	NJK Enterprises,	120	1614	2215	1734
887	MYB15505	Ranger Apparel Export {P} Ltd,	120	1050	1413	1170
888	MYB15801	D.B. Apparels Bengaluru,	120	35	45	155
889	MYB16688	Smart Apparels	120	50	70	170
890	MYB17844	Colorlines Clothing India Private Limited, Unit-2,	120	20	40	140
891	MYB20460	Bafna Clothing Company Private Limited,	120	80	95	200
892	MYB21213	Arvind Limited	120	738	900	858
893	MYB21766	SLV Designs	120	20	25	140
894	MYB22646	V V Creation	120	25	29	145
895	MYB22646	VV CREATION	120	20	40	140
896	MYB22672	Nutan Apparels,	120	70	100	190
897	MYB23157	Jasky Exports	120	250	300	370
898	MYB23426	Dhrash,	120	5	25	125
899	MYB24411	Nutan Apparels,	120	130	160	250
900	MYB24825	AMD Apparels Private Limited	120	45	53	165
901	MYB15532	Sanfab India Private Limited.	120	9	130	129
902	MYB17548	Adity Designs Pvt Ltd	120	300	400	420
903	MYB21409	Cheers Manufacturing Pvt. Ltd,	120	0	5	120
904	MYB20324	M/S Texport overseas Pvt Ltd	120	850	1100	970

905	MYB10946	Sri Krishna Industries, (A Unit of Gokaldas Exports Limited)	120	15	255	135
906	MYB10130	M/S. Lucky Tex-3, (A Unit of Gokaldas Exports Limited)	120	120	360	240
907	MYB10851	Texport Industries	120	150	900	270
908	MYB11365	Texport Industries Pvt.Ltd,	120	110	330	230
909	MYB11470	M/S Creative Garments	120	650	800	770
910	MYB11800	Unitex Apparels Pvt. Ltd	120	130	370	250
911	MYB12018	Gartex insta apparels Pvt Ltd,	120	350	600	470
912	MYB12702	Gokuldas Intimate Wear Pvt. Ltd.,	120	300	430	420
913	MYB15600	Triangle Apparels-VI, (A Unit of Gokaldas Exports)	120	1285	1805	1405
914	MYB09745	Unique Non-Woven Co.	120	0	30	120
915	MYB16821	Shahi Exports Pvt.Ltd	120	2500	3150	2620
916	MYB17394	Laz Exports Ltd,	120	700	940	820
917	MYB17699	Sonex Fashions Pvt.Ltd Unit-2,	120	300	550	420
918	MYB18686	Shahi Exports Pvt.Ltd (Unit-28)	120	1985	2435	2105
919	MYB18936	Indian Designs Exports Pvt Ltd.,Unit-3,	120	460	610	580
920	MYB19326	Bangalore Shirt Co. Pvt Ltd.	120	750	1038	870
921	MYB19976	Gokuldas Intimate Wear Pvt.Ltd unit-3,	120	120	160	240
922	MYB20964	R.R.Fashions.	120	22	34	142
923	MYB21665	Infinity clothing	120	100	120	220
924	MYB21803	Birdy Exports Pvt Ltd.,	120	600	850	720
925	MYB22164	Gokul Das Intimate Wear Pvt Ltd.,U-4,	120	250	315	370
926	MYB22228	M/S Texport Syndicate (I) Ltd Unit-10,	120	280	525	400
927	MYB22929	Shreeram and sons.	120	60	110	180
928	MYB24260	Ujjwala Garments,	120	101	120	221
929	MYB24892	M/S Scholar Clothing Company	120	90	150	210
930	MYB25347	M/S M.S. Clothing,	120	250	300	370
931	MYB11915	B .R. Industries,	120	4	8	124
932	MYB20290	Arihant Traders,	120	4	10	124
933	MYB23998	Likhit Enterprises	120	132	147	252

934	MYB09497	Go Go International Pvt., Ltd.,	120	650	950	770
935	MYB15355	Venkateshwara Clothing Company-II,	120	1600	2050	1720
936	MYB17843	Cotton world unit-V,	120	680	800	800
937	MYB18220	Go Go International Pvt Ltd.,	120	10	23	130
938	MYB18467	Turquoise & Gold apparels Pvt. Ltd,	120	45	145	165
939	MYB07697	Mybra Lingarie Pvt., Ltd.,	120	94	114	214
940	MYB10698	Sree Ram & Sons,	120	195	245	315
941	MYB12139	Bhanu Gartex-I,	120	10	42	130
942	MYB16967	Style Art India Apparels Pvt., Ltd.,	120	155	205	275
943	MYB17738	Scotts Garments Limited, Unit-10,	120	405	430	525
944	MYB17978	SLV Garments,	120	90	150	210
945	MYB19217	Y.K. Creation,	120	121	180	241
946	MYB19628	Pret Interpret Clothing Pvt Ltd.,	120	95	175	215
947	MYB20672	Turquoise & Gold apparels Pvt. Ltd,	120	454	533	574
948	MYB20980	Indian Designs Exports Pvt Ltd.,	120	660	820	780
949	MYB21237	Om Sai Garments,	120	10	18	130
950	MYB21707	Sri Ranganatha Garments,	120	25	35	145
951	MYB22280	Akshara Apparels & Exporters,	120	40	55	160
952	MYB22405	Richa Global Exports Pvt., Ltd.,	120	509	717	629
953	MYB22613	Samtana Eco Clothing Pvt Ltd.,	120	7	13	127
954	MYB22623	Sambhram Apparels,	120	140	165	260
955	MYB22739	Mastercraft Tex,	120	40	49	160
956	MYB22751	Lacross Ind,	120	150	180	270
957	MYB22824	Turquoise & Gold Apparels Pvt., Ltd.,	120	20	62	140
958	MYB23000	Indus Intex Pvt Ltd.,	120	100	125	220
959	MYB23472	Om Creations,	120	130	170	250
960	MYB23556	KDP fashions,	120	15	25	135
961	MYB23557	Varshini fashions,	120	25	35	145
962	MYB25126	Gemini Dyeing & Printing Mills Ltd,	120	35	55	155
963	MYB25140	Gajanana Garments	120	30	45	150
964	MYB21673	Renram International,	120	225	250	345
965	MYB22823	Turquoise & Gold Apparels Pvt., Ltd.,	120	175	213	295



966	MYB24808	Indus Intex Pvt Ltd.,	120	75	100	195
		<b>Total</b>	<b>115920</b>	<b>261790</b>	<b>364596</b>	<b>377710</b>

### Annexure 3: List of garment factories and number of workers (Other districts)

Sl. No.	Licence Number	Name of the Factory	Men	Women	Total
967	MYM2050	Shahi Exports Pvt Ltd., Unit-49,	600	1400	2000
968	MYM1541	Atlantic Apparels - 2 (A unit of M/s Gokuldas Export Limied)	600	1400	2000
969	MYM1614	M.Khan Fashion World Pvt Ltd.,	100	350	450
970	MYM1722	Shahi Exports Private Limited	350	1400	1750
971	MYM1821	Lawrence Clothing Private Limited	75	145	220
972	MYM1855	Shahi Exports Private Limited	460	1840	2300
973	MYM1961	Seven Hills International,	75	400	475
974	MYM1988	Fashion League International Limited,	25	75	100
975	MYM2007	Thriller Clothing Company	8	22	30
976	MYM1412	Flair Garments Private Limited	440	10	450
977	MYM1972	K.S.A.SOCIAL ACTION	4	1	5
978	MYMD400	JOE ANT APPARELS KHATHA NO.184/145/1	1	15	16
979	MYMD404	AQUARELLE INDIA PVT.LTD.	85	690	775
980	MYMD422	PAGE INDUSTRIES LIMITED	5	20	25
981	MYMD324	EURO CLOTHING UNIT-2 (UNIT OF GOKALDAS EXPORTS LIMITED)	155	1068	1223
982	MYCJR00021	GIRISH EXPORTS UNIT-2	89	811	900
983	MYMD417	AHP APPAREEL PVT. LTD (UNIT-45)	30	0	30
984	MYMD305	GIRISH EXPORTS	150	620	770
985	MYMD315	KARNATAKA INDUSTRIAL HOUSE	5	45	50
986	MYMD320	SHAHI EXPORTS	998	3990	4988

987	MYM1693	CARNIVAL CLOTHING CO. (A UNIT OF GOKALDAS EXPORTS LIMITED )	160	780	940
988	MYM1965	SHAHI EXPORTS PVT LTD. UNIT-43	1290	3010	4300
989	MYM2135	DE PAUL WELFARE FEDERATION	0	18	18
990	MYM1893	PAGE INDUSTRIES LIMITED UNIT-16	180	2320	2500
991	MYMD340	GIL WOOD FASHIONS PVT. LTD.	140	350	490
992	MYMD424	KORRUN INDIA PRIVATE LIMITED	20	40	60
993	MYM2068	SANMAN EXPORTS PVT LTD.	4	81	85
994	MYH00344	M/S.AHP APPAREL PVT LTD	430	20	450
995	MYT0930	M.A.F.Clothing Private Limited	50	400	450
996	MYH00338	AHP GARMENTS PVT LTD.	450	975	1425
997	MYH00333	PAGE INDUSTRIES LIMITED UNIT 22	400	600	1000
998	MYT0795	Wear Well-I,	300	500	800
999	MYT0879	Page Industries Ltd	130	1170	1300
1000	MYH00314	GOKALDAS EXPORTS,Unit-1	328	1311	1639
1001	MYH00287	PAGE INDUSTRIES LTD.,	300	3200	3500
1002	MYH00304	SHAHI EXPORTS PRIVATE LIMITED	160	640	800
1003	MYH00310	ARVIND LTD	380	1255	1635
1004	MYH00325	ARVIND LTD	20	10	30
1005	MYSK2326	Reena garments,	10	28	38
1006	MYSK2335	Evergreen Garments & Exports	20	15	35
1007	MYSK2061	Meghana Apparel Industries	18	22	40
1008	MYSK2302	Shree Mookambika Clothigs,	24	26	50
1009	MYSK2159	D R Garments	0	17	17
1010	MYSK2256	Manipal Garments	10	50	60
1011	MYSK 2336	D R Garments	2	35	37

1012	MYU0412	Best sellers Apparels Pvt Ltd Unit-2	75	200	275
1013	MYSK1645	Best Sellers Apparels Pvt. Ltd.	430	550	980
1014	MYU0327	Shine Apparels	3	26	29
1015	MYU0388	Accurate Apparels	6	34	40
1016	MYU0339	Best Sellers Apparels Pvt. Ltd. Unit-2,	10	90	100
1017	MYU0405	Adhilaxmi Garments,	200	49	249
1018	MYU0382	Best Sellers Apparels Pvt. Ltd. Unit-3,	50	195	245
1019	MYBGM2688	Aurora Apparel Pvt. Ltd.	97	265	362
1020	MYBGM2922	Maxima Fassions Exports Pvt Ltd	13	45	58
1021	MYBJR0786	Shivani Garments,	10	100	110
1022	MYBGM2911	M/s Next Fashion Apperals.	35	100	135
1023	MYBJR0711	Roopam Exports	5	135	140
1024	MYBGM1632	Halgekar Textiles,	15	5	20
1025	MYBGM2914 (2019)	Tera Apparels	3	17	20
1026	MYBGT 13	Thapasya Garments	465	10	475
1027	MYBGM2676 (2015)	Next Fashion Apparels	16	45	61
1028	MYBGM2630	Abhishek Alloys (P) Ltd, Unit-2	97	3	100
1029	MYDWR2175	A H P Garments pvt	750	1250	2000
1030	MYDWR2144	Shahi Exports Private Limited, UNIT 53	190	610	800
1031	MYDWR2155	Prabhajan Industries Limited	25	0	25
1032	MYDWR1830	Jain Traders	2	8	10
1033	MYDWR1835	Galaxy Apparel	5	8	13
1034	MYDWR1837	Gemini Products	15	0	15
1035	MYDWR2048	Shahi Exports Private Limited,	750	750	1500
1036	MYDWR2063	Ganesh Apparels,	25	3	28
1037	MYBY00819	Om Araham Apparels Pvt. Ltd.	30	45	75
1038	MYBY00960	Vardhaman Appaerls,	72	10	82
1039	MYBY00976	Atul Fashions,	70	4	74

1040	MYBY01108	SUJATHA GARMENTS,	15	60	75
1041	MYT0855	In Leather	125	517	642
1042	MYT0909	Pradhan Mercantile Private Limited	100	175	275
1043	MYT0911	I Tek Apparels	20	80	100
1044	MYT0963	Jai Maruthi Creations, Unit-2	10	60	70
1045	MYT0962	Pragathi Exports	20	130	150
1046	MYT1002	Anjan Apparels	4	14	18
1047	MYT1014	IFL Exports	15	135	150
1048	MYT0954	Shri Sai Creations	7	65	72
1049	MYT0630	Scotts Garments Limited	209	811	1020
1050	MYT0791	Global Garments-II	250	650	900
1051	MYT0797	Shahi Exports Private Limited	406	1717	2123
1052	MYT0807	Maf Clothing Private Limited, Unit-2	359	1706	2065
1053	MYS0879	Sharada Garments	25	75	100
1054	MYS0842	Shahi exports pvt ltd	165	830	995
1055	MYS0859	Shahi exports pvt ltd	365	1463	1828
1056	MYS0907	Shahi Exports Pvt Ltd	170	25	195
1057	MYS0923	Pranitha Creations	4	16	20
1058	MYS0960	Ruhika Creations	5	40	45
1059	MYS0911	Shahi Exports Pvt Ltd.	400	1500	1900
1060	MYS0930	Maya Fashions	10	25	35
1061	MYS0954	Shahi Exports Pvt Ltd, U-105	1100	400	1500
1062	MYCT1010	Arvind Limited	50	1400	1450
1063	MYCT1081	ARAVIND LTD.,	20	250	270
1064	MYCT1082	WHITE OCEAN BUISSINESS VENTURES L.L.P	60	240	300
1065	MYCT1045	Global Mode Accessories Pvt Ltd	50	1450	1500
1066	MYCT0883	Sri Sai Creations	30	220	250
1067	MYCT0951	Anugraha Garment Industry	20	230	250
1068	MYCT0971	Devamber-The Divine Clothing	10	0	10
1069	MYCT1000	Shri Guru Siddarameshwara Ready Garments	10	40	50

