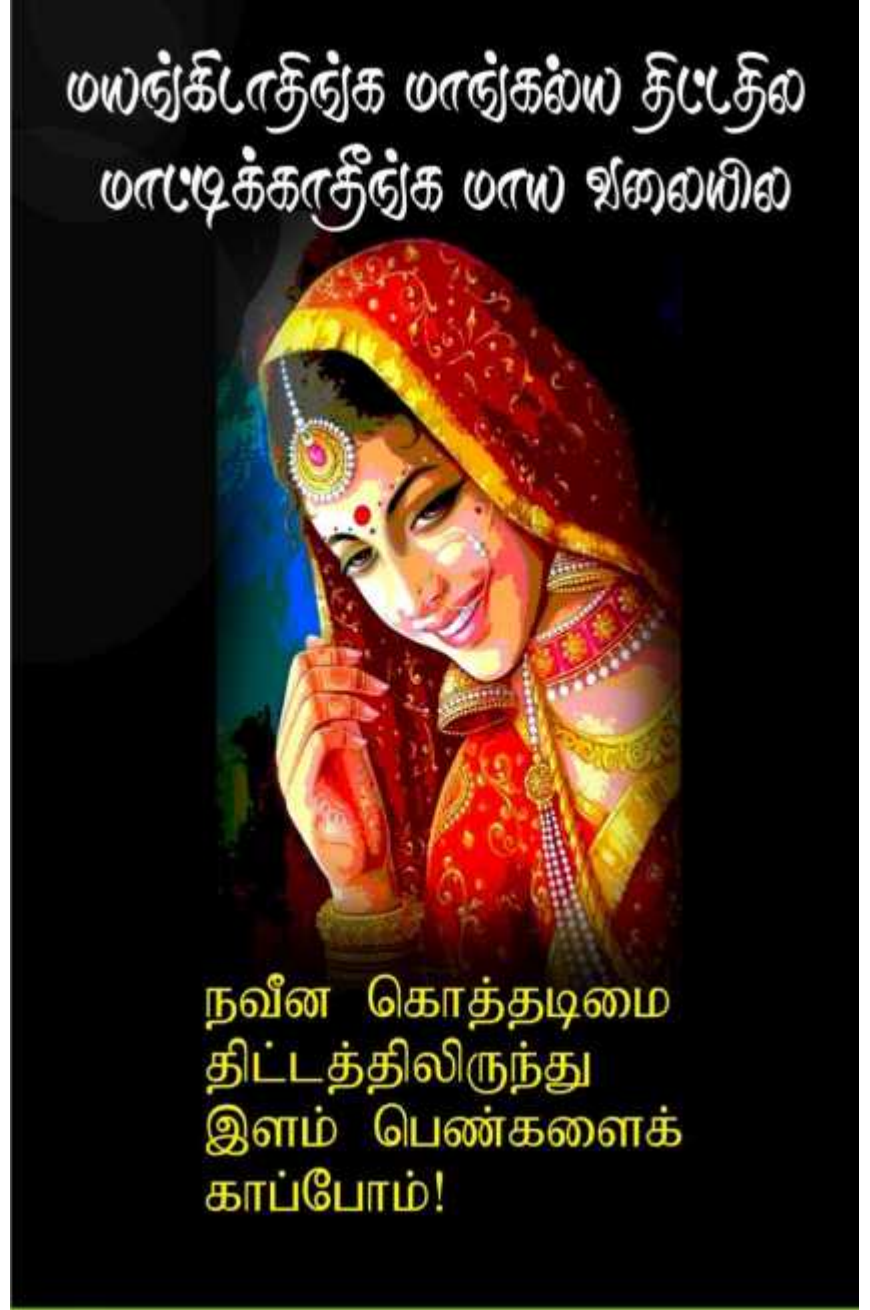


Sumangali Trend- 2015

Nagapattinam
District

January-2015



Scope of the study: To address the issue of Sumangali system in Garment and textile industry

Introduction: There are numerous players are putting efforts in different ways to address the issue of Sumangali like system in garment and textile industry of Tamilnadu. SAVE has taken interest to assess the impact of the various efforts that are being done in different platforms.

