

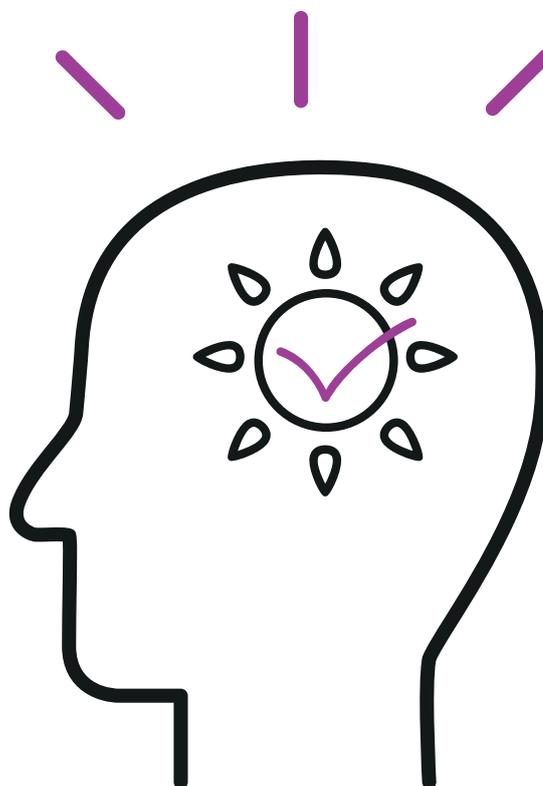
Recommendations

To the Spinning Industry

- ✔ End practices where wages or benefits are withheld or advance payments are offered
- ✔ Guarantee freedom of movement and not restrict communication with relatives or other outsiders by hostel workers
- ✔ To implement labour laws, including payment of minimum wages, respect for 48 hours working week and social security
- ✔ Pay wages via cheques or bank transaction
- ✔ Provide a proof of employment
- ✔ Implement the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and set up genuine and functioning Internal Complaints Committees, as well as a Grievance Redressal Committee
- ✔ Respect and act in accordance with trade union rights and allow trade unions access to the spinning mills
- ✔ Work with trade unions and NGOs on worker's training, ongoing monitoring and grievance redressal

To international buyers/brands

- ✔ Map the supply chain beyond the first tier and increase supply chain transparency by publishing production locations of mills, their 'labour rights status' (backed up by information), audits etc.
- ✔ Conduct human rights due diligence in the full supply chain and publicly report about it
- ✔ Increase leverage by cooperating with other buyers
- ✔ Include hostels in monitoring programs. The presence of a factory-run hostel is a red flag
- ✔ Improve current monitoring practices by involving workers' rights organisations and trade unions, have offside workers interviews, check with workers if workers have any proof of employment, countercheck wage administration by for example checking the Provident Fund registrations at the PF office, check registration of migrant workers, check if Internal Complaints Committees are active and genuine, and stimulate participation in these committees by NGOs that have a proven track record on labour rights
- ✔ Support mills in improving labour conditions, and reward mills that do take serious steps for improvements as preferred suppliers, increasing procurement prices and guarantee a minimum volume of orders
- ✔ Support and participate in the establishment of a local, credible grievance mechanism and a local



multi-stakeholder initiative

- ✔ Since the few successful interventions at workplace level involve local civil society organisations, brands and buyers should involve civil society organisations and trade unions in any initiative taken to address labour rights violations in spinning mills

To the Tamil Nadu State government and district governments

- ✔ Implement and/or monitor all central and state laws and regulations that relate to spinning mill workers
- ✔ Implement Tamil Nadu Hostels and Homes for Women and Children Act that requires district governments to register and monitor all hostels
- ✔ Labour inspection should monitor the requirements of the Inter-State Migrant Workmen Act, especially check registration of migrant workers both by employers and contractors and monitor implementation of the Factories Act
- ✔ Clearly communicate that the exemption to the Factories Act that allows a 12 hours overtime a week is applicable only in exceptional circumstances. A standard working week should always be 48 hours, instead of 60 hours
- ✔ As per the "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013" each district government should establish a Local Complaints Committee where women workers employed at establishments without an ICC can voice their grievances concerning sexual harassment. Furthermore, district officers should be appointed, who have the authority to oversee the implementation of this Act

To the Government of India

- ✔ Ratify all relevant ILO Conventions, in particular ILO Conventions with regard to freedom of association and collective bargaining & child labour and the protocol to the forced labour convention
- ✔ Improve accessibility and credibility of existing grievance redressal mechanisms for labourers