1070	MYCT1015	Sri Sai Apparels	10	240	250
1071	MYCT1019	M.S.R. Textiles	5	45	50
1072	MYCT1044	Mayur Apparel Processor	20	180	200
1073	MYCT1060	Lawrence Clothing	20	80	100
1074	MYCT1066	Shakeera Industries	10	40	50
1075	MYCT1074	Samartha Textiles & Garments	8	62	70
1076	MYCT1083	Aditya Garments	4	66	70
1077	MYCT1084	Shakeera Garments	30	20	50
1078	MYCT1064	M/s Kariyamma Garments	10	40	50
1079	MYCT1071	Sri Sai Garments	20	90	110
		<b>Total</b>	<b>16716</b>	<b>50919</b>	<b>67635</b>

## Annexure 4: Structure, role and responsibilities of the Karnataka Labour Department

The Department of Labour, Karnataka is headed by the Minister of Labour assisted by the Principal Secretary. There are 4 sub – departments under this department, the heads of whom report to the Principal Secretary:

1. Department of Labour
2. Directorate of Employment & Training
3. Department of Factories, Boilers, Industrial Safety & Health
4. Directorate of ESIS(M) Services

### Important Roles and Responsibilities of the Department

- Creating quality life and working conditions for the labourers through proper implementation of labour laws.
- Facilitate to attract more investment in the private and public sectors which helps in creation of additional employment opportunities for the years 2015-2020.
- Establish peace and harmony between employers and employees and reduce the number of industrial disputes.
- Make Karnataka a child labour free state within the year 2020 with the cooperation of different departments and public.
- Towards strengthening the Department, provide necessary infrastructure by adopting modern technology, provide quality training to the officers and staff of the department for their intellectual development and thereby increase their work efficiency.
- Ensure availability of proper facilities by creating good work conditions at work places for women workers.
- Strengthen the department by encouraging a culture of undertaking research and development activities with the cooperation of educational institutions and vocational research centres.
- Provide social security in order to improve the standard of living of the informal sector labourers with the cooperation of various Secretariats, Departments and public and prepare a suitable plan and programs and implement it in this regard.
- Strengthen the services of the Department by developing online and time bound system for registration, license and other approvals under various labour acts.
- Contemplate on implementing the labour laws, rules and other relevant notifications and make recommendations to remove all the hurdles, drawbacks and shortcomings and for its improvement.
- Develop relevant programs to create good working conditions for the workers and provide them security, protection, health and welfare.

- Develop plans and programs and implement them so as to fulfil the objectives of the International Labour Organization.
- Follow protocols and implement laws to protect the rights and interests of the Internal and Inter-state Migrant Workmen and to prevent their exploitation, discrimination.
- Strengthening the statutory boards for upliftment of the organised and unorganised labourers and proper management of investment reserved for the long-term social protection of these workers.
- Carry out responsibilities with a motive of making Karnataka the best state for workers and democracy and arrange tripartite interaction between workers and employers and the government and discuss other topics at different levels.
- Examine the plans and programs that can be undertaken with the help of multiple stakeholders with self interest and statutory programs for overall development of labourers who are below the poverty line.
- Utilise natural working opportunities for skill development of the workers in order to centralise the labour force.
- Ensure successful criteria management in order to bring transparency between the administrative and workers relationships, motivate officers and organizations to work with coordination.

Key positions in the Labour Department and their responsibilities are:

*Head Office*

1. Commissioner, Department of Labour

- The Commissioner, Department of Labour will be the head of the department, and will exercise his power with respect to all the works like Office Procedures (Works) Booklet, Government Orders, Financial Regulations and Rules and Clauses (Branch), including supervision of all the branches.
- He will be responsible to exercise his powers and carry out duties with respect to implementation of all the rules and regulations under various Labour laws and disposal of cases under the labour laws. He will also be responsible for elimination of child labour, implementation and fixing of minimum wages for various employments from time-to-time under the Minimum Wages Act.

2. Additional Labour Commissioner (Administration)

- He is next to the Commissioner of Labour in the hierarchy and will carry out duties on behalf of the Commissioner of Labour and will be responsible for the administration and accounts sections of the department.
- He will carry out duties with respect to implementation of service rules, financial regulations and office procedures and exercise his powers. He will also be responsible for implementing the various rules under the various Labour laws assigned to him and disposal of cases under the various laws and regulations.



### 3. Additional Labour Commissioner (Industrial Relations)

- He is next to the Commissioner of Labour in the hierarchy and will carry out duties on behalf of the Commissioner and will be responsible for all the works related to the Industrial relationships of the Department.
- He will be responsible for the settlement of all the industrial disputes as per the Industrial Disputes Act, 1947, and will possess the authority to ensure industrial peace in the State.
- He will have the authority to implement the rules under the various Labour laws relating to industrial relations and disposal of the cases under the relevant Laws and rules.
- He will be the appellate authority under the Right to Information Act, 2005, at the Head Office.

### 4. Joint Labour Commissioner (Minimum Wages)

- He is the head of this Section. He will be responsible to look after all the works with respect to Minimum Wages and elimination of child labour and adolescent labour system and their rehabilitation and implement all the relevant rules and regulations and laws and disposal of all the cases under the said laws and regulations.
- He will follow all the rules and regulations as per the Government Orders, Notifications and Agenda.

### 5. Deputy Labour Commissioner (Publicity and Statistics)

- He/she will lead the Publicity and Statistics Section of the Department and will carry out duties as under the various Labour laws designated to him/her.
- He/she will have the powers to deal with all the works of this section and ensure discipline among the staff. He will also be responsible to collect the statistics and data of the entire Department and accumulate it and submit it to the Labour Bureau, Shimla, publish the details in the Karnataka Labour Journal and maintain the library for the Department use.
- He will be the State-level information officer under the Right to Information Act, 2005.

### 6. Assistant Labour Commissioner and Secretary, Minimum Wages Advisory Board

- He is the Member Secretary of the Board and will be responsible to organise regular meetings, prepare the proceedings and take measures to submit the decisions to the government.

### 7. Labour Officer (Industrial Relations)

- He will have the responsibility of the Industrial Relations section of the Department and will monitor all the related works, will be responsible to verify the files and records concerned and inspect the information/ details, carry out corrections/ amendments/ changes (if any), and submit the same to the Commissioner of Labour with a note.

### *Field Offices*

#### 1. Deputy Labour Commissioner

- He/She will be the Regional Officer. He/she will be responsible to supervise all the works including administration and accounts (Branches) that come under their work limits, as per the office regulations (works), government orders, finance regulations and other rules and clauses assigned to him/her. He/she will be responsible to implement the relevant rules and regulations as per the Labour laws and hear cases and dispose the same as competent authority/ inspector and exercise powers designated to them. He/she will be the appellate authority under the Right to Information Act, 2005.

## 2. Assistant Labour Commissioner

- He/she will be the Divisional officer and will be responsible to supervise the office works as per the office procedures (works), government notifications, finance regulations and rules and clauses and exercise his/her powers. He/she will also be responsible to implement provisions under the Labour rules and hear cases and dispose the same as appellate authority/ inspector and will also be the public information officer under the Right to Information Act, 2005.

## 3. Labour Officer

- He is the district-level officer and will have an office at the district-level and will carry out duties as per the office procedures (Works), government orders, notifications, finance regulations and rules and clauses and supervise the offices that come under him/ her accordingly and exercise powers assigned to him/her.

## 4. Senior Labour Inspector/ Labour Inspector

- He/she will be responsible to implement various labour laws of the Department at the root level. They will exercise their powers for registration and renewal of licenses of shops, under the Karnataka Shops and Commercial Establishment Act, 1961 and identify unorganised workers engaged in building and other construction works who intend to avail facilities under the Karnataka Building and Other Construction Workers Act, 1996, and help them to register as beneficiaries in the Board and will be the registering officers.

### Role of officials as per different labour laws

#### *Head Office*

##### A. Commissioner, Department of Labour

1. He will be responsible for the overall works of the Department of Labour in the State of Karnataka. He will be responsible for implementation of 26 various laws including the Minimum Wages Act, 1948, Child Labour and Adolescent Labour (Prohibition and Regulation) Act, 1986, Contract Labour (Abolition and Regulation) Act, 1970, Building and Other Construction Workers Act, 1996, Karnataka Shops and Commercial Establishments Act, 1961 and laws (including both Central and State laws). Along with this, he will also carry out works as the Executive Head, Administrator, Staff management, supervision of the various works of the Department.

2. He will be the Settlement Officer under the Industrial Disputes Act, 1947
3. He will be the Lay-Off/ Retrenchment approval authority under the Industrial Disputes Act, 1947.
4. As per the agreement between the workers and the management, when the employers fail to pay the pending money, he will act as the authority concerned to issue the recovery certificate to recover the payment.
5. He will be the authority to give permission to announce awards, register cases of settlement and legal violations.
6. Will be responsible for preparing to prepare maps to implementation of state-level strategies and implement rules for elimination of child labour system and coordinate. Will coordinate and carry out works with National and International organizations like the National Child Labour Project and UNICEF, NORAD, etc.
7. Will suggest forming labour programs and rules concerned.
8. 1) Karnataka Minimum Wages Advisory Board; 2) Karnataka Contract workers Advisory Board; 3) Karnataka Labour Welfare Board; 4) ESI Regional Committee; 5) EPF Regional Board; 6) Central Employees Education Board Regional Committee; 7) Karnataka Building and Other Construction Workers Welfare Board; 8) Karnataka State Unorganised Workers Social Security Board; 9) Karnataka Labour Research Centre; and will also function as the President/ Member of other Boards.

#### B. Additional Labour Commissioner (Admin)

1. Will be the State-level settlement officer under the Industrial Disputes Act, 1947.
2. Address the complaints relating to the enforcement of judgement/ agreements (Bengaluru rural, Mysuru, Mandya, Chamarajanagar, Tumakuru, Dharwad, Karwar, Chikkamagaluru, Shivamogga, Kalaburagi, Davanagere, Raichur, Yadgiri, Haveri, Gadag).
3. All administrative aspects including disciplinary actions
4. All financial/ accounts issues including preparing budget plans
5. Maintaining furniture, building maintenance, Fax, telephones, xerox instruments, intercom, computers, stationery purchases and management.
6. Inspection of all the offices under him and initiating action
7. Submit follow up reports for audit reports
8. Replying to the various notices that are received from the Legislative Assembly/ Legislative Council and Lok Sabha/ Rajya Sabha.
9. Managing all the disputes pertaining to all the above mentioned works
10. Appellate authority under the Industrial Deputy Standing Orders Act (Deputy Labour Commissioner, Region-1, 2, Bengaluru; Deputy Labour Commissioner, Hassan, Deputy Labour Commissioner, Kalaburagi; Deputy Labour Commissioner, Belagavi)
11. Appellate authority under the Sexual Harassment at Work Places (Prevention, Prohibition and Relief), 2013 Act.

#### C. Additional Labour Commissioner (Industrial Relations)

1. Settlement officer at the State-level under the Industrial Disputes Act, 1947
2. Protests, lockouts, closure, lay-off and retrenchment, public services, complaints and clarifications including all the disputes that come under the Industrial Disputes Act, 1947
3. Organise National and State-level meetings, conferences, workshops and seminars pertaining to industrial relations including Labour Minister's meetings.
4. Regarding the following issues:
  - Industrial Employment (Standing Orders) Act, 1948
  - Payment of Bonus Act, 1966
  - ILO issues
  - Enforcement of contract/ awards
  - Organizing labour organizations, societies-elections/ appointment of Referendum Election Officers (Deputy Labour Commissioner (Pra) Cooperation)
    - Maintaining all the disputes of all the above matters
    - Appellate authority under the Industrial Deputy Standing Orders Act (Bengaluru Urban, Ramanagara, Mangaluru, Chikkaballapura, Belagavi, Hassan, Madikeri, Udupi, Bidar, Ballari, Chitradurga, Koppal, Vijayapura, Bagalkot, Kolar).
    - Appellate Authority Act under the Sexual Harassment against women at Work Places (Prevention, Prohibition and Relief), 2013.
    - Complaints relating to the implementing of judgement/contracts. (Deputy Labour Commissioner, Region-2, Bengaluru, Deputy Labour Commissioner, Belagavi)

#### D. Joint Labour Commissioner (Minimum Wages and Child Labour)

1. Settlement officer at the state-level under the Industrial Disputes Act, 1947
2. All the subjects under the following laws:
3.
  - Minimum Wages Act, 1948
  - Payment of Wages Act, 1936
  - Payment of Gratuity Act, 1972
  - Plantation Workers Act, 1951
  - Equal Wages Act, 1976
  - Labour Facilities Act, 1976
  - Child Labour (Prohibition and Regulation) Act, 1986
  - Workmen's State Insurance Act
  - Factories Act, 1948
  - Working Journalists Representatives Act, 1958, Fixing wages
  - Provident Fund and Other provisions Act, 1952
  - Karnataka Labour Welfare Fund Act, 1965
  - Motor Vehicles Workers' Act, 1961
  - Organizing state-level meetings, conferences, workshops and seminars with respect to elimination of child labour.
    - EPF Regional Board meetings

- Enforcing Minimum Wages and organizing Minimum Wages Advisory Board meetings, fixing of minimum wages to the scheduled employments, implementing welfare programs.