The data collection team decided that workers can be met directly during the festival season since the workers are unable to meet inside the working factories. Thus the workers were met by the volunteers who visited home during the **Pongal festival**¹.

A Team consists of four coordinators and 40 volunteers to collect data within 10 days from 13th to 23rd of January-2015.

The team was trained with prepared questionnaire on 11th and 12th of January-2015. We have chosen 85% of the interviewer locally.

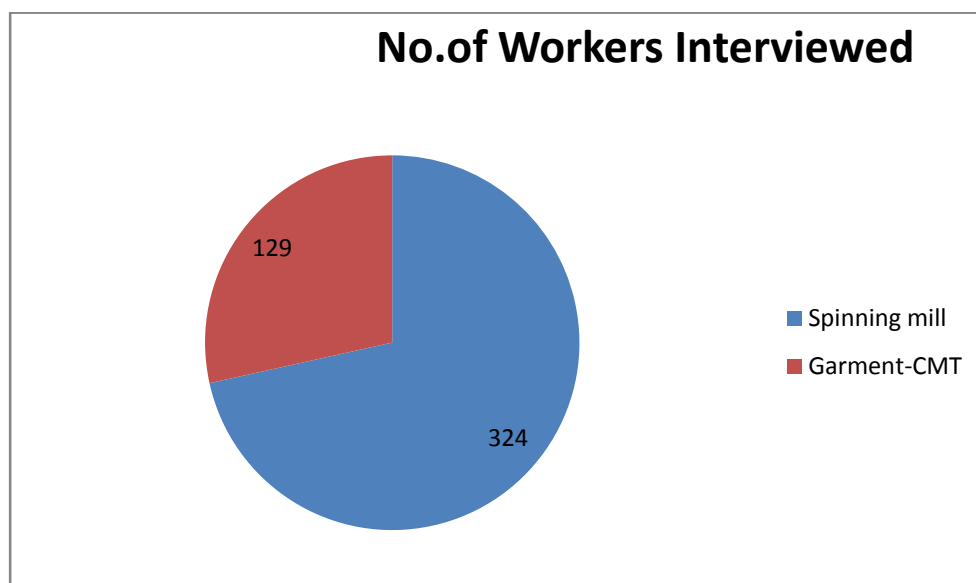
Methodology:

