

From: Chairman-AEPC [chairman@aepcindia.com]
Sent: Tuesday, April 10, 2012 9:22 AM
To: Eugenio, Marcia - ILAB
Subject: Fwd: US DoL_reply

Attachments: Annex. 1.ppt

Ms. Marcia Eugenio, Director
Office of Child Labor, Forced Labor and Human Trafficking
Bureau of International Labor Affairs
U.S. Department of Labor
Washington, D.C. 20210

Re: Apparel Export Promotion Council's (AEPC) comments on UD DoL report of Oct 2011 under the Trafficking Victims Protection Reauthorization Act and Executive Order 13126 and request for further information that the Department can use for its next set of reports and lists

Dear Ms. Eugenio,

Please refer to above mentioned subject and our reply dated Dec 2, 2011 highlighting additional and significant new information on initiatives taken by Government of India, state Governments, Indian industry, NGO, civil society, and international agencies in relation to child labour in india.

Our delegation comprising representatives from Government of India and AEPC, made a presentation during Public Hearing on the inclusion of Indian Apparels and Garments in the TVPRA and EO 13126 lists by the US Department of Labor which was also attended by Departments of State, USTR, Home Land Security, Department of Commerce in February 2012. A copy of the presentation is at **Annex 1**. It represents our consolidated view on the subject.

We would like to apprise the Dept of the progress made on our initiatives in 2012.

Progress on AEPC's Common Compliance Code programme – DISHA :

AEPC has initiated a pan India programme on social compliance, Driving Industry Towards Sustainable Human Capital Advancement (DISHA). The program was launched in December 2011 by former Secretary, Textiles, government of India and since then workshops have been organized across India for awareness generation and enrollments to the programme. The response to the program has been very positive among the apparel manufacturers and exporters and AEPC has received over 150 enrollments from various apparel clusters so far, with a target to have 400 units in the next one month as the first phase participation. It is the first of its kind public private partnership programme for improving the nation's compliance benchmark.

Workshops were held in 7 major clusters - Tirupur, Chennai, Bengaluru, Delhi, Jaipur, Ludhiana and Mumbai.

The impact of the workshops were:

1. High response to the the programme

The workshops gave orientation to over **550 factory units** from across India. The response to the programmes were good and it is expected that it will help increase the enrollments from the present 150 to 400, given the good response from clusters like Tirupur, Jaipur and NCR received during the workshops .

The factories responded positively to the “Core-Issue” based approach adopted under this programme. DISHA will be giving detailed training on Child labour, Freedom of Association and Wages and Benefits, besides detailed manuals on the other Codes. The “Core-Issue” based approach is expected to help prioritise the trainings and deliver tangible results in the time frame desired.

There were demand for extending the programme to **fabricators** and also **backward integrated units**. In Jaipur many fabricators and small units participated and highlighted challenges typical to the region. Similar feedback was received from Tirupur, Bengaluru and Ludhiana. These feedback are being incorporated for developing a regional level approach to the trainings, as labour issues, wage issues, etc vary from region to region.

2. **Better Stakeholders’ engagement** - The workshops provided a platform for the various stakeholder groups like trade unions, sourcing brands, NGOs, trade bodies, etc. In Tirupur, **SAVE and other NGOs** and trade unions participated in the programme and discussed issues of wages and worker participation under this programme.

In all the places, specially Bengaluru, compliance heads of brands like **Mother Care, Marks and Spencers, Best Sellers, Mike, Adidas** were present. Representatives from **CMAI, the domestic manufacturers association and** domestic retailers, were present in good numbers in Mumbai and Chennai. Representatives from third party auditors and accreditation agencies, like **SGS, Intertek** were present. NGOs like **Bachpan Bachao Andolan, Global March against child labour, the Garment Sector Roundtable**, etc were also present during these workshops.

3. Programme reaching out to 1,50,000 workers in Phase I

The present enrollments from 150 units come from all the major clusters in India with a high representation from small and medium enterprises. With an average factory size of 200 to 350 machines, the programme is reaching out to over 50,000 workers, with over 1,50,000 workers expected to be covered when the full roll out of the first 400 units is completed.

A brief report on the workshops is at **Annex 2**. The programme received good media attention. Some media coverages are at **Annex 3**.