- Tripartite wage board of sugar factories
- Bachawat Award
- Prevention of narcotics
- Group Insurance Program for landless agricultural labourers

3. Extending coordination to the notices received by the Legislative Assembly/ Legislative Council and Lok Sabha/ Rajya Sabha and replying to the notices

4. Managing all the disputes with respect to all the above matters

5. Complaints regarding E-Janaspandana.

E. Deputy Labour Commissioner (Publicity and Statistics)

1. Settlement officer under the Industrial Disputes Act, 1947

2. Regarding all the following issues:

- Beedi and Cigarette Workers (Workers Condition) Act, 1966
- Inter-State Migrant Workers Act, 1979
- Contract Workers' Act (Prohibition and Regulation) Act, 1970
- Karnataka Shops and Commercial Establishments Act, 1961
- Industrial Employment (National and Festivals) Act, 1963
- Labour Organizations Act, 1923
- Workers' Compensation Act, 1923
- Sales Representatives (Working Conditions) Act, 1976
- Cinema Workers' and Cinema Theatres' Workers' (Working Conditions) Act, 1981
- Collection of data/ statistics under all the workers acts and its management, at Head Office, except Child Labour (Prohibition and Regulation) Act, 1986 and Minimum Wages Act.
- Publishing the Karnataka Labour Journal
- Publicity of all the programs of the Department
- Cooperating with the Central Workers' Boards
- Publication of books/ publicity material, subscriptions
- Maintenance of the Library
- Facilitating labour societies elections/ Referendum- appointment of Election Officers (extending cooperation through (AaKaaAa)
- Maintaining of the computerised statistics/ data
- Replying to the notices received from the Legislative Assembly/ Legislative Council and Lok Sabha/ Rajya Sabha and extending coordination, above issues

F. Secretary, Minimum Wages Advisory Board

- Assistant Labour Commissioner - Secretary, Minimum Wages Advisory Board, will be under the direct control of the Joint Labour Commissioner (Minimum Wages)

- Supervision of Minimum Wages and Minimum Wages Advisory Board: Fixing/ revision of minimum wages to the scheduled employments - works assigned by the Joint Labour Commissioner (Minimum Wages)

#### Other Officers

#### G. Deputy Labour Commissioner

- Will be the settlement officer in the region under the Industrial Disputes Act, 1947
  - Certifying Officer under the Industrial Employment (Standing Orders) Act, 1946
  - Appellate authority
  - Minimum Wages Act/ Payment of Wages Act, claim authority
  - Beedi/ cigarette Workers' (Workers Condition) Act, 1986
  - Equal Wages Act, 1976.
  - Authority to issue recovery certificate under Sec. 33 (C)(1) of the Industrial Disputes Act, 1947,
- Inspector under the Child Labour Act, 1986 and other labour laws

#### H. Assistant Labour Commissioner

1. Settlement Officer of the division that come under him
2. Licensing authority under the following laws:
  - Contract Workers Act (Prohibition and Regulation) Act, 1970
  - Beedi and Cigarette Workers (Workmens' Condition) Act, 1966
  - Motor Vehicles Workmens Act, 1961
  - Inter-State Migrant Workers Act, 1979
  - Labour Societies Act, 1926
  - Appellate Authority
3. Appellate authority under the Payment of Gratuity Act
4. Authority to give approval to register cases under the Karnataka Shops and Establishments Act, 1961
5. 'Inspector' under the various labour acts

#### Labour Officers

#### J. Settlement Officers at the sub division level

- Karnataka Industrial Employment (National and Festivals) Act, 1973
- Registration Officer under the Plantation Workers Act, 1951
- Authority under the Labour facilities Act, 1961
- Regulating officer under the Payment of Gratuity Act

#### K. Claim authority

- Life maintenance allowance act, 1981
- Registering officer under the Building and Other Construction Workers Act, 1996

- 'Inspector' under the various labour laws

L. Senior Labour Inspector/ Labour Inspector

- 'Inspector' under various labour laws
- The Senior Labour Inspector will be the Settlement officer with respect to organizations having lesser than 20 workers that come under his work area
- Registration and Renewal of the Karnataka Shops and Commercial Establishments Act, 1961
- Registration Officer under the Building and Other Construction Workers' Act, 1996

The Department has 5 Boards

1. Karnataka State Minimum Wages Advisory Board (KSMWAB)
2. Karnataka State Contract Workers' Advisory Board (KSCLAB)
3. Karnataka Labourers' Welfare Board
4. Karnataka State Building and Other Construction Workers Welfare Board
5. Karnataka State Unorganised Workers' Social Welfare Board

## Annexure 5: Copies of FIRs filed in different police stations

### 1. Bommanahalli Police Station

#### FIRST INFORMATION REPORT

(Under Sec. 154 of the Indian Penal Code)

Hon'ble Court: 3rd Addl. CCM Court, Nrupathunga Road, Bengaluru City

1. District: Bengaluru City

Circle/ Sub Division: Mico Layout Sub - Division

Police Station: Bommanahalli Police Station

Crime No.: 0076/2016

FIR Date: 18/04/2016

2. Act and Sections: IP 1860 (U/s: 186, 143, 307, 148, 147, 149, 332, 353)

3. (a) Date of crime: Monday

Date: 18/04/2016 to date: 18/04/2016

Time: 13:45:00 to 15:00:00

(b) Date of complaint received in the Station: 18/04/2016 16:00:00

Writing/ oral: Written

(c) Reasons for the complainant/ informant in complainant lately:

(d) General Dairy Ref. No. and time: 1, 16:00:00

4. (a) Place of the crime: Bommanahalli Junction, Hosur main road, Bengaluru City, Karnataka - 560 068

(b) Direction of the location of Police Station and distance: 1 km towards East

(c) Village: Roopena Agrahara Name of the Patrol: Beat No. 1

(d) Name of the police station if it comes under another limits:

District:

5. Complainant/ Informant:

(a) Name: Narendra K. Father/ Husband Name:

S-PC-3635

(b) Age:

(c) Occupation:

(d) Religion:

(e) Caste:

(f) Fax:

(g) E-mail:

(h) Telephone: 9480373296



(i) Nationality: Indian

(j) Passport No.:                      Date of Issue:

(k) Address: Chamarapet Police Station, Bengaluru City, Karnataka

(l) Sex: Male

(m) Whether the complainant is an eye witness or heard from some one: SEEN

6. Complete details of the person known/ suspect/ stranger

Sl. No.	Name/ Name/ Address	Father Case/	Type	Person	Sex	Age	Occupation
1.	Employees 10 to 15 Thousand, Bommanahalli, Bengaluru City, Karnataka		Accused	Adult	Eunuch		Employed in private firm

7. Details of the victim

Sl. No.	Name/ Name/ Address	Father Case/	Type	Person	Sex	Age	Occupation
1.							

8. Details of the properties lost/stolen

Sl. No.	Property Type	Item description	Estimated Value ( in Rs.)
1.			

Total value of the property lost:

9. Panchanama report/ UD Case No.:

10. First Information Report details:

The complainant is working at the Chamarajapet Police Station. He was on duty on 18.04.2016 at 8.30 am. The SHO had asked him to go on day patrolling. While the complainant was patrolling around 12:50 pm, the SHO called him and asked him to return to the station. The SHO informed the complainant that he had received a message from the control room about a labourers protest going on in the Bommanahalli Police Station limits and asked the complainant to go there. He instructed the complainant to report before the North East Division DCP near the Bommanahalli Junction, along with along with PSI Shashidhar K.P. As per the orders the complainant H.C.-5245 visited the spot at 1:45 pm and reported before the North-East DCP and started duty as per the DCPs orders at the Bommanahalli Junction. About 10 to 15 thousand garment workers had gathered at the junction on Hosur Mian road, blocking the vehicles from both the sides. The protesting garment workers did not budge even though the PF officials visited spot and tried to convince them. Traffic and law and order

police officials were present there. At around 3:00 pm the protestors started shouting slogans against the police and started pelting stones, bottles, brick pieces, chappals, etc., on the police who were on duty. The complainant who was present their on duty attempted to pacify the protestors and said that it was not correct to pelt stones on the police while they are on duty. But the protestors did not listen. A stone pelted by one of the protestor hit his head behind the ear resulting in bleeding. His uniform was soaked in blood. His colleagues admitted him to the Prashanth Hospital as inpatient. Hence, this is a complaint lodged against the protestors against hurting a police official while on duty resulting him in bleeding and injured and to initiate action against the culprits.

(a) Action taken: Investigation

(b) Has the FIR has been explained in the language that is known to the complainat and is correct. Has a copy of the same given to him? : Yes

(c) In case if the Police Official didn't appear at the spot for duty or in case if he/she refused to investigate, reasons should be mentioned as per Sec. 157 of the CrPC Sec. (a) or (b): Yes

Signature/ Thumb impression of the complainant

Date and time of sending it to the Hon'ble Court: 18/04/2016 17:00:00

14. PC/HC who took it to the court: Somashekar V., HC 6066

Read and is correct

Signature of the Station Incharge

Name: Francis - PSI

Copies: Superintendent of Police/Commissioner of Police

## **FIRST INFORMATION REPORT**

(Sec. 154 of the IPC)

Hon'ble Cour: 3rd Addl. CMM Court, Nrupathunga Road, Bengaluru City

District: Bengaluru City

Circle/ Sub-Division: Mico Layout Sub-Division

Police Station: Bommanahalli Police Station

Crime No.: 0077/2016

FIR Date: 18/04/2015

Act and Sections: Prevention of damage to public property Act, 1984 (U/s-4); Prevention of Destruction and Loss of Property Act, 1981 (U/s-2(A); IPC 1860 (U/s-427,120B); Prevention of Destruction and Loss of Property Act, 1981 (U/s-2(B); IPC 1860 (U/s-186, 147, 149, 353, 332, 148, 143)

4. (a) Date of crime: Monday

Date: 18/04/2016 to 18/04/2016

Time from: 09:00:00 to 16:00:00

(b) Date of receiving the complaint: 18/04/2016 16:30:00

Writing/ Oral: Written

(c) Reasons for delay in registering the complaint by the complainant/ Informant:

(d) Ref. No. and time in General Dairy: 2, 16:30:00

(a) Place of the crime/incident: Kodichikkanahalli Main Road, Bommanahalli, Bengaluru City, Karnataka - 560 068.

(b) Direction and distance from the Police Station: 1 km towards EAST

(c) Village: Roopena Agrahara Name of the patrol: Beat No.1

(d) Name of the police station, in case if the place comes under another police station limits:

District:

5. Complainant/ Informant:

(a) Name: Manjunath B.S., Police Inspector

Father name:

(b) Age:

(c) Occupation: Police Officer

(d) Religion:

(e) Caste:

(f) Fax:

(g) E-mail:

(h) Telephone:

(i) Nationality: INDIAN

(j) Passport No.:

Date:

(k) Address: Bommanahalli Police Station, Bommanahalli, Bengaluru City

(l) Sex:

(m) Whether the complainant is an eye witness or has heard from others: SEEN

6. Details of the known/ suspect/ strangers

Sl. No.	Name/ Name/ Address	Father Case/	Type	Person	Sex	Age	Occupation
1.	Prasanna Unit-14, Garments, Bengaluru Karnataka	(A1), Shahi City,	Accused	Adult	Male		
2.	Harish (A2), 6, Shahi Garments, Bengaluru Karnataka	Unit- City,	Accused	Adult	Male		

7. Details of the victim

Sl. No.	Name/ Name/ Address	Father Case/	Type	Person	Sex	Age	Occupation
1.							

8. Details of the properties lost/stolen

Sl. No.	Property Type	Item description	Estimated Value ( in Rs.)
1.			

Total value of the property lost:

9. Panchanama report/ UD Case No.:

10. First Information Report details:

The industry that manufactures the under garments for the renowned brand name Jockey is located on the Kodichikkanahalli Main Road. More than 2,200 workers of this factory had taken out a protest several months ago against the Govt. of India's new PF policy. On 18.04.2016, at 9.00 am, about 400 employees who were working in the first shift took out a protest against the injustice meted out in PF. They also stopped other workers of the factory from attending the work. The Station SI brought the incident to the notice of the complainant

through his mobile phone. He visited the police station and accompanied a few other police personnel to the spot where the workers were protesting in order to prevent any untoward incident. However, the protest turned violent soon. A few protestors forcibly dragged workers who were working in the other nearby factories including 1) Shahi; 2) K. Mohan; 3) Prateek; 4) UDG; 5) Madhura. The number of protestors increased to around 15,000. They were protesting on the BEgur road shouting slogans against the government and blocked the traffic on Hosur Road near the Bommanahalli junction. The information was immediately passed on to the senior police officials including the Madiwala Sub-Division ACP and North-East Division DCP who arrived at the spot soon. They passed on information the control room to send more troops. After that Additional Police Commissioner Sri Harishekarana, IPS, also arrived at the spot. Later even the PF officials came to the spot. The PF officials informed the protestors that they would bring their demands to the notice of the government and ensured that their demands would be fulfilled. Despite this the protestors continued their protest and started burning tyres in the middle of the road. As the protestors blocked the road from 10.15 am to 2.30 pm, there was a huge traffic jam on this road about 10 km long. After a lot of effort the police diverted the protestors towards the Hongasandra road from Bommanahalli junction in order to ease the movement of traffic on Hosur road. However, the workers started shouting slogans against the police and turned violent. The protestors started pelting stones on the police personnel and other things. A few culprits also pelted stones on Police vehicles KA-02-G-973 belonging to the Bommanahalli PI, KA-01-G-4527 belonging to the Madiwala PI and KA-01-G-766 belonging to Madiwala Sub-Division ACP. Two other vehicles including the KSRP 4th batalion vehicle KA-01-G-841 and KSRP 9th batalion vehicle No. KA-03-G-7070 were also damaged in the incident. HSRPS Police Inspector Sri Victor Simon, Sri Narendra Police Constable of the Chamarapet Police station also received grievous injuries due to the stone pelting incident. Another 7-8 police personnel were also injured in the incident. A few labour leaders had visited the above mentioned Garment factories in Bommanahalli about twenty days ago and had provoked the workers to take out a protest, which came to light today. It is alleged that on 18.04.2016, Prasanna@ Prasad of the Shahi Garments Unit-14, in Bommanahalli and Harish @ Hari, of the Shahi Garments, Unit-6 suddenly provoked their colleagues with respect to Govt. of India's stand on the PF policy and started protesting, which continued till five hours resulting in traffic jam and causing difficulty to the public in a large scale. Also as the protest turned violent several police personnel were injured apart from damaging the police vehicles. Hence, a police case was filed against Prasanna and Harish, along with a few other labour leaders and other workers who took part in the protest, to initiate legal action.