The data was collected one to one basis by the volunteers and focus group discussion was done by the coordinators.

Data Collection:

The data was collected from 68 villages in 49 panchayats of three blocks namely Sirkali, Kollidam and Sembanarkoil.

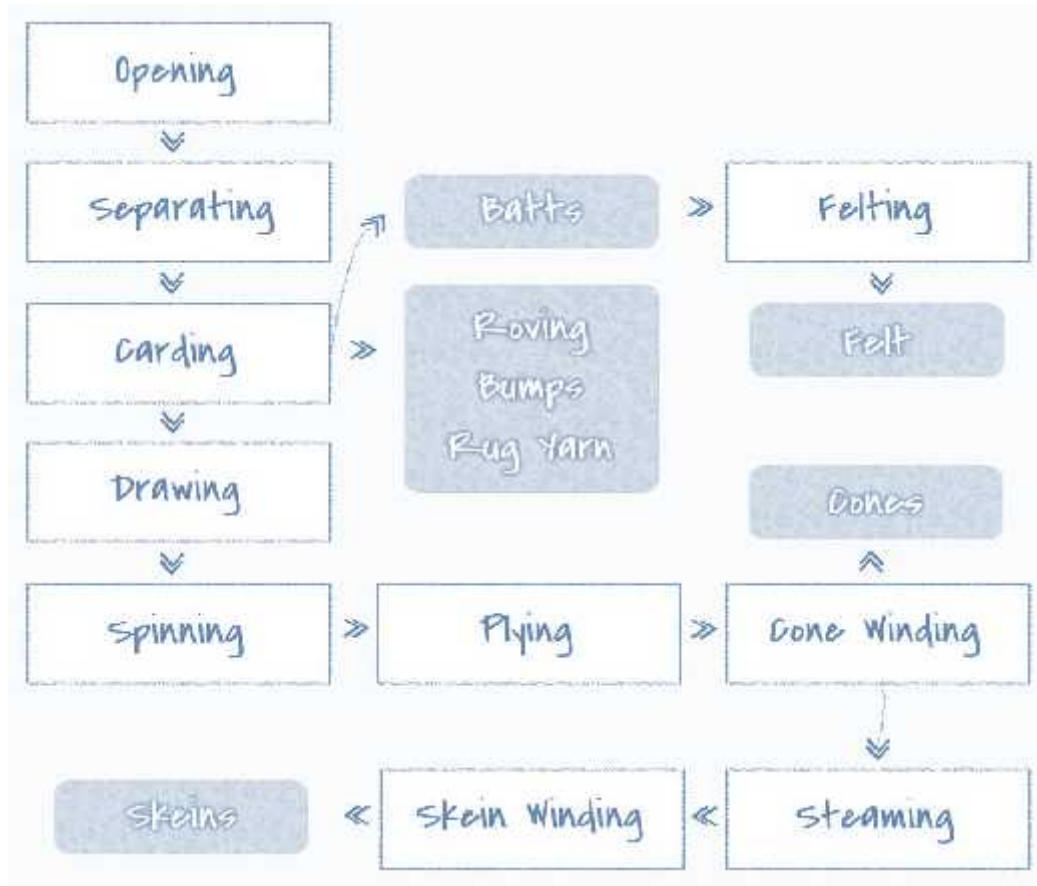
There are totally 453 female workers who migrated were interacted by the team to collect data about the situation of working condition in spinning and garment industry. Among them 129 are working in garment industry of Tirupur, Coimbatore and Erode and 324 are working in spinning mill situated in Coimbatore, Tirupur, Erode, Salem and Cuddalore.