Impact of the DISHA programme at large :

4. Involvement of labor unions and NGOs in factory assessments –

Institutional mechanisms have been made for engagement of all stakeholder groups in the programme. Specifically, with regard to labour unions and NGOs, they will be involved in the formulation of the guidelines and toolkits which are to be used for training of factory units. Their involvement in the programme will be advisory in nature.

A broad multistakeholder platform is being created for discussions with labour unions, NGOs, civil society, donor organizations, third party agencies, ministry of labour, ILO, accreditation agencies, brands and media. This platform will have the larger objective of strategizing ways to improve India as a ethical sourcing destination.

It is important to note that although the training will be on all the nine code of ethics which comprise the AEPC Common Compliance Code, the following are the core issues on which more elaborate training modules will be made. This may ensure tangible immediate results on ground.

- Child labor - Training on the nuances of the risks and remediation on this issue. Identifying potential solutions for the industry
- Freedom of Association - Understanding what is and is not Freedom of Association. Setting up grievance systems and better communication mechanisms between management and workers

- Wages & Benefits - Proper wage systems for regular and contractual workers. Systems to ensure 'fair wages' for all

These above three issues have been identified to be critical from compliance point of view for the workers welfare.

5 Placing information in public domain on DISHA programme and assessments – A dedicated website , www.aepc-disha.com is already in place giving details of the programme. All information on the DISHA programme and the impact assessments will be uploaded on the website, to ensure transparency of the programme. The factory units that have enrolled for the programme will be listed on the website, along with a progress made in these factories.

6 Time period required for moving from the red category to the green category should a factory be found to be in breach of several criteria laid down in the guidelines – The sequence of activities to be followed in the DISHA enrolled factories is as follows :

- Self assessment of enrolled factories for initial remote assessment.
(A sample self assessment form enclosed at **Annex 4**)
- Factory Assessment : Formative assessment will be done after the remote assessment to accurately Identify gaps -
> Undertake a root cause analysis -> Provide Guidance in Developing a Corrective Action Plan
- Training: Impart training based on the Root cause analysis • Follow Up: Within 45 to 60 days undertake a follow-up assessment post the implementation of the Corrective Action Plan to review progress
- Impact Assessment: Commission Third Party independent audit to assess progress and impact of intervention. Determine need for further intervention.

Depending on the unit's level of preparedness, the DISHA process is expected to take three to four months in each unit - starting from assessments to audits.

In case a factory is found to be failing in the impact assement the first time, remediation plan will be imparted to the factory and the above sequence will be repeated in the factory. The time period required by an individual factory to become green, will depend on the factory's capacity to implement the systems.

7 AEPC Task Force on Labour – The Council had set up a Task Force, for discussing issues related to workplace conditions and labour relations, with the broader objective of making a strategy for improving India as an ethical asourcng destination. The Task Force met twice with good representation from leading brands sourcing from India, large manufacturers and Government of India representatives.

Submission :

The AEPC therefore respectfully urges the US Department of Labour to closely consider the information submitted so far and conclude that based on recent, credible and appropriately corroborated information, there is no reason for belief that Indian garments might have been produced with forced or indentured child labour. The AEPC looks forward to the DoL's recognition of this reality by revising Executive Order 13126 to delete the references to India's garment industries.

Respectfully submitted,

Dr A Sakthivel

Chairman
AEPC

PS : Annex. 3 follows by another mail

(Chandrima Chatterjee)
Director (Compliance)
Apparel Export Promotion Council
Apparel House, Gurgaon.
Phone : 95-124-2708035(D)/2708197

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Dr. A.Sakthivel

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Dr. A.Sakthivel

Submission for deletion of garments and
embroidered textiles (zari) made in India from
TVPRA and EO 13126 lists

Presentation by
AEPC Delegation

Feb 2012

Composition of AEPC Delegation

Mr V Srinivas, IAS, Joint Secretary, Ministry of Textiles, Govt. of India

Mr. Vinay Kwatra, Minister Commerce, Embassy of India, Washington

Dr A. Sakthivel, Chairman AEPC

Mr. S. Seetharaman, Legal Counsel of AEPC

Mr. J.P. Dutt, Under Secretary Exports, Ministry of Textiles

Measures in question

EO 13126 List and TVPRA List covering

- Two Products made in India
 - Embroidered Textiles (Zari)
 - Garments

Scope

- Presentation by AEPC
 - Efforts taken by
 - AEPC, Industry Associations and Industry
 - NGOs and Civil Society
- Presentation by Government of India
 - Role of Government in combating Child Labour issues
 - Other issues concerning the two Lists