11. (a) Action taken: Investigation

(b) Has the content of the FIR explained to the complainant in the language he/she will understand, read and provided a copy of the same free of cost?: YES

(c) In case if the Police Official didn't appear at the spot for duty or in case if he/she refused to investigate, reasons should be mentioned as per Sec. 157 of the CrPC Sec. (a) or (b): Yes

Signature/ Thumb impression of the complainant

Date and time of sending it to the Hon'ble Court: 18/04/2016 17:30:00

14. PC/HC who took it to the court: Somashekar V., HC 6066

Read and is correct

Signature of the Station Incharge

Name: Somashekar V - HC 6066

Copies: Superintendent of Police/Commissioner of Police

## **FIRST INFORMATION REPORT**

(Sec. 154 of the Indian Penal Code)

Hon'ble Court: 3rd Addl. CMM Court, Nrupathunga Road, Bengaluru City

1. District: Bengaluru City

Circle/ Sub Division: Mico Layout Sub - Division

Police Station: Bommanahalli Police Station

Crime No.: 0078/2016

FIR Date: 18/04/2016

2. Act and Sections: IP 1860 (U/s: 427, 143, 149, 353, 332)

3. (a) Date of crime: Monday

Date: 18/04/2016 to date: 18/04/2016

Time: 10:40:00 to 15:00:00

(b) Date of complaint received in the Station: 18/04/2016 17:00:00

Writing/ oral: Written

(c) Reasons for the complainant/ informant in complainant lately:

(d) General Dairy Ref. No. and time: 1, 17:00:00

4. (a) Place of the crime: Bommanahalli Junction, Hosur main road, Bengaluru City, Karnataka - 560 068

(b) Direction of the location of Police Station and distance: 1 km towards East

(c) Village: Roopena Agrahara Name of the Patrol: Beat No. 1

(d) Name of the police station if it comes under another limits:

District:

5. Complainant/ Informant:

(a) Name: Chandradhara G.L. Father/ Husband Name:

PSI

(b) Age:

(c) Occupation: Police Officer

(d) Religion:

(e) Caste:

(f) Fax:

(g) E-mail:

(h) Telephone:

(i) Nationality: Indian

(j) Passport No.: Date of Issue:

(k) Address: Madivala Traffic Police Station, Madivala, Bengaluru City, Karnataka - 560 068

(l) Sex: Male

(m) Whether the complainant is an eye witness or heard from some one: SEEN

6. Complete details of the person known/ suspect/ stranger

Sl. No.	Name/ Name/ Address	Father Case/	Type	Person	Sex	Age	Occupation
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1.

7. Details of the victim

Sl. No.	Name/ Name/ Address	Father Case/	Type	Person	Sex	Age	Occupation
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1.

8. Details of the properties lost/stolen

Sl. No.	Property Type	Item description	Estimated Value ( in Rs.)
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1.

Total value of the property lost:

9. Panchanama report/ UD Case No.:

10. First Information Report details:

On 18.04.2016 when the complainant was on duty at the Silk Board junction, he received a message from the control room at around 9:10 am, that the workers of the garments factory in the Kodichikkanahalli Main Road had suddenly started protesting without giving any notice or taking any permission from the police. About 20,000 to 25,000 workers had gathered near the Bommanahalli junction on Hosur main road from Kodichikkanahalli at around 10:20 am. The protestors had blocked the traffic. The protest also turned violent all of a sudden. A few protestors started pelting stones resulting in injuring a few police personnel along with the complainant. The protestors also damaged public property and caused problem to the public and movement of traffic. This complaint is regarding the request to initiate action against the people who instigated the protest and caused the problem.

11. (a) Action taken: Investigation

(b) Has the content of the FIR explained to the complainant in the language he/she will understand, read and provided a copy of the same free of cost?: YES

(c) In case if the Police Official didn't appear at the spot for duty or in case if he/she refused to investigate, reasons should be mentioned as per Sec. 157 of the CrPC Sec. (a) or (b): Yes



Signature/ Thumb impression of the complainant

Date and time of sending it to the Hon'ble Court: 18/04/2016 18:00:00

14. PC/HC who took it to the court: Somashekar V., HC 6066

Read and is correct

Signature of the Station Incharge

Name: Somashekar V - HC 6066

Copies: Superintendent of Police/Commissioner of Police

## FIRST INFORMATION REPORT

(Sec. 154 of the IPC)

Hon'ble Cour: 3rd Addl. CMM Court, Nrupathunga Road, Bengaluru City

District: Bengaluru City

Circle/ Sub-Division: Mico Layout Sub-Division

Police Station: Bommanahalli Police Station

Crime No.: 0077/2016

FIR Date: 18/04/2015

Act and Sections: Prevention of damage to public property Act, 1984 (U/s-4); Prevention of Destruction and Loss of Property Act, 1981 (U/s-2(A); IPC 1860 (U/s-427,120B); Prevention of Destruction and Loss of Property Act, 1981 (U/s-2(B); IPC 1860 (U/s-186, 147, 149, 353, 332, 148, 143)

4. (a) Date of crime: Monday

Date: 18/04/2016 to 18/04/2016

Time from: 09:00:00 to 16:00:00

(b) Date of receiving the complaint: 18/04/2016 16:30:00

Writing/ Oral: Written

(c) Reasons for delay in registering the complaint by the complainant/ Informant:

(d) Ref. No. and time in General Dairy: 2, 16:30:00

(a) Place of the crime/incident: Kodichikkanahalli Main Road, Bommanahalli, Bengaluru City, Karnataka - 560 068.

(b) Direction and distance from the Police Station: 1 km towards EAST

(c) Village: Roopena Agrahara Name of the patrol: Beat No.1

(d) Name of the police station, in case if the place comes under another police station limits:

District:

5. Complainant/ Informant:

(a) Name: Manjunath B.S., Police Inspector

Father name:

(b) Age:

(c) Occupation: Police Officer

(d) Religion:

(e) Caste:

(f) Fax:

(g) E-mail:

(h) Telephone:

(i) Nationality: INDIAN

(j) Passport No.:

Date:

(k) Address: Bommanahalli Police Station, Bommanahalli, Bengaluru City

(l) Sex:

(m) Whether the complainant is an eye witness or has heard from others: SEEN

6. Details of the known/ suspect/ strangers

Sl. No.	Name/ Name/ Address	Father Case/	Type	Person	Sex	Age	Occupation
1.	Prasanna Unit-14, Garments, Bengaluru Karnataka	(A1), Shahi City,	Accused	Adult	Male		
2.	Harish (A2), 6, Shahi Garments, Bengaluru Karnataka	Unit- City,	Accused	Adult	Male		

7. Details of the victim

Sl. No.	Name/ Name/ Address	Father Case/	Type	Person	Sex	Age	Occupation
1.							

8. Details of the properties lost/stolen

Sl. No.	Property Type	Item description	Estimated Value ( in Rs.)
1.			

Total value of the property lost:

9. Panchanama report/ UD Case No.:

10. First Information Report details:

The industry that manufactures the under garments for the renowned brand name Jockey is located on the Kodichikkanahalli Main Road. More than 2,200 workers of this factory had taken out a protest several months ago against the Govt. of India's new PF policy. On 18.04.2016, at 9.00 am, about 400 employees who were working in the first shift took out a protest against the injustice meted out in PF. They also stopped other workers of the factory from attending the work. The Station SI brought the incident to the notice of the complainant through his mobile phone. He visited the police station and accompanied a few other police

personnel to the spot where the workers were protesting in order to prevent any untoward incident. However, the protest turned violent soon. A few protestors forcibly dragged workers who were working in the other nearby factories including 1) Shahi; 2) K. Mohan; 3) Prateek; 4) UDG; 5) Madhura. The number of protestors increased to around 15,000. They were protesting on the BEgur road shouting slogans against the government and blocked the traffic on Hosur Road near the Bommanahalli junction. The information was immediately passed on to the senior police officials including the Madiwala Sub-Division ACP and North-East Division DCP who arrived at the spot soon. They passed on information the control room to send more troops. After that Additional Police Commissioner Sri Harishekaran, IPS, also arrived at the spot. Later even the PF officials came to the spot. The PF officials informed the protestors that they would bring their demands to the notice of the government and ensured that their demands would be fulfilled. Despite this the protestors continued their protest and started burning tyres in the middle of the road. As the protestors blocked the road from 10.15 am to 2.30 pm, there was a huge traffic jam on this road about 10 km long. After a lot of effort the police diverted the protestors towards the Hongasandra road from Bommanahalli junction in order to easen the movement of traffic on Hosur road. However, the workers started shouting slogans against the police and turned violent. The protestors started pelting stones on the police personnel and other things. A few culprits also pelted stones on Police vehicles KA-02-G-973 belonging to the Bommanahalli PI, KA-01-G-4527 belonging to the Madiwala PI and KA-01-G-766 belonging to Madiwala Sub-Division ACP. Two other vehicles including the KSRP 4th batalion vehicle KA-01-G-841 and KSRP 9th batalion vehicle No. KA-03-G-7070 were also damaged in the incident. HSRPS Police Inspector Sri Victor Simon, Sri Narendra Police Constable of the Chamarapet Police station also received grievous injuries due to the stone pelting incident. Another 7-8 police personnel were also injured in the incident. A few labour leaders had visited the above mentioned Garment factories in Bommanahalli about twenty days ago and had provoked the workers to take out a protest, which came to light today. It is alleged that on 18.04.2016, Prasanna@ Prasad of the Shahi Garments Unit-14, in Bommanahalli and Harish @ Hari, of the Shahi Garments, Unit-6 suddenly provoked their colleagues with respect to Govt. of India's stand on the PF policy and started protesting, which continued till five hours resulting in traffic jam and causing difficulty to the public in a large scale. Also as the protest turned violent several police personnel were injured apart from damaging the police vehicles. Hence, a police case was filed against Prasanna and Harish, along with a few other labour leaders and other workers who took part in the protest, to initiate legal action.

11. (a) Action taken: Investigation

(b) Has the content of the FIR explained to the complainant in the language he/she will understand, read and provided a copy of the same free of cost?: YES

(c) In case if the Police Official didn't appear at the spot for duty or in case if he/she refused to investigate, reasons should be mentioned as per Sec. 157 of the CrPC Sec. (a) or (b): Yes

Signature/ Thumb impression of the complainant

Date and time of sending it to the Hon'ble Court: 18/04/2016 17:30:00

14. PC/HC who took it to the court: Somashekar V., HC 6066

Read and is correct

Signature of the Station Incharge

Name: Somashekar V - HC 6066

Copies: Superintendent of Police/Commissioner of Police

## **FIRST INFORMATION REPORT**

(Sec. 154 of the Indian Penal Code)

Hon'ble Court: 3rd Addl. CMM Court, Nrupathunga Road, Bengaluru City

1. District: Bengaluru City

Circle/ Sub Division: Mico Layout Sub - Division

Police Station: Bommanahalli Police Station

Crime No.: 0081/2016

FIR Date: 19/04/2016

2. Act and Sections: IP 1860 (U/s: 427, 143, 149, 448, 147)

3. (a) Date of crime: Monday

Date: 18/04/2016 to date: 18/04/2016

Time: 11:30:00 to 15:00:00

(b) Date of complaint received in the Station: 19/04/2016 12:30:00

Writing/ oral: Written

(c) Reasons for the complainant/ informant in complainant lately:

(d) General Dairy Ref. No. and time: 3, 12:30:00

4. (a) Place of the crime: Hinduja Global Solutions, HGS House, No.614, Vajpayee Nagar, Hosur Main Road, Bommanahalli, Bengaluru City, Karnataka 560 068

(b) Direction of the location of Police Station and distance: 1 km towards NORTH

(c) Village: Roopena Agrahara Name of the Patrol: Beat No. 1

(d) Name of the police station if it comes under another limits:

District:

5. Complainant/ Informant:

(a) Name: Warren Gladstone, Vice President      Father/ Husband Name:

(b) Age:

(c) Occupation: Employed in private firm

(d) Religion:

(e) Caste:

(f) Fax: 9880177068

(g) E-mail:

(h) Telephone: 9900250874

(i) Nationality: Indian

(j) Passport No.:      Date of Issue:

(k) Address: Hinduja Global Solutions, HGS House, No.614, Vajpayee Nagar, Hosur Main Road, Bommanahalli, Bengaluru City, Karnataka - 560 068.

(l) Sex: Male

(m) Whether the complainant is an eye witness or heard from some one: SEEN

6. Complete details of the person known/ suspect/ stranger

Sl. No.	Name/ Name/ Address	Father Case/	Type	Person	Sex	Age	Occupation
1.	Unknown	50 to	Unknown				

100 persons

7. Details of the victim

Sl. No.	Name/ Name/ Address	Father Case/	Type	Person	Sex	Age	Occupation
1.							

8. Details of the properties lost/stolen

Sl. No.	Property Type	Item description	Estimated Value ( in Rs.)
1.			

