



SAVE

Tiruppur Update

Volume 10 Issue 10

October 2018

Special points of interest:

- ♣ GARMENTS
- ♣ TRADE UNION
- ♣ BONUS
- ♣ SPINNING Mills
- ♣ SEXUAL HARASSMENT ACT
- ♣ ENVIRONMENT
- ♣ DYEING
- ♣ MIGRANTS

Social Awareness and Voluntary Education (SAVE)

SAVE (Social Awareness and Voluntary Education) is a registered Indian Non-Governmental Organization, promoted in the year 1993, as a growing response to the challenge of preventing the child labor practices. Internalizing the fact that the issue of child labor needs to be addressed in a multipronged strategy SAVE expanded its intervention among women and textile and garment industry workers focusing promotion of the comprehensive rights of the garment and textile industry workers and empowerment of women. Currently SAVE reaches out to children, young women, women, textile and garment workers including the migrant workers.

Since 1995, SAVE has been carrying out programs among children in distress primarily among the children working in textile and hazardous industries with specific emphasis on promotion of health and educational rights through special schooling for the drop out children and child laborers and through vocational training support. Community sensitization is one of the main activities towards prevention of child labor. SAVE initiated campaigns and advocacy strategies could mainstream the issues of child labor and the plight of young girls in the garment and textile industry. SAVE has the unique credibility of being the champion organization in exposing the child labor issues in Tiruppur.

**TIRUPUR UPDATE: A NEWSLETTER OF SAVE IS PUBLISHED BY
SOCIAL AWARENESS AND VOLUNTARY EDUCATION (SAVE)**

No. 5, Iswarya Nagar,

Dharapuram Road, K.N.P Colony,

Tiruppur-641 608, Tamilnadu, India

Ph. 0421-2428100, Fax: 0421-2428200

E-mail: savetiruppur@gmail.com / save-ngo@eth.net / savealoy@gmail.com

Website : www.savengo.org

Chief Editor : A.Aloysius
Executive Editor : A.Viyakulamary



Garments

Rich persons can only function the garment industry -TEAMA insisted to join hands together to secure Tiruppur

Theekadhir October 1, 2018

Tiruppur: In the present situation in Tiruppur, only rich can do the garment business. The Tiruppur Exporters and Manufacturers Association (TEAMA) insisted that the industrialists must come together to secure Tiruppur garment industries.

M.P. Muthurathinam, the president of TEAMA released a circular in which it says, the Tiruppur garment industries, considered to be the backbone, have been pushed into the vulnerable position. Many industries were closed down due to various reasons.

The hiked prices of yarns, cotton cornering, reduction in the drawback percentage and GST taxation are the main reasons for the collapses in the garment industries. When the new agreement was not signed, 40 percent of exporting business was declined in this year.

As other states are offered concessions, certain garment companies are being shifted there. They are also speculating to shift to other countries as well. The micro, mini and macro level garment industries would ultimately be affected in the future. Moreover, the job work companies and the workers will also be weakened. If rich only functions, job work units will severely get affected.

The yarn manufactures, garment producers and job work industry owners should join their hands in order to retain the garment business in Tiruppur. The TEAMA emphasized that the meeting shall be organized with the Chief Minister of Tamil Nadu, Ministers and legislatures of Tiruppur to discuss about the critical issues in running the business and bring a collective decision to deal with the present problem.

Weakening garment industry - Labourers are prepared for alternative work

Daily Thanthi October 2, 2018

Tiruppur: There are more than thousand garment industries and its related job work industries are functioning in and around Tiruppur region. The garments are manufactured and knitwear businesses are being carried out through these industries. As Tiruppur has more employment opportunities, a large number of people coming here on daily basis. When the manufactures are in need of workers, they recruit people immediately. This is how the garment industries are functioning in Tiruppur. Recently, the garment business has slowed down, the workers have started to find the alternative jobs.