Interactions with US DOL

- Efforts made by AEPC
 - Written submissions
 - Child Labour Surveys
 - Discussions
- Response by US DOL

Written submissions and surveys by AEPC

Date	Particular
10 Dec 2009	First comments
22 Jan 2010	Additional Comments
09 Apr 2010	Further Comments
14 Dec 2010	NITRA Survey 2010
15 Feb 2011	AEPC Response
20 May 2011	Additional Comments
01 Dec 2011	Latest response including NITRA Survey 2011

Presented by AEPC Delegation on 15 Feb

2012

Delegation level discussions with US DoL

I. 15-16 Dec 2009 – JS (Exports) and SG AEPC

- Highlighted lack of consultations
- Questioned credibility of bibliography and surveys
- Requested for release of missing bibliography details

II 10-13 May 2010 – JS(Exports), Chairman & SG AEPC

- Reiterated India's commitment on child labour
- Lack of clarity in the EO and TVPRA formulation process

III 18-20 Aug 2010 – JS(Exports), Chairman, SG and Director -NITRA

- Submitted memorandum on best practices and benchmarked standards adopted by AEPC
- Discussed the “reasonable basis criteria” used for putting India in the list

IV. 12-16 Dec 2010 – JS(Exports) and SG AEPC

- Discussed NITRA survey report on textiles and zari units
- Discussed progress made on compliance initiatives of AEPC

Response by US DOL

- April 2011 : Bibliography made available except one
- Oct 2011: Guidelines for removal of goods from the lists framed

Pro-active Steps by AEPC to combat child labour

- Objectives
 - Creating awareness
 - Enlisting voluntary compliance
 - Institutional Mechanism for monitoring
- Specific Programs
 - Common Compliance Code 2010
 - Advisories to 8000 Members
 - DISHA

Advisories

- Sensitization
 - Apparel and value chain was sensitized through advisories to all its 8000 members.
 - Placed information on website
 - Domestic industry association, CMAI followed the advisory
 - The contents of advisory were :
- Code of ethics
 - Not to employ Children < 15
 - Workers of 16-18 years shall be protected from Hazardous work
- Other Conditions
 - Legal/ code compliance on Child Labor standards
 - Proof of Age documentation/ other means of Age verification
 - Governmental Permits and parental consent documentation
 - Development or participation in policies and programs which provide for the transition of any child workers to quality education

Project DISHA

For Implementing Common Compliance Code

- Driving **I**ndustry towards **S**ustainable **H**uman capital **A**dvancement
 - A Public Private partnership of Government of India and AEPC
 - Initiated in 2009, launched on 21st Dec 2011
- Highlights
 - Ensuring Sustainable Compliance in Workplace
 - Amongst the first industry driven initiatives in the world
 - Project has 125 voluntary participations from industry in the first 30 days of launch
 - Significant Voluntary participation continues since the launch