Total value of the property lost:

9. Panchanama report/ UD Case No.:

10. First Information Report details:

On 18.04.2016 at 11.30 am about 50 to 100 people suddenly entered into our company building and started shouting slogans against the Govt. of India's PF policy and started pelting stones on the building. As a result of this several glasses of the building were shattered. The protestors also threatened our employees and forced them to go out. The protestors also broke the window glasses of the cars parked inside the building premises. They thrashed the access controller and warned all the employees to stop working and threatened of dire consequences if they continue working. There were about 50 to 100 people in the protesting group who also damaged our company property and glass panes and threatened our employees. This is a complaint against those unknown persons who have committed the crime, requesting to initiate legal action against them.

11. (a) Action taken: Investigation

(b) Has the content of the FIR explained to the complainant in the language he/she will understand, read and provided a copy of the same free of cost?: YES

(c) In case if the Police Official didn't appear at the spot for duty or in case if he/she refused to investigate, reasons should be mentioned as per Sec. 157 of the CrPC Sec. (a) or (b): Yes

Signature/ Thumb impression of the complainant

Date and time of sending it to the Hon'ble Court: 19/04/2016 13:30:00

14. PC/HC who took it to the court: Somashekar V., HC 6066

Read and is correct

Signature of the Station Incharge

Name: Somashekar V - HC 6066

Copies: Superintendent of Police/Commissioner of Police



## **2. Electronic City Police Station**

### **FIRST INFORMATION REPORT**

(As per Indian Penal Code, Sec. 154)

Hon'ble Court: Chief Judicial Magistrate (CJM), Bengaluru Rural District, Bengaluru

1. District: Bengaluru City

Circle/ Sub Division: Electronic City Sub Division Police Station

Police Station: Electronic City

Crime No.: 0217/2016

FIR Date: 19/04/2016

2. Act and Sections: IPC 1860 (U/s 506, 341, 143, 146, 149)

3. (a) Date of crime: Tuesday

Date from : 19/04/2016 to 19/04/2016

Time: 9:30:00 to 9:31:00

(b) Date of receiving complaint in the station: 19/04/2016 21:00:00

Writing/ oral: Written

(c) Reasons for delay in lodging by the complainant/informant:

(d) General Dairy Ref. No. and time: 1, 21:00:00

4. (a) Place of incident: Near Aravind Garments, BHEL Circle, Electronic City Post, Bengaluru City, Karnataka - 560 100

(b) Direction and distance from the Police Station: Towards North

(c) Village: Veerasandra Gate Name of beat: Beat No. 1

(d) IN case if the police station comes under some other jurisdiction name of that police station:

District:

5. Complainant/ Informant:

(a) Name: Anand Name of the father/ husband:

(b) Age: 30

(c) Occupation:

(d) Religion:

(e) Caste:

(f) Fax:

(g) E-mail:

(h) Telephone: 9743919123

(i) Nationality: India

(j) Passport No.:

Date of issue:

(k) Address: Police Sub Inspector, Electronic City Police Station, Electronic City, Bengaluru City, Karnataka - 560 100.

(l) Sex: Male

(m) Has the complainant/ informant an eye witness are just heard about it:

6. Complete details of the known/ suspect/ stranger

Sl. No.	Name/ Fathers Name/ Caste/ Address	Type	Type of Person	Sex	Age	Occupation
1.	Twele member Employee (A1) N/A, Bengaluru City, Karnataka	Accused	Common man	Male		

7. Details of the victim

Sl. No.	Name	Address	Type of wound	Sex	Age	Occupation
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8. Details of the properties lost

Sl. No.	Property type	Item description	Estimated value
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Value of the properties/ assets lost:

9. Panchanama report/ UD case No.:

10. Details of the First Information Report:

On 19/04/2016 at 6.00 am I arrived at the police station and was patrolling in the police station limits. Around 9.30 I received message from the informant that the employees of the Aravind garments who were protesting and blocking the road. According to the information me along with constables Rudresh BAdiger PC - 6433, Maltesh PC-10568, Nagireddy HC-3787, Manjunath PC-6609 arrived near the Erkaadi Compny on the road that lead to ARavind Garments via the route from Electronic City BHEL circle to Doddatooguru. We saw about 12 employees protesting and attempting to block the road and stopping the vehicles. They were shouting slogans and were also found threatening their colleagues who wanted to attend the work.

A report has been submitted under Sec. 143, 146, 341, 506 along with 149 IPC, against the Aravind Garments workers, in Doddatooguru, who were protesting, and blocking the road and threatening other employees and causing trouble to the public.

11. (a) Action taken: Investigation

(b) The content in the FIR has been read and explained to the complainant in the language that he/she understands and a copy has been provided free of cost? Yes

(c) In case if the concerned police officer failed to visit the spot for investigation or refused to investigate, reasons should be mentioned under Sec. 157 of the CrPC Sec. (a) or (B).

12. Thumb impression/signature of the complainant

13. Date and time of sending to court: 19/04/2016 21:30:00

14. PC/ HC who took it to the court: Manjunatha V., HC 8770

Read and explained and correct

Signature of the Police Station incharge

Name: Nagaraju M-ASI

Date: 19/04/2016

To,  
Police Station Incharge  
Electronic City Police Station  
Bengaluru City

From,  
Anand H.M.,  
Police Sub Inspector  
Electronics City Police Station  
Bengaluru City - 560 100

Sub: Request to initiate legal action against the workers of the Aravind Garments, in Doddatooguru, who were indulged in taking out a protest illegally and threatening lives, causing trouble to public.

With respect to the subject cited above, on 19/04/2016 I attended my duty at 6.00 am in the Police Station and started patrolling in the area. At 9.30 am I received information from the informant that a few workers of the Aravind Garments, Doddatooguru protesting on the road and blocking the traffic. Me along with staff members Rudresh Badiger PC-6433, Maltesh PC-10568, Nagireddy HC-3787, Manjunath PC-6609 arrived at the Aravind Garments factory located near the Ercadi Company on the road leading to Doddatooguru from BHEL. About 12 workers were attempting to block the road, shouting slogans and were stopping other workers from going to work. They were also threatening the workers.

Hence, a report is submitted that the workers of the Aravind Garments located in Doddatooguru, gathered illegally and took out a protest, blocking the road, causing trouble to the motorists and general public and threatening fellow workers. Hence, it is appealed to initiate legal action against them under Sec. 143, 146, 341, 506 with 149 IPC. As I had to attend day duty today I am filing the complaint now.

According to the report given by PSI Sri Anand H.M. who came to the Police Station on 19.04.2016, at 21.00 pm, a case has been filed under Sec. 143, 146, 341, 506 with 149 IPC, case No. 217/16.

## **FIRST INFORMATION REPORT**

(under Indian Penal Code, Sec. 145)

Hon'ble Court: Chief Judicial Magistrate (CJM), Benagluru Rural District, Bengaluru.

1. District: Bengaluru City

Circle/ Sub Division: Electronic City Sub Division

Police Station: Electronic City Police Station

Crime No.: 0218/2016

FIR Date: 19/04/2016

2. Act and Sections: IPC 1860 (U/s 341, 143, 146, 149)

3. (a) Date of crime: Tuesday

Date from : 19/04/2016 to 19/04/2016

Time: 10:30:00 to 10:31:00

(b) Date of receiving complaint in the station: 19/04/2016 21:10:00

Writing/ oral: Written

(c) Reasons for delay in lodging by the complainant/informant: 1, 21:00:00

4. (a) Place of incident: Near Shanti Garments, Hosur Main Road, Electronic City Post, Bengaluru City, Karnataka - 560 100

(b) Direction and distance from the Police Station: Towards North

(c) Village: Veerasandra Gate Name of beat: Beat No. 1

(d) In case if the police station comes under some other jurisdiction name of that police station:

District:

5. Complainant/ Informant:

(a) Name: Anand Name of the father/ husband:

(b) Age: 30

(c) Occupation: Police Officer

(d) Religion:

(e) Caste:

(f) Fax:

(g) E-mail:

(h) Telephone: 9743919123

(i) Nationality: India

(j) Passport No.:

Date of issue:

(k) Address: Police Sub Inspector, Electronic City Police Station, Electronic City, Bengaluru City, Karnataka - 560 100.

(l) Sex: Male

(m) Has the complainant/ informant an eye witness are just heard about it:

6. Complete details of the known/ suspect/ stranger

Sl. No.	Name/ Name/ Address	Fathers Caste/	Type	Type of Person	Sex	Age	Occupation
1.	Ten and above employed (A1) N/A Bengaluru City, Karnataka		Accused	Common man	Male		

7. Details of the victim

Sl. No.	Name	Address	Type of wound	Sex	Age	Occupation
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8. Details of the properties lost

Sl. No.	Property type	Item description	Estimated value
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Value of the properties/ assets lost:

9. Panchanama report/ UD case No.:

On 19/04/2016 at 6.00 am while I attended duty as usual in my Police Station limits and when I was taking out the beat, I got information from the informant that a few workers are protesting near the Shahi Garments near the Electronics City road and blocking the road. Hence, me along with other staff members Rudresh Badiger PC-6433, Maltesh PC-10568 went near the Shahi garments on the NICE road near Electronics City at 10.45 am and we found that about 10 workers of the Shahi Garments were illegally protesting and were attempting to stop movement of traffic blocking the road on Hosur-Bengaluru service road and were shouting slogans causing trouble to the public.

Hence a report is submitted to initiate action against those workers of the Shahi Garments, under Sec. 143, 146, 341 with 149 IPC for protesting illegally and blocking road and causing trouble to the people.

11. (a) Action taken: Investigation

(b) The content in the FIR has been read and explained to the complainant in the language that he/she understands and a copy has been provided free of cost? Yes

(c) In case if the concerned police officer failed to visit the spot for investigation or refused to investigate, reasons should be mentioned under Sec. 157 of the CrPC Sec. (a) or (B).

12. Thumb impression/signature of the complainant

13. Date and time of sending to court: 19/04/2016 21:30:00

14. PC/ HC who took it to the court: Manjunatha V., HC 8770

Read and explained and correct

Signature of the Police Station incharge

Name: Nagaraju M-ASI

Date: 19/04/2016

To,  
The Station Incharge  
Electronics City Police Station  
Bengaluru City

To,  
Anand H.M.  
Police Sub Inspector  
Electronics City Police Station  
Bengaluru City - 560 100.

Sub: Appeal to initiate legal action against the Shahi Garments factory workers', located in Electronics City, for illegal protest, blocking the road and causing trouble to the public.

With respect to the subject cited above, on 19/04/2016 I attended the station at 6.00 am on special duty and when I was on the beat I received information from the informant about the protest by a few workers of the Shahi Garments on NICE road near the Electronics City at around 10.30 am. So, me along with my colleagues Rudresh Badiger PC-6433 and Maltesh PC-10568 went near the Shahi Garments near the Electronics City NIC road. We found about 10 workers of the Shahi Garments were trying disrupt the movement of vehicular traffic on the Hosur-Bengaluru service road and causing trouble to the public by shouting slogans.

Hence, a report was submitted to initiate action against the workers of the Shahi Garments, which is located near the NICE road, in Electronics City, for taking out protest illegally, blocking the road and causing trouble to the public, under Sec. 143, 146, 341 with 149 IPC. As I had morning shift I am lodging the complaint now.

According to the report given by PSI Sri Anand H.M. who came to the Police Station on 19.04.2016, at 21.00 pm, a case has been filed under Sec. 143, 146, 341, 506 with 149 IPC, case No. 217/16.



## **FIRST INFORMATION REPORT**

(under Indian Penal Code, Sec. 145)

Hon'ble Court: Chief Judicial Magistrate (CJM), Bengaluru Rural District, Bengaluru.

1. District: Bengaluru City

Circle/ Sub Division: Electronic City Sub Division

Police Station: Electronic City Police Station

Crime No.: 0219/2016

FIR Date: 19/04/2016

2. Act and Sections: Prevention of Damage to Public Property Act, 1984 (U/s-3); IPC 1860 (U/s-427, 143, 144, 146, 147, 149, 338, 353)

3. (a) Date of crime: Tuesday

Date from : 19/04/2016 to 19/04/2016

Time: 12:30:00 to 12:31:00

(b) Date of receiving complaint in the station: 19/04/2016 21:40:00

Writing/ oral: Written

(c) Reasons for delay in lodging by the complainant/informant:

(d) General dairy reference No. and time: 1, 21:40:00

4. (a) Place of incident: Opp: Kaveramma Temple, Hosur Main Road, Electronic City Post, Bengaluru City, Karnataka - 560 100

(b) Direction and distance from the Police Station: Towards East

(c) Village: Veerasandra Gate Name of beat: Beat No. 1

(d) In case if the police station comes under some other jurisdiction name of that police station:

District:

5. Complainant/ Informant:

(a) Name: V.J. Mithun Siplphi Name of the father/ husband:

(b) Age: 30

(c) Occupation: Police Officer

(d) Religion:

(e) Caste:

(f) Fax:

(g) E-mail:

(h) Telephone: 9480801623

(i) Nationality: India

(j) Passport No.:

Date of issue:

(k) Address: Police Inspector, Electronic City Police Station, Electronic City, Bengaluru City, Karnataka - 560 100.