Regarding this, the trade unionists said, many industries open its gates to welcome people who are in need of jobs. Tiruppur has such employment opportunities and many are getting employed by the



industries. No other districts have such opportunity and workers from other states are also arriving at Tiruppur in seeking employment opportunities. The garment industries, once had a deluge of employment opportunities, are now in poor condition in terms of the production. Many garment industries were shut down due to the inflation of raw materials and less benefits. As a result, workers have moved to other industries. Since there is no sufficient order for garment industries, the employment opportunities have also dwindled. Furthermore, the travel allowance and facilities have been reduced and now the workers are getting ready to prepare for other alternative jobs.

Exemption from GST must be given to the industrialists -resolution passed in the kaja button company owners association meeting

Daily Thanthi October 11, 2018

Tiruppur: A resolution was passed in the Kaja button company owners association meeting in accordance with the exemption must be given to the industrialists.

Twenty fifth general body meeting of the Tiruppur kaja button owners association was held in the yesterday evening in a hall near the Kangeyam cross road in Tiruppur. Kanagarasu presided over the event. Kumar, secretary read out the circular. On the eve of it the accounts were submitted.

After that, the election for the new executive members was conducted and made it successful. Rudthramoorthy was selected as the vice president. Again Subramanian was elected as the secretary, Murugesan was elected as the treasurer and Chandrasekar and Mathesh were elected as the secretaries. Also, 18 members were elected as the executive committee members.

On the eve of the meeting, it was referred that the prices of petrol and diesel were increased. Apart from the general public, the industrialists are also affected. So, the central and state government must take the necessary steps. But, the industrialists are forced to face the difficulties due to the implement of GST.

So, the exemption from the GST must be given to the garment manufacturers. It is because of the industrial crisis in Tiruppur various association have increased the prices of their produces. So, we are also discussing about the increase of prices. A few others resolution were passed in the meeting and they will be informed. A good number of association were participated in the meeting held.

Exporting of readymade dresses has nosedived up to 34% based on the dollar value

Daily Thanthi October 26, 2018

New Delhi: The readymade dresses have dropped up to 34% based and raised to 110 crore dollars in the last September.



Second Place: India is the second place for cotton manufacturing and exporting around 70% cotton dresses altogether. The textile sectors' share is 10% in the whole of Indian manufacturing sector. In this sector, the domestic manufacturing share is around 05% and exporting share is around 13%. India has got sixth place for exporting readymade dresses in the international level. In the previous financial year (2017-18), readymade dress export reduced to 04% and has 1672 crore dollars. It was 1738 crore dollars before two years.

GST Tax: The poor economic condition and GST implementation have affected the readymade dress exporting business. Before GST, the tax refund was 11 percent, but it has now been reduced to 03%. This financial year (2018-19) is also not going to be satisfactory result in exporting. The dress manufacturing association has stated that the export would decline to 10% in this financial year.

ICRA Industry also stated that the export would decline to 04 % in the continuation of the fourth year. In this situation, the readymade dress exporting has been dropped to 34% and declined to 110 crore dollars. In the previous year, it was 166 crore dollars and in the same month, as it is now, the readymade dress exporting was reduced to 26% and was 7968 crore rupees. It was Rs. 10,705 crores on the same month of past year.

Cotton Manufacturing: India is the second cotton producing country in the world. It has also got the second place in terms of manufacturing cotton based products. There are more job opportunities given for the cotton and textile industries. The textile industries get directly affected in importing and exporting of cotton products due to the economic fluctuations.

Annual Income: the domestic readymade dress manufactures' income is 5600 crore dollars per year. In this sector, each year's annual income will increase to 10-11 percent and it is expected to increase up to 11-12 percent. Moreover, it is likely to increase to 16,000 crore dollars within the year 2025.



Fraudulent in the Garment Labour Minimum Wages Amendment Act, Trade Unions urge to repeal it:

Theekadhir, October 3, 2018

Tiruppur: Tiruppur trade unions committee meeting was held and urged to repeal the revised minimum wages act which is reducing the thousands of labours' regular wages.