¹ **Thai Pongal** is a Tamil harvest festival. Thai Pongal is celebrated over four days, usually spanning January 13 to 16.

The study report is mainly focused on spinning mill workers

Spinning mill workers are involving in the process of cotton to yarn as the below flow chart shows.

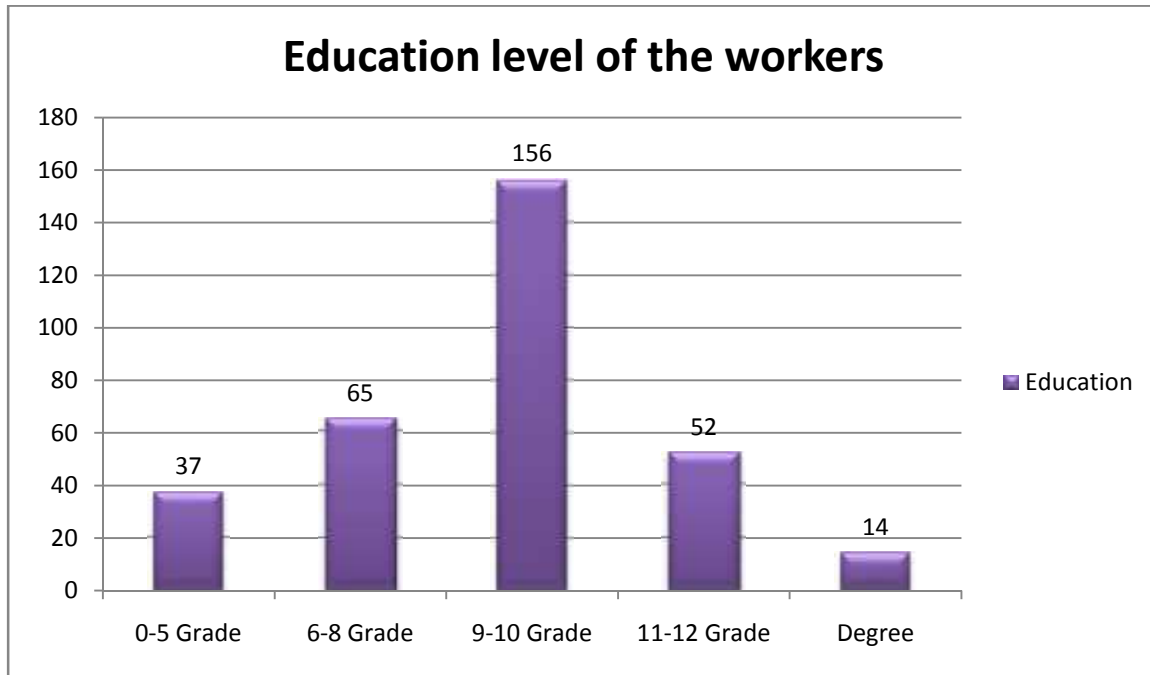


Interviewed workers' Occupation in spinning mill

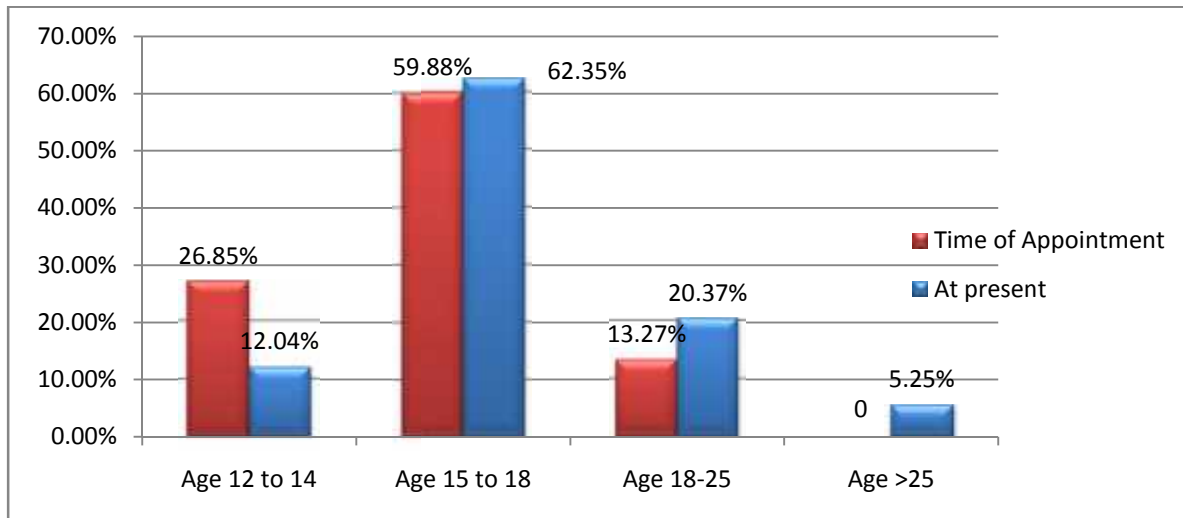
S.No	Spinning Process	No. of Interviewed workers
1	Cone Winding	25
2	Spinning	55
3	Carding	24
4	Simplex	22
5	Cone handling	49
6	Sider	44
7	Auto conner	20
8	Drawing	19
9	Ariya	33
10	Treated yarn Collection	17
11	Supervisor	16
	Total	324

Educational qualification of the workers:

The below chart is self explanatory of the education level of the workers

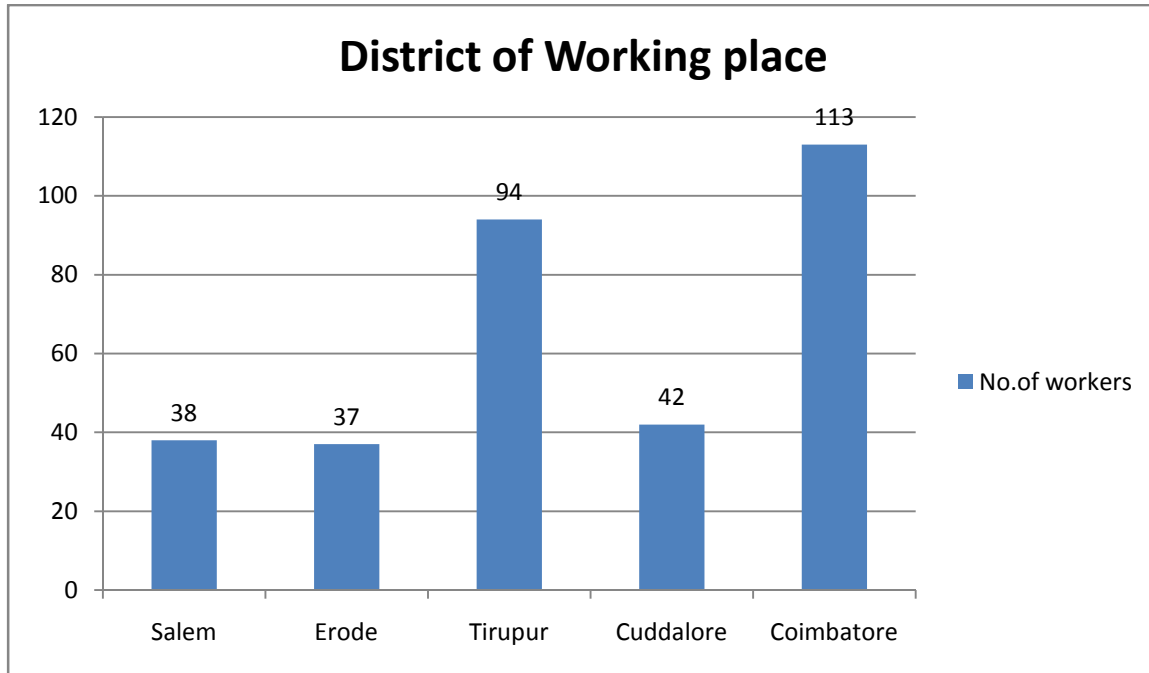


Age of the workers:



The above diagram shows that the above 25 years are not recruited, 26.85% are employed in the age between 12-14 , among them still 12.4%they are below 14 years.

District of working places:



The hierarchy of high recruitment starts from Coimbatore, Tirupur, Cuddalore, Salem and ends with Erode.

Nature of worker's living pattern in the work destination places:

All 324 workers are migrated from Sirkali, Kollidam and Sembanar Koil blocks of Nagapattinam district. The accommodation details are important to understand the right violation in the work place. It varies to the following major categories.

S.No	Living pattern	No. of workers
1	Staying in the hostel with scheme	143
2	Staying in the hostel without scheme	125
3	Working in the factory as days scholar (Taking room outside of the factory premises:	56
	Total	324

Working situation of interviewed workers

S.No	Employment Situation indicators	Staying in the hostel with scheme	Staying in the hostel without scheme	Working in the factory as days scholar (Taking room outside of the factory premises)
1	Employment Relationship	1.1.No any kind of employment copy is available at home 1.2. Monthly time sheet where working hours mentioned will be shown in the factory	1.1.No any kind of employment copy is available at home 1.2. Monthly time sheet where working hours mentioned will be shown in the factory	1.1.No any kind of employment copy is available at home 1.2. Monthly time sheet where working hours mentioned will be shown in the factory
2.	Apprenticeship	2.1.The training period varies factory to factory but lies between 10 to 20 days	2.1.The training period varies factory to factory but lies between 10 to 20 days	2.1.The training period varies factory to factory but lies between 10 to 20 days
3	Working Hours	3.1.Eight hours of work is mandatory 3.2.Overtime is made compulsory indirectly on regular basis 3.3. There are 100% of the workers done overtime 3.4. Continuous two shifts were done by 53% 3.5. Almost 94% of the workers responded that they work 14 hours a day 3.6. Night shift do not have continuous shift 3.7. The absenteeism of any workers replaced by them.	3.1.Eight hours of work is mandatory 3.2.Overtime is made compulsory indirectly on regular basis 3.3. There are 100% of the workers done overtime 3.4. Continuous two shift were done 58% 3.5. Almost 96% of the workers responded that they work 14 hours a day 3.6. Night shift do not have continuous shift	3.1.Eight hours of work is mandatory 3.2. There are 100% of the workers done overtime on regular basis. There is possibility of uninformed denial 3.4.Continuous two shifts was not done by anyone 3.5. 7% of the workers responded that they work 14 hours a day