(l) Sex:

(m) Has the complainant/ informant an eye witness are just heard about it:

6. Complete details of the known/ suspect/ stranger

Sl. No.	Name/ Name/ Address	Fathers Caste/	Type	Type of Person	Sex	Age	Occupation
1.	Four Thousand to Five Thousand unknown persons (A1) N/A Bengaluru City, Karnataka		Accused	Common man	Male		

7. Details of the victim

Sl. No.	Name	Address	Type of wound	Sex	Age	Occupation
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8. Details of the properties lost

Sl. No.	Property type	Item description	Estimated value
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Value of the properties/ assets lost:

9. Panchanama report/ UD case No.:

10. First Information Report Details:

On 19/04/2016 the garment workers were protesting against the Govt. of India's changed PF policy. We were on the routine beat on that in our police station limits along with a few of our higher officials. At around 12.30 pm we received a message from the control room stating that the workers of the Jockey Garments and other garment factories in Bommasandra have started a protest without giving any earlier notice to the police. We were also told that the protestors were pelting stones on the police and blocking road causing damage to the public property and troubling the motorists and general public. A few of the protestors were found to be saying that they would visit the PF office of the Govt. of India in Singasandra and set it on fire and also thrash the officials to teach them a lesson. Upon receiving this information, the Bengaluru Urban District Additional Police Commissioner (East), Deputy Police Commissioner, North East Division, Assistant Police Commissioner, Mico Layout Sub Division,

me and Anand H.M, PSI and our station staff HC-5364, 6377, HC 6828, AHC 450, PC 10568, 12979, 6433, 3501, along with the Reserve Police force members went near the Kaveramma temple at around 1.00 pm. We found about 4,000 to 5,000 people indulged in a protest. They were pelting stones on the police personnel and were shouting slogans and had blocked the road. They were also pelting stones on the general public. Using our microphone speaker we warned the protestors to stop protesting and informed that causing damage to public property and troubling general public is against to law and warned them. But they didn't listen and continued their protest and also continued to pelt stones on us and police vehicles disturbing us to carry our duties.

Sri B.A. Oblesh, Assistant Police Commissioner, Mico Layout Sub Division was injured in the incident. A stone pelted from one of the protestors hit him on his left cheek, injuring his cheek, lips, left hand and fingers. Sri Anand H.M, PSI of our Police Station also received injuries on the left portion of his face and right shoulder and chest.

The protestors also pelted stones on the vehicle no. KA-02G 1288 belonging to the Additional Commissioner of Police (East) damaging the window glass, right side mirror, front right headlight, left side foot rest and also damages in 10 places on the vehicle. As a result of this the vehicle was also damaged to a large extent. Another vehicle Scorpio No. KA01 G5543 which was following the Additional Police Commissioner was also damaged. The backside glass of the vehicle was broken along with stone marks at several places.

On 19.04.2016 at 1.00 pm though we warned the protestors not to indulge in protest and damage public property they continued their protest and also indulged in violence. A few of the protestors also attacked the police using stones, sticks and iron rods injuring several, disturbing our duty. They also have caused huge damage to public property and blocked the road causing trouble to the public. Hence a case was registered against the accused persons at around 9.40 pm on that day Case No.: 219/2016, under Sec. 143, 144, 146, 147, 148, 427, 353, 338 with 149 IPC and also under Sec. 3 of the Damage to Public Property Act, and investigation is conducted.

11. (a) Action taken: Investigation

(b) The content in the FIR has been read and explained to the complainant in the language that he/she understands and a copy has been provided free of cost? Yes

(c) In case if the concerned police officer failed to visit the spot for investigation or refused to investigate, reasons should be mentioned under Sec. 157 of the CrPC Sec. (a) or (B).

12. Thumb impression/signature of the complainant

13. Date and time of sending to court: 19/04/2016 22:00:00

14. PC/ HC who took it to the court: Manjunatha V., HC 8770

Read and explained and correct

Signature of the Police Station incharge

Name: Mithun Shilpi - PI

Copies to: Superintendent of Police/ Commissioner of Police

To,  
The Station Incharge  
Electronic City Police Station  
Bengaluru City

Date: 19/04/2016

From,  
Anand H.M.  
Police Sub Inspector  
Electronics City Police Station  
Bengaluru City - 560 100

Sub: Request to initiate legal action against the workers of the Aravind Garments, Doddatooguru, who gathered with a common interest of protesting illegally, blocking the road, threatening other workers with dire consequences and causing trouble to the people.

With respect to the subject cited above, on 19/04/2016 I attended duty at 6.00 am and went on my routine beat. At around 9.30 am I received a call from the informant saying that the workers of the Aravind Garments in Doddatooguru had started a protest blocking the road. Me along with my colleagues Rudresh Badiger PC-6433, Maltesh PC-10568, N\_\_\_\_ HC 3787, Manjunath PC-6609, arrived near the Ercadi company on the road that leads towards the Aravind Garments, Doddatooguru, from BHEL Circle in Electronics City at around 9.45 am. We found about 12 workers had gathered there and were attempting to trouble the public and stopping the vehicles by blocking the road and shouting slogans loudly. They were stopping other workers also from going to work, by threatening them.

Hence, a report is submitted that the workers of the Aravind Garments located in Doddatooguru, gathered illegally and took out a protest, blocking the road, causing trouble to the motorists and general public and threatening fellow workers. Hence, it is appealed to initiate legal action against them under Sec. 143, 146, 341, 506 with 149 IPC. As I had to attend day duty today I am filing the complaint now.

According to the report given by PSI Sri Anand H.M. who came to the Police Station on 19.04.2016, at 21.00 pm, a case has been filed under Sec. 143, 146, 341, 506 with 149 IPC, case No. 217/16.

## **FIRST INFORMATION REPORT**

(under Indian Penal Code, Sec. 145)

Hon'ble Court: Chief Judicial Magistrate (CJM), Bengaluru Rural District, Bengaluru.

1. District: Bengaluru City

Circle/ Sub Division: Electronic City Sub Division

Police Station: Electronic City Police Station

Crime No.: 0226/2016

FIR Date: 239/04/2016

2. Act and Sections: IPC 1860 (U/s-143, 147, 427, 149)

3. (a) Date of crime: Monday

Date from : 18/04/2016 to 19/04/2016

Time: 00:00:00 to 00:00:00

(b) Date of receiving complaint in the station: 23/04/2016 18:30:00

Writing/ oral: Written & organised

(c) Reasons for delay in lodging by the complainant/informant:

(d) General dairy reference No. and time: 7, 18:30:00

4. (a) Place of incident: Chikkabeguru Gate to Konappana Agrahara, Bengaluru City, Karnataka

(b) Direction and distance from the Police Station: Towards North 2 km

(c) Village: D Mart and K. Mohan Garments Name of beat: Beat No. 1

(d) In case if the police station comes under some other jurisdiction name of that police station:

District:

5. Complainant/ Informant:

(a) Name: Subbaraju DSV Name of the father/ husband:

(b) Age: 30

(c) Occupation:

(d) Religion:

(e) Caste:

(f) Fax:

(g) E-mail:

(h) Telephone: 8970777456

(i) Nationality: India

(j) Passport No.:

Date of issue:

(k) Address: Chief Manager and Head (O&M), Bengaluru City, Karnataka

(l) Sex:

(m) Has the complainant/ informant an eye witness are just heard about it:

6. Complete details of the known/ suspect/ stranger

Sl. No.	Name/ Name/ Address	Fathers Caste/	Type	Type of Person	Sex	Age	Occupation
1.	Unknown		Unknown				

7. Details of the victim

Sl. No.	Name	Address	Type of wound	Sex	Age	Occupation
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8. Details of the properties lost

Sl. No.	Property type	Item description	Estimated value
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Value of the properties/ assets lost:

9. Panchanama report/ UD case No.:

10. First Information Report Details:

The summary of the case is as follows: On 18/04/2016 and 19/04/2016 the garments workers took out a protest against the Govt. of India's new PF policy. The protest was held illegally without giving any prior information to the police. During the protest the protestors have damaged about 147 MS Barricades that were erected by the BETL, on the road from Chikkabeguru gate to Konappana Agrahara, causing a loss of Rs. 8,08,000/-. A complaint has been registered in this regard seeking legal action against the wrong doers.

11. (a) Action taken: Investigation

(b) The content in the FIR has been read and explained to the complainant in the language that he/she understands and a copy has been provided free of cost? Yes

(c) In case if the concerned police officer failed to visit the spot for investigation or refused to investigate, reasons should be mentioned under Sec. 157 of the CrPC Sec. (a) or (B).

12. Thumb impression/signature of the complainant

13. Date and time of sending to court: 23/04/2016 19:30:00

14. PC/ HC who took it to the court: Manjunatha V., HC 8770

Read and explained and correct

Signature of the Police Station incharge

Name: Chikka Siddaiah - PSI 0

Copies to: Superintendent of Police/ Commissioner of Police



### 3. Hulimavu Police Station

Sl.No.	Requested information	Information provided from the Hulimavu Police Station
1.	Request to provide copies of all the FIRs registered against the garments workers in April 2016, in all the police stations that come under your division limits.  1) Copies of all the FIRs registered against the garments workers	A total number 7 cases have been filed against the garments workers in the month of April 2016 in the Hulimavu Police Station. The details are as follows:  1) Case No.: 226/2016 - Sec. 341, 353, 427, 143, 147 R/w 149 IPC and 03 of PDPP Act, 1984  2) Case No. 227/2016 - Sec.341, 143, R/w 149 IPC  3) Case No.228/2016 - Sec. 307 R/w 34 IPC  4) Case No. 229/2016 - Sec. 341, 353, 332, 143, 147, R/w 149 IPC  5) Case No. 230/ 2016 - Sec. 341, 353, 427 IPC 3 of prevention of damage to public property - 1984  6) Case No. 231/2016 - Sec. 341, 353, 427 IPC 3 of prevention of damage to public property, 1984  7) Case No. 232/2016 - Sec. 341, 353, 427 IPC 3 of prevention of damage to public property - 1984  Copies of all the seven cases mentioned above consists 24 pages. You are asked to pay a total sum of Rs. 48, at the cost of Rs. 2 per page and receive the FIR copies.

#### **4. Mico Layout Police Station**

##### **FIRST INFORMATION REPORT**

(As per Indian Penal Code, Sec. 154)

Hon'ble Court: 6th Addl. CMM Court, Nrupathunga Road, Bengaluru City

1. District: Bengaluru City

Circle/ Sub Division: Mico Layout Sub-Division

Police Station: Mico Layout Police Station

Crime No.: 0295/2016

FIR Date: 19/04/2016

2. Act and Sections: IPC 1860 (U/s 341, 143, 149, 353)

3. (a) Date of crime: Tuesday

Date from : 19/04/2016 to 19/04/2016

Time: 9:30:00 to 9:45:00

(b) Date of receiving complaint in the station: 19/04/2016 12:00:00

Writing/ oral: Written

(c) Reasons for delay in lodging by the complainant/informant:

(d) General Dairy Ref. No. and Time: 1, 12:00:00

4. (a) Place of incident: Near Creative International Pvt. Ltd., S.G. Palya, Krishna Industrial Area, Bengaluru City, Karnataka 560 029.

(b) Direction and distance from the Police Station: Towards North 3 km from PS

(c) Village: Krishnanagar Industrial Area Name of beat: Beat No. 1

(d) In case if the police station comes under some other jurisdiction name of that police station:

District:

5. Complainant/ Informant:

(a) Name: D.N. Nataraj Name of the father/ husband:

(b) Age:

(c) Occupation: Police Officer

(d) Religion:

(e) Caste:

(f) Fax:

(g) E-mail:

(h) Telephone:

(i) Nationality: Indian

(j) Passport No.:

Date of issue:

(k) Address: PSI, Mico Layout Police Station, Mico Layout, Bengaluru city, Karnataka

(l) Sex: Male

(m) Has the complainant/ informant an eye witness are just heard about it:

6. Complete details of the known/ suspect/ stranger

Sl. No.	Name/ Fathers Name/ Caste/ Address	Type	Type of Person	Sex	Age	Occupation
1.	Savithri (A1) Patalamma Streeet, Chikka Adugodi Bengaluru City, Karnaaka	Accused	Adult	Female	35	
2.	Mala (A2) No. nil, 4th Cross, Bhovi Colony, Bengaluru City, Karnataka	Accused	Adult	Female	36	
3.	Lakshmi (A3) No. 55, 3rd Cross, Bharati Layout, S.G. Palya, Bengaluru City, Karnataka	Accused	Adult	Female		
4.	Hemavathi (A4) No. nil, 7th Cross, Balaji nagar, S.G. Palya, Bengaluru City, Karnataka	Accused	Adult	Female	30	
5.	Chaya (A5) No. 32, 3rd Cross, Balajinagar, Bengaluru City, Karnataka	Accused	Adult	Female	25	
6.	Lingaraju (A6) No. 212, 11th Cross, Sampangi	Accused	Adult	Male	53	

7.	Ramanagar, Bengaluru City, Karnataka Suresh (A7) C/o Reddy, Behind Rajajeshwari Temple, Hongasandra Begur Road, Bengaluru City, Karnataka	Accused	Adult	Male	32
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7. Details of the victim

Sl. No.	Name	Address	Type of wound	Sex	Age	Occupation
1.						

8. Details of the properties lost

Sl. No.	Property type	Item description	Estimated value
1.			

Value of the properties/ assets lost:

9. Panchanama report/ UD case No.:

10. Details of the First Information Report:

The summary of this case is as follows: On 19.04.2016, at 9.30 am, when the complainant was in the Station, he received information that the Creative International Pvt. Ltd. garment workers' in Krishna Industrial Area were protesting by blocking the road and causing trouble to the public. Upon receiving the information we along with other staff visited spot and found a group of workers were sitting on a protest on the road blocking vehicular movement. We informed about the incident to our higher officials. The Police Inspector of our station along with the Hulimavu Police Station Inspector and women PCs arrived at the spot and we announced using the microphone to clear the road and stop the protest. But they didn't listen to us. Soon the protest turned violent and the protestors started indulging in damaging public property and the situation started lose out of control. Hence, we had to use tear gas shells to clear the mob. But as the protestors didn't budge even then we had to use lathi charge. As a few of them continued their protest even after that we had to take all the above persons into custody. About 20 others along with these people had blocked the road disturbing vehicular movement. They also pelted stones on the police who went to clear the road block and also they damaged several vehicles and disturbed the people. Several TV cameramen and media persons also received injuries in the incident. Hence this the report requesting to initiate legal action against t hem.