The committee meeting was conducted by LPF secretary K. Ramakrishnan in Tiruppur LPF office. In this meeting, C.Moorthy, G.Sambath, A.Eswaramoorthy from CITU, C.Palanisamy, N.Sekar from AITUC, G.Balasubramaniam, K.Boopathi from LPF, M.Monoharan, Avinasi Perumal from MLF, PKN.



Dhandabani, Sivasami from INTUC, Viswanadhan from ATP, Sandhanakrishnan from BMS and Muthusamy from HMS participated.

In this meeting, they discussed in detail about the fraudulent taken place in the minimum wages amendment act and appropriating labours' wages up to Rs. 2000 every month.

They unanimously determined to repeal the labour's unfavourable and unlawful Minimum Wages Amendment Act which was enacted on 06th Feb 2018. They decided to send a detailed petition to the Tamil Nadu Chief Minister, Head Secretary and Labour department officials.

There are 06 lakh labours working in the Tiruppur garments import and export industry. Both manufactures and trade unions will jointly make an agreement for labours' wages hike under the Minimum Wages Act.

In October 2014, employee and employment department revised the minimum and decent wages for tailoring and export textile industry workers.

Without considering the workers' welfare, the factory owners, who did not agreed to this, moved to the court to prohibit this revised wages. But the court ordered that Government Order 2014 will be upheld. The factory used their influence to bring new Government Order to revise the minimum wage act. However, the court ordered that Government Order 2014 only will be upheld.

Almost all the industries agreed to it and they started hiking the labours' wages. The Health and Safety department had taken actions against the industries which have not given the higher wages.

The big exporting textile industries concealed the real situations and planned to bring another Government Order and eventually approached the government of Tamil Nadu.

Based on this, without considering the legal regulation, Tamil Nadu government released unlawful Government Order (No. 11) on 06th February 2018. This act unlawfully says, "Knitting is also included in the garment manufacturing, it can be either exporting or domestic usages", this will affect lakhs of Tiruppur labours' wages that will even get reduced.

Salary Reduction table based on the Government Order Amendment,

2014 Government Order	Salary	2018 Government Order Amendment	Salary Reduction to
Cutting	342.00	Cutting	282.91
Tailoring	336.28	Tailoring	282.91
Ironing	325.67	Ironing	282.91
Packing	316.00	Packing	282.91
Helper	316.65	Helper	196.37



By and large, labours will lose their wages in crores. On an average, a labour would get Rs.65 (per day) lower than what he/she earned previously. This Government Order framed in such a way that takes away Rs.1950 from labours' monthly wage.

This entire Government Order amendment is unlawful and injustice and it is against the law and respective authorities have crossed their limit.

Trade union directed the factory research department authorities to implement the Government Order 2014 (No. 59). Moreover the research authorities should take responsibilities to disagree with other Government Orders.

The trade union stated in the meeting that the necessary steps have to be taken to repeal the Government Order (No.11) immediately to stop injustice to the labours.



Diwali bonus to be paid before 20 days - Tiruppur garment unions urged

Daily Thanthi October 03, 2018

Tiruppur: The coordinating committee of Tiruppur district garment unions conducted a meeting in the LPF union office near Tiruppur town hall on 02nd October. Ramakrishnan, the secretary of LPF union presided over the event and Balasubramanian, president of the garments union secretary of AITUC, Sekar, and general secretary of Palanisamy, Sampath the secretary of CITU garment workers union and Moorthy the president were taken part in the meeting. Along with them, Dhandapani, the secretary of INTUC garment union, Sampath the Assistant secretary, Viswanathan, the president of Anna garments union, Muthusamy, the secretary of HMS garments union, Perumal the assistant secretary of MLF and Santhanakrishnan the secretary of BMS garment union were also participated in the meeting.

The unionists urged that the bonus, compared to the previous year, shall be given to the workers before 20 days of Diwali festival. The bonus must be paid to the piece rate workers based on the wage percentage. The big garment companies have hidden their actual facts of the garment industry and refer it as the hosiery industry in order to pay low wages to the workers. The unionists have drafted and sent the petition to the Chief Minister of Tamil Nadu to grant bonus to the workers in advance.



