



Empowering Textile Workers in Legal Awareness and Health & Safety



**Association with DLSA, IS&H and CWC
Erode District**

READ

Rights Education and Development Centre (READ) is a registered, voluntary, secular, non-profit organization established in the year 2001, with the objective to create a Society where every person has the Right to Life and Dignity as guaranteed in the Indian Constitution. We, at READ, strive to achieve this objective by bringing socially & economically sustainable changes in the most marginalized communities of Tamil Nadu.

READ works in 150 villages in Erode District. We work with children, women, adolescents, textile workers and interstate migrant workers. To solve their grievances, weekly meetings with community helping to identify and solve the grievances through access the rights and entitlements. We work with garment and textile industries through ICC formations and regular meetings, legal awareness trainings and seminar for textile workers. On the other side, we also closely work with government departments and mill managements for workers welfare.

“ I am Kalaivani working in spinning mill since 4 years. Today the training had taught us many things and it was very useful. Now we know, we have so much to enjoy with all rights and liberty. ”



District Legal Service Authority (DLSA)

District Legal Service Authority (DLSA) aims to provide free and competent legal services to the weaker sections of the society to ensure the opportunities for securing justice are not denied to any citizen by reason of economic or other disabilities, and to organize Lok Adalat to secure that the operation of the legal system promotes justice on a basis of equal opportunity.

One Stop Crisis

One Stop Crisis is a team to combat bonded labour, human trafficking and child labour and provide legal assistance to victims. It provides legal services effectively in preventing and addressing human trafficking. The team constituted upon the instructions of District Legal Service Authority, included District Judge, Superintendent of Police, District Revenue Officer, Revenue Divisional Officer, District Child Protection Officer, Child Welfare Committee Chairperson, Directorate of Industrial Safety and Health, Joint Director, Chief Educational Officer, Inspector of Anti-human Trafficking Unit, Advocates, NGOs and Para Legal volunteers.

The team map outs the vulnerable areas and population and create awareness in the community on the human trafficking through campaigns on the dangers of trafficking and the punishment. Apart from legal assistance to victims of trafficking and sexual exploitation, the team helps to access to the DLSA to apply for victims compensation under 357 of the CrPc

Directorate of Industrial safety and Health (DISH)

“
I am Poongodhai working in knitting mill. The training was effective and it was useful. Now we have knowledge that where and whom to approach when we are in trouble so we thank READ, DLSA, DISH and CWC for organizing such a program

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The Directorate of Industrial Safety and Health is functioning under Ministry of Labour and Employment, Government of Tamil Nadu and enforces the central and state Acts along with Tamil Nadu state Rules for the benefit of working population mainly in the organized manufacturing sector and Building & Other Construction Sites.

This Directorate looks after the enforcement of laws governing occupational health, safety, welfare, work-environment, leave with wages and working hours etc. in factories licensed/covered under the provisions of the Factories Act.



Child Welfare Committee (CWC)

The State Government constitutes Child Welfare Committees in districts as an autonomous body for exercising the powers and to discharge duties, conferred on such committees in relation to children in need, care and protection.

As per section-29 of the Juvenile Justice (Care and Protection of Children) Act 2015, the committee shall have the authority to dispose of cases for the care, protection, treatment, development and rehabilitation of the children in need of care and protection, as well as to provide for their basic needs and protections of the children from 0-18 years.

Legal Awareness Training

READ with Directorate of Industrial safety and Health, District Legal Service Authority and Child Welfare Committee jointly organized legal awareness trainings for textile workers in the spinning and garment industries from 11th-19th March 2020. The training was based on workers' rights, laws and policies such as minimum wages, maternity benefits, ESI, PF and psychological counseling and also created awareness on toll-free number such as, 181, 1098, 1091 and DLSA contact numbers. In the training period we have reached 11 factories among them 3 spinning industries, 4 garment industries and 4 knitting mills with the total participation of 451 workers.