11. (a) Action taken: Investigation

(b) The content in the FIR has been read and explained to the complainant in the language that he/she understands and a copy has been provided free of cost? Yes

(c) In case if the concerned police officer failed to visit the spot for investigation or refused to investigate, reasons should be mentioned under Sec. 157 of the CrPC Sec. (a) or (B). NA

12. Thumb impression/signature of the complainant

13. Date and time of sending to court: 19/04/2016 13:00:00

14. PC/ HC who took it to the court: Venkatesh Y, HC 5560

Read and explained and correct

Signature of the Police Station incharge

Name: Nagaraju D-ASI 2005

## 5. Parappana Agrahara Police Station

## FIRST INFORMATION REPORT

(As per Indian Penal Code, Sec. 154)

Hon'ble Court: 9th Addl. CMM Court, Nrupathunga Road, Bengaluru City

1. District: Bengaluru City

Circle/ Sub Division: Electronic City Sub Division

Police Station: Parappana Agrahara Police Station

Crime No.: 0136/2016

FIR Date: 18/04/2016

2. Act and Sections: Prevention of Damage to Public Property Act, 1984 (U/s-3); Prevention of Destruction and Loss of Property Act, 1981 (U/s2(a), 2(b); IPC 1860 (U/s-427, 186, 341, 143, 144, 147, 148, 149, 283, 353)

3. (a) Date of crime: Monday

Date from : 18/04/2016 to 18/04/2016

Time: 10:30:00 to 16:30:00

(b) Date of receiving complaint in the station: 18/04/2016 18:00:00

Writing/ oral: Written

(c) Reasons for delay in lodging by the complainant/informant:

(d) General Dairy Ref. No. and Time: 1, 18:00:00

4. (a) Place of incident: Regional Provident Fund Office & Hosur Main Road, Main Road, Singasandra, Bengaluru City, Karnataka - 560 068

(b) Direction and distance from the Police Station: 3 kms towards East from PS

(c) Village: Singasandra Name of beat: Beat No. 2

(d) In case if the police station comes under some other jurisdiction name of that police station:

District:

5. Complainant/ Informant:

(a) Name: Sri T.K. Kariyappa Name of the father/ husband:

(b) Age:

(c) Occupation: Police Officer

(d) Religion:

(e) Caste:

(f) Fax:

(g) E-mail:

(h) Telephone: 9743919123

(i) Nationality: India

(j) Passport No.:

Date of issue:

(k) Address: Electronic City Traffic Police Station, Bengaluru City, Karnataka

(l) Sex: Male

(m) Has the complainant/ informant an eye witness are just heard about it:

6. Complete details of the known/ suspect/ stranger

Sl. No.	Name/ Name/ Address	Fathers Caste/	Type	Type of Person	Sex	Age	Occupation
1.	Sharan Basappa (A1) S/o Late Nagappa, Bengaluru City, Karnataka		Accused	Adult	Male		
2.	Deenesh (A2) S/o Veerappa, Bengaluru City, Karnataka		Accused	Adult	Male		
3.	Ganesh (A3) S/o Ravindra, Bengaluru City, Karnataka		Accused	Adult	Male		
4.	Krishna (A4) Late Madappa, Bengaluru City, Karnataka		Accused	Adult	Male		
5.	Balu (A5) S/o Shivakumar, Bengaluru City, Karnataka		Accused	Adult	Male		
6.	Hamsaraj (A6) S/o Puttaswamy, Bengaluru City, Karnataka		Accused	Adult	Male		
7.	Sunil (A7) S/o She Bahadoor, Bengaluru City, Karnataka		Accused	Adult	Male		
8.	Satish (A8) S/o Shivalingappa, Bengaluru City, Karnataka		Accused	Adult	Male		
9.	Harikrishna Reddy		Accused	Adult	Male		



	(A9) S/o Thimma Reddy, Bengaluru City, Karnataka				
10.	Praveen Kumar (A10) S/o Shambanna, Bengaluru City, Karnataka	Accused	Adult	Male	
11.	Sunil Kumar (A11), Mahindra Prasad, Bengaluru City, Karnataka	Accused	Adult	Male	
12.	Prashanth Kiran (A12) S/o Lokeshappa, Bengaluru City, Karnataka	Accused	Adult	Male	
13.	Raghavendra (A13) S/o Chandrashekarappa, Bengaluru City, Karnataka	Accused	Adult	Male	
14.	Vasanth Kumar (A14) Veerbhadrappe, Bengaluru City, Karnataka	Accused	Adult	Male	
15.	Charan (A15) S/o Srinivas, Bengaluru City, Karnataka	Accused	Adult	Male	
16.	Vishwanatha (A16) Bengaluru City, Karnataka	Absconding	Adult	Male	
17.	Shivaraju (A17) Na Bengaluru City, Karnataka	Absconding	Adult	Male	
18.	Satish (A18) Na Bengaluru City, Karnataka	Absconding	Adult	Male	

#### 7. Details of the victim

Sl. No.	Name	Address	Type of wound	Sex	Age	Occupation
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#### 8. Details of the properties lost

Sl. No.	Property type	Item description	Estimated value
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Value of the properties/ assets lost:

9. Panchanama report/ UD case No.:

10. Details of the First Information Report:

The summary of this case is as follows: The complainant and his station staff received a message from the control room about the sudden protest by some garment workers in Bommanahalli. The garment workers had taken out an illegal protest at the Bommanahalli junction against the Govt. of India's new PF policy. About 2000 to 3000 workers from Singasandra were said to be going to the PF office of the Govt. of India in Singasandra to submit an appeal. AS there is possibility of them blocking the road. Upon receiving the information the police personnel arrived at the spot and started taking precautionary measures to maintain law and order at the spot. About 5,000 to 6,000 garment workers who were coming towards Singasandra office from Bommanahalli started protesting by blocking the road and started shouting slogans against the Govt. of India. They blocked the National Highway Hosur Main road causing to the vehicles. The protestors also started removing the barricades and throwing it. Using microphone we announced them to stop the protest that causes trouble to the public. It will also cause trouble to the ambulances, people who want to go to the neighbouring states, private company workers and others and requested them to stop the protest and allow vehicular movement. But the protestors didn't budge and sat in middle of the road and shouted slogans. The Commissioner of the PF office Singasandra arrived at the spot and informed the protestors that he would bring their demands to the notice of the Govt. of India and try to provide them justice. But the protestors didn't heed to either the police or the PF officers words and turned violent. They set a few tyres on fire in the middle of the road and started pelting stones on the PF office. As the situation was moving away from our control we summoned the KSRP and CRPF teams to the spot. Sri Harishekaran, Additional Police Commissioner, East Division, PSI and North East Division DCP also arrived at the spot and requested the protestors to settle the matter peacefully and said that they would also support them in meeting their demands. The officers also requested the protestors not to continue the protest as it is illegal. But the protestors continued their protest from 10.30 am to 4.30 pm in the evening blocking the traffic causing a traffic jam upto 10 km. This caused a lot of problems to the vehicle users and other public. Though the Law and Order police requested the protestors to stop the protest they didn't listen. At 4.30 pm the police had to use tear gas and take on lathi charge to easen the traffic. Hence a complaint is lodged against the protestors who caused trouble to the public and damaged public property and vehicles and also caused trouble to the police who were on duty. A complaint is also lodged against Vishwanath, Shivaraju, Satish and others who are absconding and requested to initiate legal action against them. This is the FIR details.

11. (a) Action taken: Investigation

(b) The content in the FIR has been read and explained to the complainant in the language that he/she understands and a copy has been provided free of cost? Yes

(c) In case if the concerned police officer failed to visit the spot for investigation or refused to investigate, reasons should be mentioned under Sec. 157 of the CrPC Sec. (a) or (B).  
PROCEEDED

12. Thumb impression/signature of the complainant

13. Date and time of sending to court: 18/04/2016 19:00:00

14. PC/ HC who took it to the court: Srishyla SI, PC 4719

Read and explained and correct

Signature of the Police Station incharge

Name: Babu S - PSI

## **FIRST INFORMATION REPORT**

(As per Indian Penal Code, Sec. 154)

Hon'ble Court: 9th Addl. CMM Court, Nrupathunga Road, Bengaluru City

1. District: Bengaluru City

Circle/ Sub Division: Electronic City Sub Division

Police Station: Parappana Agrahara Police Station

Crime No.: 0137/2016

FIR Date: 18/04/2016

2. Act and Sections: Prevention of Damage to Public Property Act, 1984 (U/s-3); Prevention of Destruction and Loss of Property Act, 1981 (U/s2(a), 2(b)); IPC 1860 (U/s-427, 143, 144, 147, 148, 149)

3. (a) Date of crime: Monday

Date from : 18/04/2016 to 18/04/2016

Time: 10:30:00 to 16:30:00

(b) Date of receiving complaint in the station: 18/04/2016 18:30:00

Writing/ oral: Written

(c) Reasons for delay in lodging by the complainant/informant:

(d) General Dairy Ref. No. and Time: 1, 18:30:00

4. (a) Place of incident: Regional Provident Fund Office, Singasandra, Bengaluru City, Karnataka - 560 068

(b) Direction and distance from the Police Station: 3 kms towards East from PS

(c) Village: Singasandra Name of beat: Beat No. 2

(d) In case if the police station comes under some other jurisdiction name of that police station:

District:

5. Complainant/ Informant:

(a) Name: Sri Amardip Mishra, SRO Bommasandra Name of the father/ husband:

(b) Age:

(c) Occupation: Govt. Official Gazetted

(d) Religion:

(e) Caste:

(f) Fax:

(g) E-mail:

(h) Telephone: 9743919123

(i) Nationality: India

(j) Passport No.:

Date of issue:

(k) Address: Regional Provident Fund Office, Singasandra, Bengaluru City, Karnataka

(l) Sex: Male

(m) Has the complainant/ informant an eye witness are just heard about it:

6. Complete details of the known/ suspect/ stranger

Sl. No.	Name/ Fathers Name/ Caste/ Address	Type	Type of Person	Sex	Age	Occupation
1.	Unknown	Unknown				

7. Details of the victim

Sl. No.	Name	Address	Type of wound	Sex	Age	Occupation
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8. Details of the properties lost

Sl. No.	Property type	Item description	Estimated value
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Value of the properties/ assets lost:

9. Panchanama report/ UD case No.:

10. Details of the First Information Report:

This the summary of the complaint given on 18.04.2016 at 18.30 pm by the PF Commissioner, Singasandra to the Parappana Agrahara Police Station. The workers of several garments factories took out a protest from 11.15 am till evening without giving any prior information to the police, causing trouble to the public by blocking the road near the Bommanahalli junction. They were protesting against the new PF policy of the Govt. of India. They were shouting slogans against the Govt. of India and tried to attack the PF office in Singasandra. They broke the glasses of the PF office and troubled the public and workers who were on duty. Hence a complaint is lodged against the protestors to initiate legal action against them.

11. (a) Action taken: Investigation

(b) The content in the FIR has been read and explained to the complainant in the language that he/she understands and a copy has been provided free of cost? Yes

(c) In case if the concerned police officer failed to visit the spot for investigation or refused to investigate, reasons should be mentioned under Sec. 157 of the CrPC Sec. (a) or (B).  
PROCEEDDED

12. Thumb impression/signature of the complainant

13. Date and time of sending to court: 18/04/2016 19:30:00

14. PC/ HC who took it to the court: Srishyla SI, PC 4719

Read and explained and correct

Signature of the Police Station incharge

Name: Babu S - PSI

Copies to: Superintendent of Police/ Commissioner of Police

## **FIRST INFORMATION REPORT**

(As per Indian Penal Code, Sec. 154)

Hon'ble Court: 9th Addl. CMM Court, Nrupathunga Road, Bengaluru City

1. District: Bengaluru City

Circle/ Sub Division: Electronic City Sub Division

Police Station: Parappana Agrahara Police Station

Crime No.: 0140/2016

FIR Date: 19/04/2016

2. Act and Sections: PC 1860 (U/s-186, 341, 143, 147, 149, 283, 353)

3. (a) Date of crime: Tuesday

Date from : 19/04/2016 to 19/04/2016

Time: 10:30:00 to 10:35:00

(b) Date of receiving complaint in the station: 19/04/2016 19:30:00

Writing/ oral: Written

(c) Reasons for delay in lodging by the complainant/informant:

(d) General Dairy Ref. No. and Time: 1, 19:30:00

4. (a) Place of incident: Opp. Metrol Mal, Bertena Agrahara, Hosur Road, Bengaluru City, Karnataka - 560 100

(b) Direction and distance from the Police Station: 2 kms towards West

(c) Village: Beretena Agrahara Name of beat: Beat No. 5

(d) In case if the police station comes under some other jurisdiction name of that police station:

District:

5. Complainant/ Informant:

(a) Name: Sri Muruli, PSI Name of the father/ husband:

(b) Age:

(c) Occupation: Police Officer

(d) Religion:

(e) Caste:

(f) Fax:

(g) E-mail:

(h) Telephone:

(i) Nationality: India

(j) Passport No.:

Date of issue:

(k) Address: Electronic City Traffic Police Station, Bengaluru City, Karnataka - 560068

(l) Sex:

(m) Has the complainant/ informant an eye witness are just heard about it:

6. Complete details of the known/ suspect/ stranger

Sl. No.	Name/ Fathers Name/ Caste/ Address	Type	Type of Person	Sex	Age	Occupation
1.	Thomas (A1) NA, Bengaluru City, Karnataka	Absconding	Adult	Male		
2.	Sreenivasa (A2), NA, Bengaluru City, Karnataka	Absconding	Adult	Male		
3.	Muniraju (A3) NA, Bengaluru City, Karnataka	Absconding	Adult	Male		

7. Details of the victim

Sl. No.	Name	Address	Type of wound	Sex	Age	Occupation
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8. Details of the properties lost

Sl. No.	Property type	Item description	Estimated value
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Value of the properties/ assets lost:

9. Panchanama report/ UD case No.:

10. Details of the First Information Report:

On 19.04.2016 when we were on duty on the National Highway 7 in Electronics City 2nd phase we received a message from the control room at around 10.30 am saying that the several garment workers have started a protest without giving any prior notice, against the Govt. of India's new PF policy. About 800 to 1000 garment workers had gathered in front of the Metro mall at Beretena Agrahara and have blocked the road causing public nuisance. The complainant and staff Sri Nagaraju PC-10719, Sri Yogesh V Nayak PC-10936, Sri Venugopal PC-9426 went to the spot and requested the protestors to stop the protest and not trouble the public. At that time the Law and Order Division officer and staff also arrived at the spot and started undertaking precautionary measures. The number of garment workers who joined the protest increased from the factories located in Govindashettiypalya and Electronic City 2nd



phase. They started shouting slogans against the Govt. of India and blocked the vehicular traffic on Hosur Main road causing trouble to the people. The complainant asked the protestors not to trouble people and movement of vehicular traffic including movement of ambulances on the road and asked them not to block the road. But the protestors sat in the middle of the road and shouted slogans and turned violent. Later an enquiry was made about the people who led the protest and the mob and it was found that a person named Thomas, S/o Samuel, 31 years, Srinivas, S/o H. Krishnappa, 22 years, Muniraju, S/o Govindaraju, 24 years were leading. The names and other details of the others are yet to be found. Hence, a complaint is submitted against the accused to initiate legal action for causing trouble to the public by blocking the road and preventing the on duty police officials from carrying out their duties.

