

## WORKER P VS AMSTRONG KNITTING MILL

### OVERVIEW:

For case -16, the worker has been represented as 'Worker P'. She worked as a Tailor in the respective company for 4 years. In November 2017, she quit the job from the Armstrong Company and applied to claim PF in December 2017. But she couldn't claim her PF amount. She came to know that the company has not remitted the deducted PF amount and Management share on her PF account. Then she has requested the management to settle her PF amount. The management replied that they will resolve the issue in 1 week and send the PF amount to her Bank account. She also convinced herself to wait for 1 week. But, the company has not remitted any amount either on her bank account/ on her PF account. But she hasn't got her PF, so she filed a petition in the public hearing organized by an NGO for textile and garment workers. Then she got her PF.

### BASIC INFORMATION:

1. Name of the Worker: Worker P
2. Gender of the Worker: Female
3. Age of the Worker (at the time of IDI): 29
4. Name of the Company: Armstrong Knitting Mills - 61-C, Saminathapuram 2nd street, Anupparpalayam, Tiruppur, Tamil Nadu 641652
5. Designation of the Worker: Tailor
6. Years of work in the Company: 4 years
7. Dispute Type: PF Claim
8. Year of Dispute onset:
9. Concluded/Ongoing: Claimed
10. Year of Conclusion (If applicable): 2018
11. Individual/ Collective: Individual

### TIMELINE OF EVENTS:

DATE	EVENT
August 2016	Appointed as Tailor in Armstrong Knitting Mill
November 2017	Relieved from Armstrong Knitting Mill
December 2017	Attempted to claim PF & Failed
January 2018	Requested the Management for PF claim
2 <sup>nd</sup> October 2018	Complained to State Women Commission for Public Hearing
23 <sup>rd</sup> October 2018	Public Hearing at Chennai
20th October 2018	Date of PF Claim

### CASE HISTORY:

a. About the worker

Worker P (29) was the actual resident of Sathyamangalam, Erode and used to Travel to Tirupur daily for work in a company van. She has worked for 4 years in the company as Tailor. She learnt tailoring from the company and then started working there. After 3 years she left the job due to personal reasons and claimed PF. Then she rejoined the same company after a year. After she worked for 1 year and 3 months and then quitted the job, she had a baby to take care of by herself.

b. About the Company

Armstrong Knitting Mills Pvt. Ltd. is one of the leading businesses in the Readymade Garment Manufacturers. Armstrong is one of the reputed garment manufacturers in the world market with its vertical production setup comprising all under one roof with the units of Spinning, Knitting, Dyeing & Finishing, Compacting, Printing, Embroidery, Sewing, Knitted Garments and Woven Garments.

c. Beginning of the Dispute

In November 2017, she quit the job from the Armstrong Company and applied to claim PF in December 2017. But she couldn't claim her PF amount. She came to know that the company has not remitted the deducted PF amount and Management share on her PF account. Then she has requested the management to settle her PF amount. The management replied that they will resolve the issue in 1 week and send the PF amount to her Bank account. She also convinced herself to wait for 1 week. But, the company has not remitted any amount either on her bank account/ on her PF account.

d. Informal resolution process

The Worker P needs money and immediately wants to claim her PF amount but she couldn't. So worker P was upset and shared her problem with the Field worker of READ-NGO. The field worker had taken the Worker P to the READ NGO to get justice for her and help her to claim her PF amount. READ also tried to contact the management regarding her PF settlement but it failed.

e. Semi-Formal resolution – Public Hearing

READ and some other CSOs were organizing a Public Hearing with the State Women Commission specifically for the Protection of Women Workers in the Textile and Garment Industries. So, worker P was guided to send a complaint letter to the State Women Commission.

Then, the Summon (call letter) from the State Women Commission was received by the Worker P to make her presence on the date of Public Hearing in Chennai with all the supportive documents, meanwhile the same was sent to the Company Management to produce themselves for their counter-argument.

Before 3 days of Public Hearing, the management called the Worker P to come to the Company and collect her PF amount on the same date of Public Hearing. But, she didn't go there as she decided to come for Public Hearing.

On the date of Public Hearing, both the parties had presented before the Jury Panel. In the enquiry, the management had told that they had remitted her PF amount to her account already. The labour department also said that her complaint was already settled. But the Worker P doesn't have any idea of her settlement and thus the Jury Panel ordered the Labour Department to check out the

settlement within 1 week. Later she checked her bank account and found that the company had remitted the PF amount just before the date of Public Hearing.

f. Workers' view on the case process:

Worker P has no idea of the PF claiming process. She has claimed her first PF amount with the help of READ field workers. After that, for the second time she had followed the same process but couldn't claim as there is no amount remitted to her PF account.

She was upset and again sought the help of READ. She was scared at first when the READ NGO asked her to make a complaint, then she was motivated by the READ staff. READ has given her confidence and also given constant support. So, she convinced her husband and family to make a complaint. She has received a call from the company management to come and collect the PF. They also asked her why she had raised a complaint; she felt like the company was threatening her, so she didn't go to the company on the day of Public Hearing and presented herself in Public Hearing. She was happy that she got her PF amount through this process. She also worried that there are so many who find struggle in claiming PF and was scared to move a step against the Company.

g. Documents Available:

- a. Summon from State Women Commission for Public Hearing
- b. Complaint Letter sent to State Women Commission by the worker P
- c. Pay Slip
- d. ID Card

h. Documents Missing:

- a. PF Claim E-Print