To governments in importing countries

- ✔ Both the German and Dutch governments have brought about innovative initiatives in which government, business and civil society cooperate to address labour rights violations in the garment supply chain: The Partnership for Sustainable Textiles and the Covenant on Sustainable Garments and Textiles. Both initiatives aim to curb violations in South Indian spinning mills. We urge those initiatives to focus on implementing improvements at the core of the matter: the work floor. In addition, they should cooperate with local stakeholders with a background in labour rights in a multi-stakeholder setting
- ✔ Member states of the European Union as well as the European Union itself should oblige companies to perform human rights due diligence in their full supply chain in line with the OECD Guidelines and report publicly about it
- ✔ Member States of the EU and the European Commission should prioritise forced labour in the South Indian textile industry in their bilateral relations with India
- ✔ National governments and the European Union should follow the example of the UK government by adopting a law that addresses modern slavery, and preferably includes child labour
- ✔ Adopt regulations that increase supply chain transparency
- ✔ Support credible initiatives by national and State governments in India and/or multi-stakeholder initiatives that aim to improve monitoring and implementation of labour laws



India Committee of the Netherlands

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- ⁱ tamilnadugim.com/wp-content/uploads/.../textile_industry.pdf
- ⁱⁱ See various SOMO and ICN reports
- ⁱⁱⁱ 'Understanding the Characteristics of the Sumangali Scheme in Tamil Nadu Textile & Garment Industry and Supply Chain Linkages', Solidaridad South and South East Asia and Fair Labour Association, May 2012.
- ^{iv} 'Flawed Fabrics: The abuse of girls and women workers in the South Indian textile Industry', October 2014
- ^v 'Flawed Fabrics: The abuse of girls and women workers in the South Indian textile Industry', October 2014; 'Maid in India: Young Dalit Women Continue to Suffer Exploitative Conditions in India's Garment Industry', April 2012; 'Captured by Cotton: Exploited Dalit Garments India for European and US markets', May 2011
- ^{vi} 'Small Steps, Big Challenges: Update on (tackling) exploitation of girls and young women in the garment industry f South India', April 2015.
- ^{vii} 'ILO Indicators of Forced Labour', International Labour Office, October 2012.
- ^{viii} 'ILO Indicators of Forced Labour', International Labour Office, October 2012
- ^{ix} 'Addressing Modern Slavery in Tamil Nadu Textile Industry - Feasibility Study Report', Freedom Fund, December 2014.
- ^x 'Forced Labour in the Textile and Garment Sector in Tamil Nadu, South India: Strategies for Redress', Dr Annie Delaney and Dr Tim Connor, Corporate Accountability Research, 2016
- ^{xi} 'ILO Indicators of Forced Labour', International Labour Office, October 2012.
- ^{xii} 'ILO Indicators of Forced Labour', International Labour Office, October 2012.
- ^{xiii} 'ILO Indicators of Forced Labour', International Labour Office, October 2012.
- ^{xiv} 'Study on the Health Status of Adolescent Girls working in Textile and Spinning Mills', Vaan Muhil, March 2015
- ^{xv} 'ILO Indicators of Forced Labour', International Labour Office, October 2012.
- ^{xvi} 'Forced Labour in the Textile and Garment Sector in Tamil Nadu, South India: Strategies for Redress', Dr Annie Delaney and Dr Tim Connor, Corporate Accountability Research, 2016
- ^{xvii} <http://www.paycheck.in/main/salary/minimumwages/tamil-nadu/tamil-nadu-minimum-wage-with-effect-from-april-1-2015-to-september-30-2015>
- ^{xviii} India has not ratified ILO Convention 47, that prescribes a 40-hours working week.
- ^{xix} The Factories Act 1948, section 64
- ^{xx} 'Flawed Fabrics: The abuse of girls and women workers in the South Indian textile Industry', October 2014.
- ^{xxi} The Industrial Disputes (Amendment) Act, 2010
- ^{xxii} Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, 2 (n).
- ^{xxiii} 'Forced Labour in the Textile and Garment Sector in Tamil Nadu, South India: Strategies for Redress', Dr Annie Delaney and Dr Tim Connor, Corporate Accountability Research, 2016
- ^{xxiv} 'Stop Sumangali scheme in spinning textile mills: Will the order of the Court be enforced?', Theekathir, Dindigul, 14 November

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Colophon

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