11. (a) Action taken: Investigation

(b) The content in the FIR has been read and explained to the complainant in the language that he/she understands and a copy has been provided free of cost? Yes

(c) In case if the concerned police officer failed to visit the spot for investigation or refused to investigate, reasons should be mentioned under Sec. 157 of the CrPC Sec. (a) or (B).  
INVESTIGATION PROCEEDED

12. Thumb impression/signature of the complainant

13. Date and time of sending to court: 19/04/2016 20:30:00

14. PC/ HC who took it to the court: Srishyla SI, PC 4719

Read and explained and correct

Signature of the Police Station incharge

Name: Babu S - PSI

Copies to: Superintendent of Police/ Commissioner of Police

## **FIRST INFORMATION REPORT**

(As per Indian Penal Code, Sec. 154)

Hon'ble Court: 9th Addl. CMM Court, Nrupathunga Road, Bengaluru City

1. District: Bengaluru City

Circle/ Sub Division: Electronic City Sub Division

Police Station: Parappana Agrahara Police Station

Crime No.: 0141/2016

FIR Date: 21/04/2016

2. Act and Sections: PC 1860 (U/s-504, 143, 147, 149, 448)

3. (a) Date of crime: Monday

Date from : 18/04/2016 to 18/04/2016

Time: 15:30:00 to 15:35:00

(b) Date of receiving complaint in the station: 21/04/2016 14:00:00

Writing/ oral: Written

(c) Reasons for delay in lodging by the complainant/informant:

(d) General Dairy Ref. No. and Time: 1, 19:30:00

4. (a) Place of incident: Bosch Limited Company, Naganathapura, Hosa Road, Bengaluru City, Karnataka - 560 100

(b) Direction and distance from the Police Station: 0.5 kms towards South

(c) Village: Hosa Road Name of beat: Beat No. 3

(d) In case if the police station comes under some other jurisdiction name of that police station:

District:

5. Complainant/ Informant:

(a) Name: Sri Krishnadas Name of the father/ husband: K. Sundaresan

(b) Age: 41 years

(c) Occupation: Police Officer

(d) Religion:

(e) Caste:

(f) Fax:

(g) E-mail:

(h) Telephone: 9845865939

(i) Nationality: India

(j) Passport No.:

Date of issue:

(k) Address: Mico Bosch Limited Company, Naganathapura, Hosa Road, Bengaluru City, Karnataka - 560 100

(l) Sex:

(m) Has the complainant/ informant an eye witness are just heard about it:

6. Complete details of the known/ suspect/ stranger

Sl. No.	Name/ Name/ Address	Fathers Caste/	Type	Type of Person	Sex	Age	Occupation
1.	200 people, NA	Unkonwn	Unknown				

7. Details of the victim

Sl. No.	Name	Address	Type of wound	Sex	Age	Occupation
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8. Details of the properties lost

Sl. No.	Property type	Item description	Estimated value
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Value of the properties/ assets lost:

9. Panchanama report/ UD case No.:

10. Details of the First Information Report:

On 18/04/2016 at around 3.30 pm when the complainant was on duty about 200 people suddently arrived shouting slogans and entered the Mico Bosch Company by pushing the gate in the entrance foricbly and abused the security guard asking him to close the door. They threatened the employees who were working inside. When the security and the complainant asked them to go out they didn't listen. The complainant informed the incident to the Mico Bosh Company officers, he was asked to go to the police station and file a complaint. As there was a disturbed environment in Bengaluru it was not possible for me to go to the Police station on the same day and give the complaint. Hence, there is a delay in giving the complaint. I request to initiate legal action against the people who illegally entered the Mico Bosh Company and abused the security guards and threatened the employees who were working inside.

11. (a) Action taken: Investigation

(b) The content in the FIR has been read and explained to the complainant in the language that he/she understands and a copy has been provided free of cost? Yes

(c) In case if the concerned police officer failed to visit the spot for investigation or refused to investigate, reasons should be mentioned under Sec. 157 of the CrPC Sec. (a) or (B).  
INVESTIGATION PROCEEDDED

12. Thumb impression/signature of the complainant

13. Date and time of sending to court: 19/04/2016 20:30:00

14. PC/ HC who took it to the court: Srishyla SI, PC 4719

Read and explained and correct

Signature of the Police Station incharge

Name: Babu S - PSI

Copies to: Superintendent of Police/ Commissioner of Police

## Annexure 6: List of disputes received from RTIs

Sl. No.	Case No.	Applicants and Respondents	Cateogry of dispute	Status of case
1	ALCB- 3/COMPLAINT/ CR-19/2015-16	Karthik Kumar K. – versus– M/s. Madhura Garments		On 16/1-/2015, case is registered under the Payment of Wages Act and the file is transferred under Payment of Wages Act.
2	ALCB- 3/COMPLAINT/ CR-42/2015-16	R. Swamy –versus– M/s. Textiles Staffing Private Limited (TTS), Bengaluru		Since the applicant has been continuously absent, case is closed on 25/02/2016 as not interested.
3	ALCB- 3/COMPLAINT/ CR-54/2017-18	Karnataka Garment Workers' Union (Koogu), Bengaluru –versus– M/s. Tarkais and Gold Apparels, No.507, Yalahanka, Bengaluru.		Endorsement is issued on 02/11/2019 and closed.
4	ALCB- 3/COMPLAINT/ CR-79/2017-18	Karnataka Garment Workers' Union (Koogu), Hosuru Road, Bengaluru – versus– Aadya Apparels, Jakkur post, Bengaluru		Registered on 02/11/2019 under the Industrial Disputes Act.
5	ALCB- 3/COMPLAINT/ CR-02/2018-19	General Secretary, Karnataka Garment Workers' Union, Rupena Agrahara, Bengaluru – 68 –versus– M/s. Warakwais Gates Apparels Factory, Bengaluru – 64.		At the stage of enquiry.
6	ALCB- 3/COMPLAINT/ CR-11/2018-19	General Secretary, Karnataka Garment Workers' Union, Rupena Agrahara, Bengaluru – 68 –versus– Tarakais and Gold Apparels Factory, Yalahanka, Bengaluru.		Endorsement is issued on 02/11/2019 and closed.
7	ALCB- 3/COMPLAINT/ CR-17/2018-19	M/s. Marina Creations, Kalyana Nagara, Bengaluru –versus– Marina Creations, Kalyana Nagara, Bengaluru.		Closed on 07/07/2018.
8	ALCB- 3/COMPLAINT/ CR-24/2019-20	M/s. Crozi Trades D. Shivaram Karantha Nagar, Bengaluru – versus– Smt. Pushpavathi and others,		At the stage of enquiry.

			Crozi Trades, Shivaram Karantha Nagar, Bengaluru.	
9	ALCB- 3/COMPLAINT/CR-46/2020-21		Sri Richard Kumar, Ambedkar Swabhimani Sene, No.271,St. Anthony Main Road, Mariyanna Palya, Bengaluru –versus– M/s. Crozi Trades Factory, Thanisandra, Bengaluru.	At the stage of enquiry.
10	ALCB- 3/COMPLAINT/CR-52/2020-21		Smt. Umadevi C., No.126, 4th Cross, Sri Sai Enclave, Bengaluru –versus– M/s. Shahi Exports Private Limited, Bellanduru, Bengaluru.	On 07/12/2020, transferred to the Assistant Labour Commissioner, Division-4 on the point of jurisdiction.
11	ALCB- 3/IDA/SR-11/2019-20		Karnataka Garments Workers' Union (Koogu), No.133, Hongasandra, Bommanahalli, Bengaluru–68 –versus– M/s. Aadya Apparels, No.367, Thirumanahalli, Jakkur, Yalahanka, Bengaluru-64.	Closed on 30/11/2019 as failed.
12	No.LOB/PGA/10/20-21	CR-	Smt. Muthammu versus M/s. Supreme Leather Garments	At the enquiry stage.
13	No.LOB/PGA/11/20-21	CR-	Smt. P. Shobharani versus M/s. Supreme Leather Garments	At the enquiry stage.
14	No.LOB/PGA/CR-12/20-21		Smt. Shilpa T. versus M/s. Supreme Leather Garments	At the enquiry stage.
15	No.LOB/PGA/13/20-21	CR-	Smt. Shobha versus M/s. Supreme Leather Garments	At the enquiry stage.
16	No.LOB/PGA/14/20-21	CR-	Smt.Gangalakshmi versus M/s. Supreme Leather Garments	At the enquiry stage.
17	No.LOB/PGA/15/20-21	CR-	Smt. Bhavani D. versus M/s. Supreme Leather Garments	At the enquiry stage.
18	No.LOB/PGA/16/20-21	CR-	Smt. Radhamma versus M/s. Supreme Leather Garments	At the enquiry stage.
19	No.LOB/PGA/17/20-21	CR-	Smt. Annapoorna versus M/s. Supreme Leather Garments	At the enquiry stage.
20	No.LOB/PGA/18/20-21	CR-	Sri Kumar verus M/s. Supreme Leather Garments	At the enquiry stage.
21	No.LOB/PGA/26/20-21	CR-	Smt. Gomathi verus M/s. Supreme Leather Garments	At the enquiry stage.

22	No.LOB/PGA/ CR-4/20-21		Vadivelu versus M/s. Kasoothi Garments		Rs.1,32,862/- has been awarded on 4.12.2020.
23	No.LOB/PTN/ 01/2015-16	CR-	Sri Syedh Ligakath Pasha and others versus M/s. Jyothi Clothing Private Limited	Regarding non- payment of pay and other benefits for six months	Closed on 23.06.2015
24	No.LOB/PTN/ 19/2015-16	CR-	Smt. Sharada Suresh and Smt.Lakshmi M. versus M/s. Pamon Exports	Regarding discharge from job.	Closed on 28.04.2016
25	No.LOB/PTN/ 20/2015-16	CR-	Sri K. Mohan, Sri Srinivasa and Sri Nagaraj versus M/s. Pamon Exports	Regarding discharge from job.	Closed on 18.05.2016
26	No.LOB/PTN/ 29/2015-16	CR-	Sri Prakash and 20 other labours versus M/s. Veena Fashions	Regarding non- payment of salary for 4 months.	Since both the parties remained absent continuously, closed on 18.05.2016.
27	No.LOB/PTN/CR- 05/2015-16		Sri P. Jagadish versus M/s. Sri Krishna Spinning and Weaving P. Ltd.	discharge from job	Industrial dispute is withdrawn on 19.10.2016 and transferred to LabourCourt.
28	No.LOB/PTN/ 59/2018-19	CR-	Sri Mahadisha and Rajuand Uma T. versus M/s. Story Fashion Private Limited	Regarding non- payment of pay and other benefits	Full and final amount is paid to the petitioners on 22-12-2018.
29	No.LOB/PTN/ 127/2018- 19	CR-	Sri Umesh H.M. versus M/s. Banu Organic Apparels Private Limited	Regarding discharge from job.	On 3.5.2019, full and final amount of Rs.14,296/- has been paid to the petitioner.
30	No.LOB/PTN/ 60/2019-20	CR-	Smt. Manjula Y.S. versus M/s. Vasu Creations	Regarding non- payment of wages.	Endorsement is issued on 28-11-2019.
31	No.LOB/PTN/ 141/2019- 20	CR-	Smt.Kannik a Paramesjhvari versus M/s. Gopalakrishna Textiles	Regarding non- payment of compensati on.	Pending.
32	No.LOB/PTN/ 06/2020-21	CR-	Sri Sampath Kumar R. and other 56 labours versus M/s. Supreme Overseas	Regarding not extending annual increment/ promotion and other benefits.	Endorsement has been issued on 28-08-2020.
33	No.LOB/PTN/ 28/2020-21	CR-	Sri Najmuddin versus M/s. Gopalakrishna Textiles	Regarding non- providing work and insisting to submit resignation.	Applicant/pet itioner has withdrawn the complaint on 31-08-2020.
34	No.LOB/PTN/ 79/2020-21	CR-	Sri S. Vadivelu versus M/s. Kasoothi Garments Private Limited	Regarding non- payment of wages of holidays of three years.	Pending.

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