

To,
The Labour Commissioner, Haryana
Haryana Labour Department,
30 Bays Building, Sector 17,
Chandigarh- 160017

DATE: 26.09.2019

SUBJECT:- COMPLAINT ABOUT WIDE SCALE VIOLATION OF LABOUR LAWS AND ENTITLEMENTS OF WORKERS IN M/S CHELSEA MILLS, PLOT NO. 360, UDYOG VIHAR PHASE 4, GURUGRAM.

Respected Sir,

I am writing this letter on behalf of, the Garment and Allied Workers Unit of the **Hind Mazdoor Kisan Panchayat, Haryana**, and would like to state and bring to your notice that:

1. That after talking to the workers of the above mentioned company it has come to our notice that the women workers of this company who have been appointed as helpers are made to work as tailors/ operators and are paid as helpers, which is fraudulent and causing a loss of thousands of rupees per month to these workers, apart from being a straight violation of the Minimum Wages Act and the Haryana Rules made under this Act.
2. Many women workers of this company have complained that they are given unreasonable targets and if the overworked workers are

not able to meet these targets, the line in- charges, floor in- charge and manager verbally abuse the women workers. The exhausted workers are not allowed to sit or go on toilet breaks or even to drink water, and are forced to work under inhuman conditions. Women workers are also frequently terminated on grounds of not meeting the unreasonable and unjust targets.

3. The women workers also told us that they are not given/ allowed any casual leaves. We were also informed that the women workers were also forced to work on their days of rest and not paid wages or overtime for the same.
4. We have received complaints that one of the company's in- charge Manoj harasses these women workers frequently by verbally abusing them and coming uncomfortably close to the women while abusing them and forcing them to meet their targets. This conduct of the said in- charge comes under Sexual Harassment at workplace. Many workers complained about this untoward and undignified behaviour of Manoj to the Manager Nanak but no action was taken against Manoj.
5. We also came to know that some of the women workers of this company are intentionally not given overtime while others are given overtime work- which comes under differential treatment and thus Unfair Labour Practice.

These workers who have contacted us are very anxious and desperate about their working conditions. They wanted us to file multiple complaints under different labour laws. As you know that the company is liable for all these violations, fines and to compensate the workers for the same as well. **But we believe that the intervention by your office might bring positive changes in the working conditions of these women workers.**

We therefore ask you to address all these problems of the workers of this company and to adopt legal and ethical labour law practices. We also request you to conduct inspections under different labour law provisions and impose appropriate penalty on the company wherever they are found in non-compliance.

Sincerely,

Amarnath Sharma, General Secretary,
Hind Mazdoor Kisan Panchayat, Haryana.
Mob:- 9711322381.

Copy of this letter is being sent to:

- Labour Secretary Haryana.
- Addl. Labour Commissioner, Gurugram.