			3.7. The absenteeism of any workers replaced by them.	
4	Wage	<p>4.1.Eight hours of per day wage is not fixed</p> <p>4.2. Instead 3-5 years or 1000-1600 days.</p> <p>4.3. The amount starts from 45,000 to 75,000 for promised tenure.</p> <p>4.4. It will be paid after completed the year tenure is a hope of the parents and workers.</p> <p>4.5. The amount will not be paid if the promised year or the days is not completed is known to 8% the workers.</p> <p>4.5. There will not be any monthly payment for 8 hours of work.</p> <p>4.6. No wage slip</p>	<p>4.1. Eight hours of work wage ranges from Rs.100 to 120.</p> <p>4.2. The 8 hours wage is received by parents after 3 months is 32% or 6 months is 37% or whenever the worker visits home is 42%. 14% of the workers told that they receive through employment agent. 6% of the workers told that they receive monthly to parents' account</p> <p>4.3. Until the wage lies with employer says 69% or in the factory based ATM machine is 12%. Others do not know</p> <p>4.4. There is no holiday wage paid for 100% of the workers.</p> <p>4.5. No wage slip</p>	<p>4.1.Monthly wage ranges for 8 hours is Rs.135 to 230</p> <p>4.2.Monthly wage is 100% received monthly by the workers</p> <p>4.3.National holidays wage is paid for 3% of the workers</p> <p>4.4.No wage slip</p> <p>4.5. There are 18% of the workers works all the days of a month including all Sundays are paid Rs.20 as incentive per day</p>
4.1	Overtime Wage	4.1.1. Overtime is mandatory and it is regular	4.1.1 Overtime is mandatory and it is regular	4.1.1 Overtime is Optional 4.1.2. Overtime

		<p>4.1.2. Overtime wage is paid it starts per hour Rs.10 to 15.</p> <p>4.1.3. The overtime is done by 100% of the workers.</p> <p>4.1.4. The overtime wage is received 100% by the workers.</p> <p>4.1.5. It ranges Rs.1900 to 3100 that means per day overtime starts 4 to 8 hours</p> <p>4.1.6. None of the workers received double payment</p>	<p>4.1.2. Overtime wage is paid it starts per hour Rs.10 to 15.</p> <p>4.1.3. The overtime is done by 100% of the workers.</p> <p>4.1.4. The overtime wage is received 100% by the workers.</p> <p>4.1.5. It ranges Rs.1900 to 3100 that means per day overtime starts 4 to 8 hours</p> <p>4.1.6. None of the workers received double payment</p>	<p>wage is paid it starts per hour Rs.10 to 15.</p> <p>4.1.3. The overtime is done by 100% of the workers.</p> <p>4.1.4. The overtime wage is received 100% by the workers.</p> <p>4.1.5. It ranges Rs.1900 to 3100 that means per day overtime starts 4 to 8 hours</p> <p>4.1.6. None of the workers received double payment</p>
4.2.	Deductions	<p>4.2.1. There are 97% of the workers do not know ESI (Employee State Insurance)</p> <p>4.2.2. There are 91% of the workers do not know EPF (Employee Provident Fund)</p> <p>4.2.3. There is 34 % of the workers have uniform there is money deducted for that. But none of the workers knew about the amount.</p> <p>4.2.4. Rs.15 to 20 is deducted for uniform damage</p> <p>4.2.5. Late fee to work is charged Rs.50 to 60 (It is deducted from Overtime wage).17% of the interviewed worker paid.</p>	<p>4.2.1. There are 96% of the workers do not know ESI (Employee State Insurance)</p> <p>4.2.2. There are 97%% of the workers do not know EPF (Employee Provident Fund)</p> <p>4.2.3. There is 24% of the workers have uniform there is money deducted for that. But none of the workers knew about the amount.</p>	<p>4.2.1. There are 98% of the workers do not know ESI (Employee State Insurance)</p> <p>4.2.2. There are 98%% of the workers do not know EPF (Employee Provident Fund)</p>

