

Comment from Supplier A sent to SwedWatch on 2007-03-08

Dear Kristina,

1) Child labour

We can confirm that we never engaged any child labour in our factory. I do not know how you have written about this. We are very particular that we always do not employ any child labour in our factory.

However we have added more persons to check about this, as a regular basis.

2) Minimum wages

Effective from Jan 1st 2007, we are paying the below wages;

Section	Wages in Rs./shift
Lot section	90
Cutting	140
Stitching:	
Power table	130
Singer	130
Checking	85
Ironing	130
Packing	90

Also please find attached Tamilnadu Government minimum wages chart.

All the section of workers get minimum wages except checking workers. For these workers also wages increased now from 3rd March 2007 to Rs.95/Shift.

3) Working hours

Effective from Jan we have reduced the great deal in terms of overtime working.

With effect from April 1st we confirm to adhere to 48 hours of working per week, we confirm to pay necessary double wages according to labour legislation.

4) Freedom to from trade unions

We do not restrict any of our employee to join or trade union.

All the employees know about the unions (there are many unions in Tirupur) and are free to join the union.

5) Benefits & Insurance

Employees State Insurance - the area our factory is situated does not come under ESI covered area. Hence we are not doing ESI for our employees. However we are planning to cover insurance (Group insurance) for all workers voluntarily.

Probably, we may start doing it from April this year.

6) Festival bonus

We pay all regular workers (worked more than 90 days per year) are paid bonus.

For piece rate workers it is a general practice that they are paid lumpsum bonus.

7) Working environment

We have a very clean well lit factory, well ventilated (sufficient nos. of windows and ventilators etc) with a roof height of 14 feet in the factory hall. The building is very well constructed with RCC roofing. The factory is situated out side Tirupur Town limit, with more of vacant spaces nearby, allowing free flow of wind. Clean water is bought from outside to all labours. The water supplied by municipality which is a purified water. You have also seen our factory.

For fire escapes, will start doing the markings ('Exit' etc) from April on wards.

8) Fire drill & Safety training

We have already given these, but now we are once again given a training during this month.

9) Conclusion

We are also taking this report in a very serious way. We have already started consulting the labour consultant. Kindly give your suggestion if any in this regards. We will also be sending you details of compliance as and when ready.

We expect to meet out most of the compliances before end June 2007.

We welcome your suggestions also in this regard.

Best Regards,
Madhan.