Additional bonus for women working in the ginning factory - LPF Union's Resolution

Dinakaran October 04, 2018

Tiruppur : The meeting of Dravida ginning, dyeing and screen printing workers progressive union was held in their office on 03rd October. Sekar, the president of the union presided over the event. Ramachandran, the general secretary was also present. It was discussed that 30 percent bonus shall be given to the fitters and women workers, who are working in the ginning factory. Based on the salary, 31 percent bonus shall be given to the workers, who are working in dyeing and printing units. As indicated in the resolution, the Joint Director said that the printing piece rate and contract workers' bonus must be calculated as per the Bonus Act. The meeting was participated by the executive members namely Murugasamy, Padmanabhan, Chinnasamy, Rajagopal, Murugan, Rajan, Prabakaran, Yasotha and Mary Salini.

Grant bonus to the workers of all kinds; CITU demonstrated in Tiruppur on 22nd October 2018

Theekkadhira October 23, 2018

Tiruppur: The CITU members demonstrated to grant bonus immediately for all the factory workers in Tiruppur. As Diwali festival getting closer, bonus should be given to all the industry workers in Tiruppur district without any further delay. Moreover, the bonus shall be provided on the basis of piece rate percentage. The bonus act should be implemented as the worker is eligible when he or she has worked in the industry for 30 days and above. Moreover, CITU made an appeal to provide bonus for piece rate and contract workers. The power loom union district secretary, Muthusamy led this demonstration. M. Chandran, CITU state vice president, K. Rangaraj, District Secretary and G. Sambath have explained about the bonus demand. There were more than hundred people taken part in the demonstration.

Bonus talks to gain momentum next week - 'Talks concluded at one pump manufacturing unit last week'

The Hindu October 20, 2018

<https://www.thehindu.com/todays-paper/tp-national/tp-tamilnadu/bonus-talks-to-gain-momentum-next-week/article25268008.ece>

Coimbatore: With Dussehra just getting over, industries in Coimbatore are expected to turn focus towards bonus talks and settlements from next week.

With regard to textile mills, the trade unions have issued demand notices to the mills, seeking 15 % to 35 % bonus.



M. Arumugam of AITUC says the talks are yet to commence at the textile mills. The unions have, individually and jointly, sent out demands seeking disbursement of bonus by October 25. “The market is good this year for the textile mills. Last year, some mills gave up to 28 % bonus. This year, we expect the mills to pay almost the same levels,” he said.

Many mills do not pay even the minimum wages prescribed by the Government. And there are several workers who change jobs in six months.

So the outgo for the mills towards bonus is not high, add union sources.

According to another trade union leader, the talks were concluded at one pump manufacturing unit last week. Bonus discussions are expected to pick momentum from next week in the engineering units. The industry, including general engineering and pump set units, is doing good. So, the settlements will not be lower than last year. “We will know the trend of settlements in the next few days,” the leader said.

In the micro units, bonus disbursements usually happen close to Deepavali and the payments depend on the financial position of the units at that point of time, says S. Ravikumar, president of Coimbatore and Tiruppur District Micro and Cottage Entrepreneurs Association. The disbursements would have picked up by next weekend, he added.

The job work industrialists struggling to provide bonus for workers

Daily Thanthi October 26, 2018

Tiruppur :There are so many garment industries and its depended job work industries functioning in and around Tiruppur. Through these industries, the business is being carried out by exporting the manufacturing dresses to the international, other states and other districts. The industries have more than 08 lakh workers in Tiruppur and they have availed many facilities for workers. The job seekers are flooding into Tiruppur where the job opportunities are abundant. People are recruited immediately in the industry due to its scarcity of workers. As Diwali gets closer, many industries started giving bonus to their workers, but the job work industries find difficulty to provide.

The job work industrialists have stated that in every Diwali festival, the industries usually provide bonus to their workers. Like other industries, job work industries also provide bonus to their workers. Now, the garment industries’ businesses have been nosedived due to the demonetization and implementation of the GST. The job work industries also confronted the same problem. As some industries have started to provide Diwali bonus to their workers, job work industries have still been struggling to provide bonus. Somehow, the industrialists managed to get loan from outside and started providing bonus to their workers in order to retain them in the industry.