		<p>4.2.6. Any equipment is damaged either in work place or in hostel have to be paid. 34% of the worker paid Rs.70 to 450.</p> <p>4.2.6. Sickness leave and extended home visits leave have to be compensated after the tenure is known to 12% of the workers.</p>	<p>4.2.4. Rs.15 to 20 is deducted for uniform damage</p> <p>4.2.5. Late fee to work is charged Rs.50 to 60 either or Half a day wage is deducted from monthly wage. 31% of the workers faced this challenges.</p> <p>4.2.6. Any equipment is damaged either in work place or in hostel the amount is deducted from the wage such kind of incidences faced by 21% of the worker paid Rs.70 to 150.</p>	
5	Occupational Safety	<p>5.1. There are 51% do not know any of the occupational safety.</p> <p>5.2. First Aid box is seen by 23%</p> <p>5.3. First Aid Room is seen by 2%</p> <p>5.4. Ventilation was felt comfortable by everyone</p> <p>5.5. Excessive heat felt by 94% of workers</p> <p>5.6. Doctors visits seen by 3% of the workers</p> <p>5.7. Free medical service is not availed by any of the interviewed workers.</p> <p>5.8. Face Mask is</p>	<p>5.1. There are 63% do not know any of the occupational safety.</p> <p>5.2. First Aid box is seen by 21%</p> <p>5.3. First Aid Room is seen by 4%</p> <p>5.4. Ventilation was felt comfortable by everyone</p> <p>5.5. Excessive heat was felt by 83% of workers</p> <p>5.6. Doctors visits seen by 2% of the workers</p> <p>5.7. Free medical</p>	<p>5.1. There are 64% do not know any of the occupational safety.</p> <p>5.2. First Aid box is seen by 32%</p> <p>5.3. First Aid Room is seen by 3%</p> <p>5.4. Ventilation was felt comfortable by everyone</p> <p>5.5. Excessive heat was felt by 91% of workers</p> <p>5.6. Doctors visits seen by 2% of the workers</p>

		<p>available told by 17% and available and using it 8%.</p> <p>5.9.Cap is available 7% and using it 3%</p> <p>5.10. Ear plugs, Apron and other are not seen by 9% not wearing it except Apron for 5%</p>	<p>service is not availed by any of the interviewed workers</p> <p>5.8. Face Mask is available told by 15% and available and using it 6%.</p> <p>5.9.Cap is available 16% and using it 2%</p> <p>5.10. Apron is used by 4% of the workers</p>	<p>5.7.Free medical service is not availed</p> <p>5.8. Face Mask is available told by 2% and none of them are using it.</p> <p>5.9.Cap is available 21% and using it 1%</p> <p>5.10.None of the workers used Apron.</p>
6.	Abuses	<p>6.1.There are 78% are experienced verbal</p> <p>6.2. Physical contact and advance is for 2 workers</p> <p>6.3.Sexual abuses like Passing comment is found very common about 77% of the workers</p>	<p>6.1.There are 91% are experienced verbal</p> <p>6.2. Physical contact and advance is for 6 workers</p> <p>6.3.Sexual abuses like experienced the Passing comment is found very common about 83% of the workers</p>	<p>6.1.There are 52% are experienced verbal</p> <p>6.2. Physical contact and advance is for 2 workers</p> <p>6.3.Sexual abuses like Passing comment is found very common about 91% of the workers</p>
7.	Freedom of Association and Movement	<p>7.1. There is 100% of the workers do not know about workers union</p> <p>7.2. Movement is restricted. Once in 6 months holidays are allowed</p> <p>7.3. They complaint to supervisor when any problem in the factory. 2% of the workers complained about the machineries</p> <p>7.4. Getting holiday or sick leave is a night mare</p>	<p>7.1. There is 100% of the workers do not know about workers union except a girl</p> <p>7.2. Movement is restricted. Once in 6 months holidays are allowed</p> <p>7.3. They complaint to supervisor when any problem in the factory. 4% of the workers complained about</p>	<p>7.1. There is 100% of the workers do not know about workers union</p> <p>7.2.Free to move</p>

			the machineries not about the personal grievances 7.4. Getting holiday or sick leave is a night mare	
8.	Weekly Holidays	8.1.Weekly holidays is there on weekly shift change day but 7 shifts are done by 73% of the workers. That means 6 th day of the work, continuous two shifts work is mandatory	8.1.Weekly holidays is there on weekly shift change but 7 shifts are done by 63% of the workers. That means 6 th day of the work, continuous two shifts work is mandatory	8.1.Weekly holidays is there on weekly shift change but 7 shifts are done by 27% of the workers
9	Compensation	9.1.None of interviewed workers experienced serious injuries except small injuries in hand and leg		
10	Advances	10.1. There are 92% of the worker's parents received advance amount before sending the children to work place. It ranges Rs.1000 to 5000	10.1. There are 74% of the worker's parents received advance amount before sending the children to work places. It ranges Rs.1000 to 5000	10.1. Not seen any advance amount is being been received.
11	Occupational Health Issues	1.Leg and body pain is experienced once in three days is very high 2. Irregular menstrual cycle is for 82% 3.Constipation is for 64% of the workers 4. Heat bubble is experienced 82% 5.Hand and leg wound is experienced many of the workers		1.Leg and body pain is experienced once in seven days is high 2. Irregular period is found for 23% of the workers
12	Psychological	12.1.Night shift work is disturbed 98% of the workers 12.2. There are 82% of	12.1.Night shift work is disturbed 99% of the workers	12.1.Night shift work is disturbed 21% of the workers