“ Myself Sangeetha, working in garment industry by staying in the hostel. As I was new to the place, I became homesick along with it I had family pressures also. The psychological counseling helped me to overcome by the pressures. ”

Highlights of the Program:

- The program was initiated by managements and they arranged it in a well way.
- DISH identifies and listed the major factories in big size and numbers. On the other side DLSA and CWC resourced well equipped Advocates, Doctors and Trainers for effective training.
- The Interstate migrant workers were also included in the training and the management also provided a translator to translate in Hindi and Odiya.
- The communication between management, DISH, DLSA, CWC and READ was well while organizing the program.
- In the training the workers involved, it was not just in theoretical way the training went in a discursive way.
- In many industries, the workers came out with problems and shared their views. In return the workers got opinions and find ways for solutions.
- We received positive feedbacks from both workers as well as from the management. They wish, they would get more training in the upcoming days.
- The workers assured and took an oath that they would share the details of the training and will create awareness among the other workers, who did not participate in the training.
- Given Awareness about COVID-19 to The Workers.

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I am Deepa, I work as HR in Sun Rise Knitting, Allukuli. The training was much effective; it is useful to both the workers and the management.

Through this kind of trainings, we can bring confidence and secured feel to the workers. We thank READ, DLSA, DISH and CWC for organizing such training.

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List of Factories:

S/No	Date	Name of the Factory	Name of the Location	No. of Participation
1	11.03.2020	S.P. Apparels (Knitting Division)	SIPCOT, Perundurai	34
2	12.03.2020	Frontiers Knitters Private Limited	Vijayamangalam, Perundurai	55
3	12.03.2020	AKR Textiles (Knitting Division)	Vijayamangalam, Perundurai	32
4	13.03.2020	Sasi Anand Spinning Mills Private Ltd	Pethampalayam, Perundurai	31
5	13.03.2020	Dixcy Textiles (Unit-E)	Vellankoil, Gobi	20
6	17.03.2020	Sun Rise Knitting Mills Private Ltd	Alukkuli, Gobi	86
7	17.03.2020	Saravana Polythreads Private Ltd	Alukkuli, Gobi	30
8	18.03.2020	ASTER (A Unit of Akshara Spinning Mills Private Ltd	Erangattur, Sathyamangalam	53
9	18.03.2020	S.P. Apparels	Malaiyadipudur, Sathyamangalam	41
10	19.03.2020	Loocust Incorp Apparel Private Limited	Nallur, Sathyamangalam	43
11	19.03.2020	Sri Balambika Textile Mills Private Ltd	Vinnapalli, Sathyamangalam	26
			Total	451

List of Participated Resource Person

S/No	Name of Resource Person	Designation	Organization / Department
1	Dr.E.M.Ashok	Chair Person	Child Welfare Committee (CWC), Erode
2	Mr.Karnan Kamaraj	Member	Child Welfare Committee (CWC), Erode
3	Adv.K.Duraisamy	Advocate	District Legal Service Authority (DLSA), Erode
4	Adv.A.Prakash	Advocate	District Legal Service Authority (DLSA), Erode
5	Adv.A.M.Dhanagodi	Advocate	District Legal Service Authority (DLSA), Erode
6	Adv.Palanisamy	Advocate	Taluk Legal Service Authority (TLSA), Sathyamangalam
7	Adv.Balamurugan	Advocate	Taluk Legal Service Authority (TLSA), Sathyamangalam
8	Ms.Viji	Senior Administrative Assistant	District Legal Service Authority (DLSA), Erode
9	Ms.Jothimani	Para-Legal Volunteer	Taluk Legal Service Authority (TLSA), Sathyamangalam
10	Mr.R.Karuppusamy	Director	Rights Education and Development Centre (READ), Erode
11	Mr.N.Maheshwaran	Project Manager	Rights Education and Development Centre (READ), Erode
12	Ms.M.Nandhini	Community Coordinator	Rights Education and Development Centre (READ), Erode

A Step to Next Step

- READ with DLSA, DISH and CWC continues to conduct more training in more industries to create awareness to more number of workers.
- Interested workers can continue their studies along with their work. The management should encourage and provide opportunities in such platforms.
- In case of any issues in the industries, the workers shall bring it to the knowledge of management.
- Creating accessibility with DLSA to get rights and entitlements, when their rights are denied.
- DLSA will take legal intervention to support the workers.
- In order to reduce physical and mental stress, periodical mental health counseling and trainings need to give in work site.
- Mainly management should ensure the rights and entitlements of interstate migrant workers as of the regional workers.

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Myself Vivek, working as HR in SP Apreals, Sathy. We have conducted many training to the workers but I feel this is the best and worth trainings because the resource persons from respective departments render the training in effective manner and this will bring changes and impact in workers.

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