

**Modelama Workers' Union, Gurgaon**  
Plot No. 1, Rao Maichand Complex  
Opp. Military Station, Jwala Mill, Old Delhi- Gurgaon Road  
Gurgaon, Haryana  
Phone: 0124-4385478

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Date: 17.06.2015

To,  
The Assistant Labour Commissioner/Labour-cum-Conciliation Officer,  
Circle-1, 4<sup>th</sup> Floor, Mini Secretariat, Near Rajiv Chowk, Gurgaon,  
Haryana

**Subject:** - - Collective Complaint against Unfair Labour Practices and Continuous and serious violations of labour laws in Modelama Exports **Plot No.105, Phase-I, Udyog Vihar, Gurgaon**

It is most respectfully submitted that,

1. Those, We, Modelama Workers' Union, Gurgaon are based in various units of Modelama Exports in Gurgaon and NCR and working for social upliftment and betterment of Modelama workers. We have received several complaints from our union members regarding employment of contract labour and minimization of regular workers in the units of Modelama Exports, especially in Udyog Vihar and Manesar.
2. That we have received complaints that since, we have filed application to Registrar of Trade Union for union registration; management is continuously minimizing regular workers by way of

discrimination and violations of basic labour laws and without any reason employing contract labour in perennial nature of work or core work. Regular workers, who were members of union, are being terminated by this or that way and without any justified reason and against the rule of natural justice.

3. That management, with intention to weakening union, replacing regular workers with contract workers and putting face of contractor as employer to minimize his liability as employer. Modelama management is putting contractor's face at the front and by this way managing itself to escape to follow basic labour laws like Provident Fund, Industrial Disputes Act, 1947, Factories Act, 1948, and Sexual harassment at Workplace Act, 2013 and other laws in numerous ways. Against the aim and objectives of Contract Labour (Prohibition and Regulation) Act, 1970, management has deducted their direct employees and cutted it upto 20%. Now ratio of regular labour and contract labour is around 20:80. 80% of total workforce is employed through contractors and only 20% workers are employed through the Modelama Exports, which is unfair and illegal. All workers are working in regular nature of work, i.e. they are tailor, cutter, iron-man, folder and all kind of perennial nature of work in a garment factory.
4. That management is offering greater amount to contract workers in comparison to regular workers and promoting contract workers by negatively using its power as an employer. Management is paying around Rs.12,000/- per month to contract workers and regular and



experienced workers are getting only around Rs. 6,600/- per month only. All these practices come under unfair labour practices under schedule V of the Industrial Disputes Act, 1947. This is discouraging of members of trade union and changing seniority level of workers with intention to weaken trade union and all these act have been prohibited under schedule V of the Industrial Disputes Act, 1947.

5. That management is not respecting workers right to form association and threatening them against formation union. Contract labour is being used as a tool to attack on workers right to form union, which is a violation of fundamental right. At present time around more than eighty percent workers are contract worker, which is totally against labour law. Workers are being discriminated on the basis of salary and new contract workers are being employed by the management at more salary than old and regular worker. This is a serious kind of discrimination and management is promoting contract labour by this way also. Number of contract workers is being reduced continuously.

In the light of above mentioned facts we request you to kindly ensure law compliance on urgent basis and stop employment of contract labour according to law of the land. Your office is responsible to ensure it and workers are victim of non-compliance of law and unfair labour practices. We are seeking your kind attention on violation of this injustice and violations. Kindly take urgent notice on it and do the needful. We expect appropriate legal action against factory

management to stop further violations.

Yours Truly,



Retu Singh

President

Garment and Allied Workers Union

Rao Maichand Complex, Plot No. 1, Near Jwala Mill

Old Delhi-Gurgaon Road

Gurgaon, Haryana