		<p>the workers thought of leaving the job</p> <p>12.3. Supervisor's and warden scold is recorded by 49% of the workers</p> <p>12.4. There are 44% of the workers heard about saying want to commit suicide</p>	<p>12.2. There are 61% of the workers thought of leaving the job</p> <p>12.3. Supervisor's and warden scold is recorded by 62% of the workers</p> <p>12.4. There are 32% of the workers heard about saying want to commit suicide</p>	<p>12.2. There are 11% of the workers thought of leaving the job</p> <p>12.3. Supervisor's is recorded by 21% of the workers</p> <p>12.4. Nothing recorded on suicide.</p>
13.	Hostel	<p>13.1. Television and home theater is made happy almost 100 % of the workers</p> <p>13.2. Skipping rope, Ring ball is also there in the hostel</p> <p>13.3. Once in 6 month are allowed to visit home told by 100% of the workers but 84 % of the workers turned after a year and year and a half</p> <p>13.4. Minimum 10 and maximum 15 workers in a small room</p> <p>13.5. Minimum 20 and maximum 35 have one toilet and bathing room. There 7 workers told that common bathing facility is there</p>	<p>13.1. Television and home theater is made happy almost 100 % of the workers</p> <p>13.2. Skipping rope, Ring ball is also there in the hostel</p> <p>13.3. Once in 6 month are allowed to visit home told by 100% of the workers but 49 % of the workers turned after a year and year and a half</p> <p>13.4. Minimum 10 and maximum 15 workers in small room</p> <p>13.5. Minimum 20 and maximum 35 workers have a toilet and bathing room.</p>	<p>13.1. Home entertainment is of their choice</p>
14	Interest of	14.1. Brokers approached	14.1. Brokers	14.1. Brokers

	<p>Choosing the spinning mill work</p>	<p>and parents insisted - 92%. One of the major force from mother is that the family life especially the sexual life is forced by the husband in the presence of grown up children and the second is that the drunkard husband makes physical and sexual harassment to the children.</p> <p>14.2. There is 13% are not interested in studies</p>	<p>approached parents insisted - 82%; 11% relatives are there in the hostel. One of the major force from mother is that the family life especially the sexual life is forced by the husband in the presence of grown up children and the second is that the drunkard husband makes physical and sexual harassment to the children</p> <p>14.2. There is 7% are not interested in studies</p>	<p>approached-12% and relatives and friend are there for 42%</p> <p>14.2. There is 8% are not interested in studies</p>
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Conclusion:

1. There are children below 14 years are working
2. Working hours and wage is exploited for hostel workers
3. There are workers are working under lump sum payment (Sumangali Scheme)
4. **Advance payment is received by most of the parents, it crosses 90%.**
5. Very lack of knowledge on wage and the wage payment to the workers
6. Overtime is indirectly insisted like if they want money for personal expenses. Salary is paid to parents.
7. Wage slip is not seen by almost all the workers shows that lack of transparency in wage payment
8. Hostel workers are not treated as adult
9. Psychological trauma is there for $\frac{3}{4}$ th of the work force
10. Scheme and Non scheme workers who are staying in hostel are almost experiencing the same treatment.
11. The monthly wage and holiday restriction are there an added violation for scheme workers.

12. Freedom of association is nil
13. Grievance system is absent
14. Occupational Health awareness and the usage of safety measures is need more attention to reach the workers
15. **Poverty is not only the major challenge faced by the migrant workers in their native place and also the harassment of the alcoholic father, brother, relatives and the common village people.**

This has to be look into more for analysation to address effectively.