Spinning Mills

SIMA seeks measures to control cotton contamination - 'Textiles Committee can conduct regular audits and recognize star-rated ginning factories'

The Hindu October 7, 2018

<https://www.thehindu.com/todays-paper/tp-national/tp-tamilnadu/sima-seeks-measures-to-control-cotton-contamination/article25147712.ece>

Coimbatore: The Southern India Mills' Association (SIMA) has demanded measures by the Union Ministry of Textiles to control contamination in cotton.

Survey

In a press release, the Association chairman, P. Nataraj, said that Indian cotton varieties come under the top 10 highly contaminated and trash content according to an annual Cotton Contamination Survey conducted by the International Textile Manufacturers' Federation. are reports of ginners mixing cotton waste with pure cotton, producing cotton with high trash content and adding water.

These affect the quality of the final products.

Funds sought

The Association has appealed to the Union Textile Minister to allocate funds for two missions under the proposed Technology Mission on Cotton to improve clean cotton production and branding of Indian cotton textile products. It should allocate funds to create cotton testing facilities at all the major cotton centres.

The Cotton Corporation of India should be empowered to introduce 16 digit Radio-frequency identification (RFID) code for individual bale quality parameters and have star rating for ginning factories.

The Textiles Committee can conduct regular audits and recognise star-rated ginning factories.

The details can be posted on the web site of Cotton Corporation of India. There should be periodical inspection of ginning factories and action should be taken against those adopting malpractices.

Mr. Nataraj said the trend of cotton waste price during the last few years show the price increasing steeply during the beginning of the cotton season. This can indicate that the waste cotton is used for adulteration of cotton bales. Such practices hit value addition, productivity, and quality of cotton yarn, he said.



Cotton price is hiked textile industrialists shocked

Dinamalar October 11, 2018

Tiruppur: The textile industrialists felt shock to see the increased price of cotton as Rs. 46, 200 per kandy even in the beginning of season.

The textile mills in Tamilnadu procure cotton from states like Maharashtra, Gujarat, Telengana, Karnataka and Madhya Pradesh. As usual the price of cotton in the beginning of harvest season will be low, but get it increased at the end of the season.

Last year, notably in the cotton season of 2017-18, the price of cotton per kandy (356Kgs) was Rs. 38, 500. At the end of the season it was hiked up to Rs. 48,500. But in the 2018-19 cotton season the price of cotton is abnormally increased. The procuring price of cotton per kandy is Rs. 46, 200.

When it is brought to the textile mills, the total cost of the same is Rs. 47, 800. Somehow the price of raw materials is seen hiked even in the beginning of the cotton season. So, the textile industrialists feel regret.

Regarding this Prabu Damodharan, the convener of the Indian Texpreneurs Federation has expressed his views.

Since, the central government has increased the minimum price of the cotton; the price of the same is abnormally increased even in the beginning of the season. The price of each kandy cotton is Rs. 46, 200.

Again, it is because of the increase of price of diesel the expenditures for the transport is also increased. Thus, the expenditures for the cotton in the current season is increased by 19 percent against the expenditures of the last season. So, we are compelled to increase yarn prices.

Thus, they have said.

State Government to release textile policy soon - Rs. 40,000 crore worth of business happening in T.N. textile industry: Minister

The Hindu October 27, 2018

<https://www.thehindu.com/todays-paper/tp-national/tp-tamilnadu/state-government-to-release-textile-policy-soon/article25341642.ece>

Coimbatore: The Tamil Nadu Government will announce a textile policy very soon, according to Minister for Handlooms and Textiles O.S. Manian.

At a curtain-raiser event held here on Friday for Tex TN, an international textile expo to be organised in Coimbatore, the Minister told presspersons that about Rs. 40,000 crore worth of business was happening



in the textile industry in Tamil Nadu, with investments by the Governments and the private players in the sector. The State led in textile production across the value chain and had several co-operative societies for the handloom sector. To a specific question on waste cotton, the Minister said it was a by product and the Government did not want to levy cess on it.

