

Worker W VS AKR TEXTILES

BASIC INFORMATION:

1. Name of the Worker: Worker W
2. Gender of the Worker: Male
3. Age of the Worker (at the time of IDI): 50
4. Name of the Company: AKR Textiles, 2, 385 G, Perumanallur Road, Vengamedu, Mumoorthy Nagar, Tirupur – 641 603
5. Designation of the Worker: Production In charge & Line QC
6. Years of work in the Company: 1 month
7. Dispute Type: Illegal Termination
8. Year of Dispute onset: 2019
9. Concluded/Ongoing: Conciliated
10. Year of Conclusion (If applicable): 2020
11. Individual/ Collective: Individual

TIMELINE OF EVENTS:

DATE	EVENT
12 th January 2019	Appointed as Production In-charge & Line QC
December 29 th , 2019	Terminated Orally by the management
February 4 th	Raised conciliation to the Trade Union
March 9 th , 2020	Process of conciliation initiated
March 11 th , 2020	Final hiring of Conciliation Process
March 28 th , 2020	Conciliation & Settlement Date

CASE HISTORY:

a. About the worker

Worker W is native of Theni District; his son has completed degree and goes for work. Daughter got married and settled in Chennai. Later he and his wife decided to migrate to Tirupur to stand up financially by joining the textile sector. For the past 5 years they have been staying in Tirupur. He started joining in small firms and learnt singer tailoring and layer production stages. With these experiences he gradually got into export companies. He joined Radhika GMR Company and got Rs.20000 as salary but worked for 15 days since he felt uncomfortable working there.

Formerly he was working in railway contract work for nearly 15 years. Due to financial commitments he joined the textile sector. While he joined AKR Textiles, initially he was assigned ordinary work. Later noticing his abilities, the company lifted him as Production In-charge cum Line QC taking care of 4 lines. There are around 350 workers in the said mill.

b. About the Company

AKR Textile is situated at 2, 385 G, Perumanallur Road, Vengamedu, Mumoorthy Nagar, Tirupur – 641 603. There are around 350 workers in the company. They also have sub units in other 3 parts of Tirupur. AKR Textile Exports and clothing company has been in this business since 1995. Exporting knitted garments to various countries across the globe and inside India. The hub for Indian knitted garment industry which is located near Coimbatore, the Manchester of South India. This company produces Infant & Children Garments, Men's wear, Ladies wear has a very grand network in India and supplies to major corporations all over India.

c. Beginning of the Conflict

As per the worker W statement he worked in the said company for one month period. But his intention was not to work only for one month. Due to his financial commitment such as recently conducting his daughter's marriage and thereby the expenses. The worker W had a supervisor who is a north Indian, behaved ruthlessly with him and used abusive words with all workers.. The General Manager never is attentive to the grievance being reported by the workers. The worker normally takes small issues to the Supervisor such as poor housekeeping. No punching cards to the workers, then how the number of days be calculated, also there is no attendance maintained. No ID card given to the workers. The company agreed to pay Rs.18000/- as monthly salary to this worker W. Initially he was asked to play additional role of QC for 1 line besides with his primary responsibility of Production In charge. But gradually he was forced to take care of 4 lines as QC. Instead of distributing salary to the workers on daily/weekly or monthly, this AKR Mills pays 15 days once which is something peculiar. There are around 100 regular workers, 150 contract employees who have willy-nilly accepted this way of salary disbursement. Whatever may be the grievance or suggestions given by the worker to the Supervisor were considered as complaints against the management and eventually the management orally terminated him.

d. Informal resolution process

Filled with confusion, the worker W met the supervisor and General Manager and asked for the reason for his termination without any solid reason. But they did not respond. For nearly 20 days he approached the management and requested to allow him to work but he was not allowed. Finally he requested the management at least to pay the one month salary, but the management has taken no steps to pay the salary. Later one of his friends suggested to him CITU and the worker approached the Trade Union who have taken the

worker to the concerned company and enquired for the reason for termination and unnecessary delay in paying one month salary. Even though the company at the beginning never minded about the attempts by the Trade Union, after 25 days time, the worker Would get the salary being credited

e. Workers' view on the case process:

The worker was disappointed that there was no proper reason for termination. The company failed to arrange for a hearing with the worker and the Supervisor who was north Indian. There were language problems which caused lots of confusion. The General Manager never is attentive to the grievance being reported by the workers. He was also concerned that instead of distributing salary to the workers on daily/weekly or monthly, this AKR Mills pays 15 days once which is something peculiar. There are around 100 regular workers, 150 contract employees who have willy-nilly accepted this way of salary disbursement. At present the second lock down curbed him from going out for a job, again he joined a small firm to balance his survival. Now he is a singer tailor earning the lowest salary compared to what he was getting earlier.

f. Available documents:

None of the documents were available as he was only worked for 1 month.