

APPENDIX B: TIMELINE OF EVENTS RELATED TO GARMENT INDUSTRY CRÈCHES

Creches in Garment Factories - Documentation			
SL.No.	Date	Action taken by the commission	Outcomes
1	8/7/2009	Munnade garment workers social organization filed a complaint with KSCPCR against the garment factory management for not providing proper child care facilities which is a mandatory requirement under the Factories Act 1948	
2	16/07/2009	KSCPCR invited the Director, Factories and Boilers for a meeting on 27th July 2009 to discuss the issue .	1.Planned a Public Hearing on 1st August 2009 inviting Dept of Labour & Dept of Factories &Boilers. 2. Planned a meeting with garment brands.
3.	27/7/2009	KSCPCR writes to Clothing manufacturing ---- Karnataka for list of all garment factories.	Received copy.
4	1/8/2009	Public hearing of Garment workers from different factories arranged in presence of Labour officers, GO representatives etc.	Recommendations made by garment workers at Public Hearing (Annexure 1)
5.	13/8/2009	Three member Commission visits 3 Garment factories.	Finds no proper facilities. Reports matter to Director of Factories and Boilers.
6	28/08/2009	Meeting with garment brands was arranged with Commissioner Labour Department and Director of Factories and Boilers	Brands agreed to pursue matter with their suppliers.
7	5/9/2009	Director of Factories and Boilers was asked to provide list and addresses of all the garment factories in Karnataka	Information received.
8	26/09/2009	Director of Factories and Boilers asked to submit details of crèches in factories, prosecution initiated for non - compliance.	
9	1/10/2009	Director of Factories and Boilers asked to provide information on i) No. of factories being exempted from rule 1969 sec.(1)4(a) (to run crèches) ii) Number of cases registered in the 2007 to 2009 for non compliance in running crèche and details of action taken.	Information received.
10	6/11/2009	KSCPCR makes presentation to Welfare officers of garment factories organized by Director of Factories and Boilers.	
11	19/12/2009	Director of Factories and Boilers was asked to provide information on i) Details of functioning of day care centers in all garment factories. ii) No. of women having children below 6 years iii) Statistics of number of children below 6 yrs using the facility of the day care center at garment factories	Director of Factories and Boilers reverted back on 30/12/2009 stating information has been sought from Divisional Level officers
12	16/02/2010	KSCPCR forwarded a draft to Director of Factories and Boilers regarding amendment of Karnataka Factories Rules 2002 in respect of creche services.	

13	13/08/2009	Karnataka Human Rights Commission registered a suo motu complaint based on the news papers report on public hearing and Director of Factories and Boilers was asked to provide the information and details about the non functioning of the creches .	On 1/3/2010 Karnataka State Human Rights Commission initiated a suo moto inquiry and sent its report. It also closed the complaint on learning from the Director of Factories and Boilers that KSCPCR has taken cognizance of complaint and is enquiring in to the matter.
14	10/3/2010	Meeting held with Secretary Labour Department , Govt. of Karnataka with the following agenda 1. Incorporating amendments to Karnataka Factory Rules as recommended by KSCPCR 2. Seeking setting up of three members Visiting Committee to inspect crèches in garment factories 3. Enforcement of provision under Factories Act - leg compulsory functioning of crèches at all garment factories employing over 30 women 4. Regulating employment of girls from Andhra Pradesh to work in garment factories in Karnataka	No response received on action taken from office of Secretary Dept. of Labour or the Director of Factories and Boilers, Govt. of Karnataka
15	27/09/2010	Commission requested NLSIU to review the Initiative taken up by KSCPCR till date and comment on same.	On 30-9-2010 NLSIU submitted their reports and recommendations
16.	21/11/2010	Reminder sent to Director of Factories and Boilers seeking information under Sec. 8	Response not received.
17	26/11/2010	Munnade again filed complaint stating that nothing has improved in the factories set ups with regard to child care services and asked the Commission to intervene. Also submitted the details of garment factories where crèches are not functioning.	
18	21/12/10	KSCPCR discusses with lawyers Sheela Ramanathan and Sumitra Acharya ways and means of ensuring compliance of garment factories with setting up of creches.	Lawyers strongly recommend filing a writ in High Court seeking directions prior to which details of crèche functioning in Factories must be gathered.
19	8/2/2011 and 9/2/2011	Commission team visits 8 garment units and records visit.	No crèche running in some factories. In others standard of functioning extremely poor.
20.	23/3/2011	Reminder sent to Director of Factories and Boilers seeking information under Sec. 8	Response not received.
21.	27/7/2011	i) KSCPCR short listed 575 factories with 60 and over women working in each unit. A questionnaire has been drafted seeking information on crèche services operated and details of workers and children accessing same. This is to be dispatched to each factory accompanied by a Notice seeking this information within 20 days. ii) Matter placed before KSCPCR Business Meeting to dispatch the 575 notices.	Resolution passed approving the same on 27/7/2011
22.	24/9/2011	To despatch the notice to submit us/all by 25th Oct 2011 Stamps to be inducted to send 575 notices by registered post	