The expo to be held in January will have 600 stalls and about 300 participants are expected from other countries. Speaking at the programme, Mr. Manian said the expo would be held at CODISSIA Trade Fair Complex for three days in January. The State Government had sanctioned Rs. 2 crore. The stalls would be provided to the participants at a minimal cost. This was the first time a State Government was conducting such an event. The Government was supporting the growth of the textile industry in the State with several schemes and discussions with the industry.

Minister for Municipal Administration S.P. Velumani said the event would showcase the strengths of the textile sector in the State to international customers. The textile sector was significant for growth of manufacturing and employment generation. The Chief Minister had announced several schemes for the development of Coimbatore, he added.

The Ministers launched the brochure, website, and logo for the expo.

Kumar Jayant, Secretary of Handlooms and Textiles, said the expo would be held from January 27 to 29 next year and after that once in two years. Tamil Nadu was a leading textile producer in the country. “We want to build on the strength,” he said. The industry needed to constantly innovate, expand, and change. If the industry prepared the content, got the trainers, and identified candidates for skill development, the Government would support with funding, he said.

Only 11.68% of GIM investments in handlooms, handicrafts and textiles have taken shape - One firm has pulled out; industry sources say procuring land is a tedious task

The Hindu October 27, 2018

<https://www.thehindu.com/todays-paper/tp-national/tp-tamilnadu/only-1168-of-gim-pledges-materialise-in-handlooms-and-handicrafts-sector/article25341439.ece>

Chennai:Data collated from the Handlooms, Handicrafts, Textiles and Khadi sector in the State show that only 11.68% of the investments pledged during the Global Investors Meet (GIM) in 2015 have materialised till date.

As on September 19, 2018, the department concerned had managed to bring in investments worth Rs. 228.39 crore, creating over 1500 jobs. Industry sources said that procuring land for some projects was a tedious task, and that obtaining clearances from certain departments was a ‘nightmare’.

During the first edition of GIM, the Handlooms Department had signed 10 MoUs, entailing investments worth Rs. 1,954.83 crore with a potential to provide job opportunities to over 65,000 people.



No record of deal

Enquiries revealed that of the 10 MoUs signed, one firm, called Fashion Knits (a garment manufacturer), which had pledged to invest Rs. 100 crore, was now unwilling to pursue the project. Also, the department did not have any information on its records for a MoU signed by Estee Exports, entailing investments worth Rs. 192 crore.

On the other hand, two companies – Poppy’s Knitwear Private Limited and SRG Apparels Private Limited (expansion of existing plant) — had completed construction work. Poppy’s Knitwear had even started manufacturing operations.

Tardy progress			
Three years after the last GIM, only a handful of MoUs signed in the handloom and textiles sector see any kind of traction			
Name of company that signed MOU	Current status	Amount invested so far (In ₹ Cr.)	Amount committed (In ₹ Cr.)
Southern District Textile Processing Cluster (P) Ltd	Land procured. Construction work yet to begin	5.65	151
SIMA Textile Processing Centre Ltd	Land allotted, construction work yet to start	63.11	500
Perarignar Anna Handloom Silk Park	Construction work started	21.63	83.83
SRG Apparels Pvt Ltd	Construction work completed	100	100
Poppys Knitwear Pvt Ltd	Manufacturing started	25.87	104
Estee Exports	No information available on record on status of project	12.13	192
Arni Handloom Silk Park	Procurement of land under process	NIL	94
Sri Mahasakthi Pvt Ltd	Land yet to be allotted by SIMA SIPCOT	NIL	130
SIPCOT SIMA	Environmental clearance to be obtained from MoEF, New Delhi	NIL	500
Fashion Knits	Not willing to pursue the project	NIL	100

Southern District Textile Processing Cluster (P) Ltd., which had agreed to invest Rs. 151 crore in Kariyapatti Taluk (Virudhunagar), had procured 102 acres of land, but construction work was yet to begin.

