

WORKER V VS SREEJA HOSIERIES

OVERVIEW:

For case - 22, the worker has been represented as 'Worker V'. He and his brother was worked as manpower contractor but given ID as Tailor. They were interstate migrants from UP. His brother was died in August 2020, when they asked for compensation with the company they refused. Then they had approached CITU for help and then they get the compensation to transport the deceased body to the native state.

BASIC INFORMATION:

1. Name of the Worker: Worker V
2. Gender of the Worker: Male
3. Age of the Worker (at the time of IDI): 32
4. Name of the Company: Sreesha Hosieries - No.61- B, 15, Velampalayam Main Road, Anupparpalayam Post Tirupur
5. Designation of the Worker: Labour Contractor
6. Years of work in the Company: 2 years
7. Dispute Type: Death Compensation Claim of Interstate Migrant Worker
8. Year of Dispute onset: 2020
9. Concluded/Ongoing: Compromised
10. Year of Conclusion (If applicable): 2021
11. Individual/ Collective: Individual

TIMELINE OF EVENTS:

DATE	EVENT
2007	Worker V's brother had migrated to Tamil Nadu to work in garments as Tailor
2010	Worker V's brother started to work as contractor
2014	Worker V migrated to Tamil Nadu and joined with his brother
2018	Worker V and his brother appointed as Tailors in Sreeja Hosieries but acted as contractors
August 2020	Worker V's brother died due to Heart Attack
January 2021	Worker V's brother had claimed the compensation from the company the help of CITU

CASE HISTORY:

a. About the worker

Worker V (32) and his brother worked in Sreeja Hosieries for 2 years. Both of them are from Uttar Pradesh. They are the interstate migrant workers in Tirupur, Tamilnadu. The management gave them ID cards as Tailors. But, actually they are labour contractors. They are islamians by birth who had their family in KushiNagar District of UP.

They employ people from Tamil Nadu, Odisha, Bihar, Jharkhand and UP under them in contract work at Sreeja Hosieries. They stayed in Paramasivam palayam near New Tirupur. Both of them stayed with other coworkers in a rental room. His brother had started as tailor in Tirupur, later only he became a contractor. Worker V also helped his brother since he was a contractor. Before that his brother worked with SCM garments and other Tier 1 companies. He worked as a contractor for 10 years in Tirupur. Worker V used to bring workers to work under their contract. They used to have 50 to 60 workers. They will earn around Rs.50000 to Rs.60000.

b. About the Company

Sreeja Hosieries Private Limited manufactures apparels. The Company offers clothing products for men, women, and children. Sreeja Hosieries serves customers worldwide.

c. Beginning of the Conflict

In August 2020, the brother of worker V had died due to Heart Attack. He was admitted to Tirupur Government Hospital. He was there in hospital for 3 days and later he passed away. Worker V wanted to take his brother's dead body to his native for funeral services. When he asked the company to support the travel as compensation because they are migrant workers. He also requested the pending money to be given from the management. But the management said they will give money to the nominee's account only. So, worker V asked her sister-in-law to come to Tamil Nadu. Even after her arrival, the management made several excuses in giving the amount. The management made them wander for a day. Then the worker V bought a loan from neighbours, house owner and other friends and finally took his brother's dead body to UP. Worker V had spent around Rs.15000/- to fulfill the requirements and documents asked by the company, but ended with no money.

d. Informal resolution process

After a couple of weeks, worker V had returned to Tamil Nadu and approached the company management for settlement. He had spent Rs.1 lakh for transportation only. He had taken his brother's body by ambulance. The management did not even arrange a vehicle for the transportation and the ambulance was arranged through a co-worker. But the company is not ready to listen to his queries. Since, they stayed in Tirupur for several years through house owner, worker V went to CITU.

Then, CITU people went along with worker V to the company for 2 or 3 times. But worker V and CITU people had drafted any complaint letter. Since worker V and his brother had ID cards as Tailors, CITU representatives argued with ID cards and other proofs to get compensation.

Then only the management had given Rs.1 lakh to worker V. But his house owner asked 2 percent of the money as commission for his reference to CITU. Management didn't give anything for transportation or other compensation. After 4 months when we got money from management, the worker had paid the loan to friends and neighbours.

e. Workers' view on the case process:

_____ Worker V had stayed in Tamil Nadu for 4 months to get the amount from the company. He had no work to do at that time. Now he is in UP. The management had deducted ESI and PF from their salary, but he didn't claim it yet. He feels that the company would have given the amount and arranged for transportation at the time of his brother's death. So that they might have done his brother's funeral in a peaceful environment.

f. Available documents:

_____ None of the documents were available with Worker V