The firm was yet to get approvals from the Directorate of Town and Country Planning and the Tamil Nadu Pollution Control Board. In the case of SIMA Textile Processing Centre Ltd., the construction work was yet to begin as the firm’s request for water supply was pending with the State Industries Promotion Corporation of Tamil Nadu (SIPCOT). The firm had been allotted 247 acres by SIPCOT.

Projects still under way: Perarignar Anna Handloom Silk Park had commenced construction work on the 75-acre land it had procured in Kilkathirpur village (Kancheepuram). In the case of Arni Handloom Silk Park, which inked a deal for Rs. 94 crore, procurement of land was under way.



Two other firms – Sri Mahasakthi Pvt. Ltd. and SIPCOT SIMA — were yet to obtain land for their projects. In the case of the former, land was yet to be allotted, while for the latter, land had not been procured and, as per the EIA notification of 2006, environmental clearance had to be obtained from The Ministry of Environment & Forests (MoEF), New Delhi.

Last week, The Hindu looked at the investments pledged in the IT sector during GIM 2015 and found that only 29.30% of the promised investments had materialised three years on.

Sexual Harassment Act

2013 Justice Verma panel report wanted changes to sexual harassment law -The panel proposed State-level employment tribunal to deal with complaints.

The Hindu October 14, 2018

<https://www.thehindu.com/news/national/2013-justice-verma-panel-report-wanted-changes-to-sexual-harassment-law/article25221588.ece>

New Delhi: The Centre recently announced its plan to set up a panel of judges to look into the legal and institutional framework to curb sexual harassment at workplaces following the #MeToo campaign on social media.

However, as early as 2013, the Justice J.S. Verma Committee, in its landmark report on gender **laws**, had recommended setting up of an employment tribunal instead of an internal complaints committee (ICC) in sweeping changes to the Sexual Harassment at the Workplace Bill.

The panel was formed in the aftermath of the December 16 Nirbhaya gangrape in 2012 and the ensuing nationwide protests, and submitted its report on January 23, 2013.

At that time of the submission of the report, the Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Bill had already been passed by the Lok Sabha and was awaiting the Rajya Sabha's nod. The Bill was passed unchanged by the Upper House a month later.

The Committee chaired by Justice Verma and including Justice Leila Seth and senior lawyer Gopal Subramaniam, termed the Sexual Harassment Bill “unsatisfactory” and said it did not reflect the spirit of the Vishakha guidelines — framed by the Supreme Court in 1997 to curb sexual harassment at the workplace.

What Verma panel said

- Proposed forming an employment tribunal to receive and adjudicate all complaints
- Tribunal should be appointed by a collegium headed by the Chief Justice of the concerned High Court
- Should comprise two retired judges with at least one of them being a woman, two eminent sociologists and one social activist with experience in the field of gender-based discrimination





The report noted that an internal complaints committee as laid down under the then proposed law would be “counter-productive” as dealing with such complaints in-house could discourage women from filing complaints. Instead, the committee proposed forming an employment tribunal to receive and adjudicate all complaints.

To ensure speedy disposal of complaints, the Justice Verma Committee proposed that the tribunal should not function as a civil court but may choose its own procedure to deal with each complaint.

Onus on employer

The Committee said any “unwelcome behaviour” should be seen from the subjective perception of the complainant, thus broadening the scope of the definition of sexual harassment.

The Verma panel said an employer could be held liable if he or she facilitated sexual harassment, permitted an environment where sexual misconduct becomes widespread and systemic, where the employer fails to disclose the company’s policy on sexual harassment and ways in which workers can file a complaint as well as fails to forward a complaint to the tribunal. The company would also be liable to pay compensation to the complainant

The panel also made several suggestions to encourage women to come forward and file complaints. For instance, it opposed penalising women for false complaints and called it an “abusive provision intended to nullify the objective of the law”.

The Verma panel also said that the time-limit of three months to file a complaint should be done away with and a complainant should not be transferred without her consent.



Traders want govt to find alternative to plastic articles before blanket ban

The New Indian Express October 22, 2018

Tiruppur: With the date for the ‘Plastic ban’ – January 1, 2019 – nearing, traders here are troubled as no alternative has been found for these ‘use and throw’ articles. Unless the government finds a ‘proper solution’, the ban will be tough on them, they say. Besides, it will affect the livelihoods of many people, say manufacturers.

“The government cannot enforce a rule by just announcing it. We are in a fix about the decision to ban many plastic articles. Use and throw plastic articles can be banned if the government makes efforts to



provide alternatives. But it is not saying anything about it,” said KCM Durai, president of the All Traders Association.

“Food Safety officials have asked us to stop using plastic bags and look for alternatives,” said a trader who has his shop near Town Hall here. “We do not know of any practical alternative to such plastic articles. These have been in the market for many years now. Paper bags and their prices, are very different,” he added.

Tiruppur is a centre for both small and large-scale businesses, where traders find using polythene bags more suitable and convenient than paper bags. However, many in the textile business have managed to reduce the use of plastic by using non-woven bags. Most garment traders have started using them, said KPN Muthuvelayudham, secretary of the Tiruppur Javuli Viyabarigal Sangam.

“Non-woven bags are better than jute bags and can withstand more weight, like polythene bags. But they cost more than plastic bags. The government should find some alternative to plastic articles so that traders do not suffer by the ban.” He added.

Plastic manufacturers fear the loss of livelihoods of many people. According to N.Shanmugam, president of Tiruppur Plastic Manufacturers Association (TIPMA), there are about 150 factories in Tiruppur District producing plastic bags and polythene covers. These units employ nearly 50,000 workers. A complete ban on plastic articles in wide use will mean loss of livelihood for them, he noted.

It is because Tiruppur Corporation failed to recycle plastic waste that articles get accumulated on roadsides and other places, he added.



Order for “Zero discharge” dyeing factories

Dinamalar October 01, 2018

Tiruppur: The garment manufacturers must give their orders only to the “Zero Discharge” dyeing refined factories. The twenty seventh general body meeting of Tiruppur Dyeing Factories Association was held in the Manchester Auditorium in Velan Hotel. It was presided by Nagarajan, president of the Association, Srinivasan, the vice president and Dhakchanamoorthy, the joint secretary of the Association.

Murugasamy, the general secretary read the Annual report and Gandhi Rajan presented the accounts of the Association, Boopathy the executive members explained the activities of the Association. The resolution was passed in the meeting as, 50 percent electricity subsidy shall be given to the private and



public sectors for refining dyeing waste water. Subsidy should also be given for generating wind mill, solar power energy in order for dyeing industries to be self-reliant.

The garment manufacturers must give their orders only to the “Zero Discharge” dyeing refined factories. The loan amount of Rs. 400 crore without interest given to the general effluent water treatment factories must be transferred as the subsidy. Also, the exemption must be given to the effluent treatment water centre and remove these centres from the GST.

The pollution control board must permit to change the bleaching factories as the dyeing factories. The arbitration council principle must be printed on the receipts used by the dyeing factories. These were the points passed in the resolution and Mahesh, vice president of the association expressed vote of thanks.



Decision to found the labour help centre in Tiruppur

Dinamalar October 11, 2018

Tiruppur: To help the workers coming from the other states as well as the other district a labour help centre will be founded with the support of Tamilnadu Government.

The unemployed workers from the other districts in Tamilnadu and the other northern states are coming to Tiruppur in search of employment. The garment manufacturers have planned to found the labour help centre in the December for which they make serious efforts.

Raja M Shanmugam, the president of Tiruppur Exports Association said.

A demand was raised to found a labour help centre to render services to the labourers coming from various places and concerning the safety of corporation. Accordingly, the rural development minister Honourable S.P.Velumani and other officials have assured to found a centre for the labourers coming to Tiruppur in search of employment notably in giving the required information and register the details of them and help to get employed with the provision of temporary residential accommodation to them.

Thus, he said.