Presented by AEPC Delegation on 15 Feb
2012

Scheme Components

Development of Common Compliance Code, Guidelines and Tool kits

Factory Implementation Program Monitoring & Evaluation

Factory Orientation and Training

Factory Audits

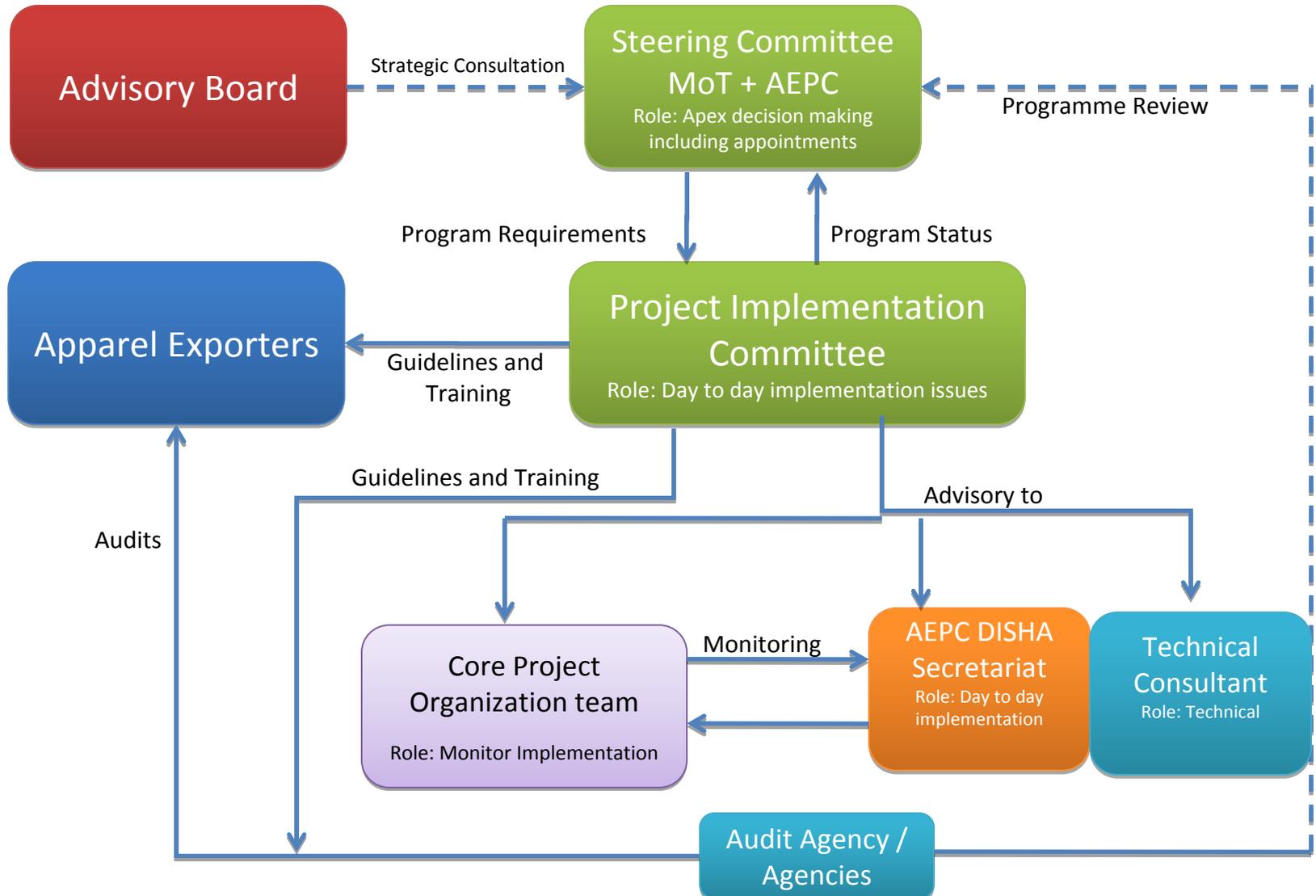
Marketing & Promotion

Program Management

Accreditation by International Agencies

Supply Chain Mapping

Robust Governance Structure for quality control



Compliance Advisory Board of DISHA

AEPC had created a compliance advisory board for giving strategic direction to the DISHA programme.

- *Mr. Vikram Pandit (NEXT), Mr Aurat Van Herden, President & CEO, FLA, Mr Bjorn Palmqvist, Country Manager, H&M, Mr Coen Kompier, Sr. Specialist on ILS, ILO, Mr William Anderson, Head of Social Environmental Affairs, ADIDAS, Mr Avedis H. Seferian Esq., Director, WRAP, Ms Lakshmi Bhatia of ETI and other members of the advisory board during the meeting in Apparel House held in Apr, 2010*



DISHA - Sequence of Activities

- Development of the Common Compliance Code.
- Development of detailed Guidelines based on the Common Compliance Code
- Development of factory assessment tools
- Training of Assessors
- Cluster level awareness workshops and registration
- Factory Assessment : Identify gaps -> Undertake a root cause analysis -> Provide Guidance in Developing a Corrective Action Plan
- Training: Impart training based on the Root cause analysis
- Follow Up: Within 45 to 60 days undertake a follow-up assessment post the implementation of the Corrective Action Plan to review progress
- Impact Assessment: Commission Third Party independent audit to assess progress and impact of intervention. Determine need for further intervention.

Process matrix

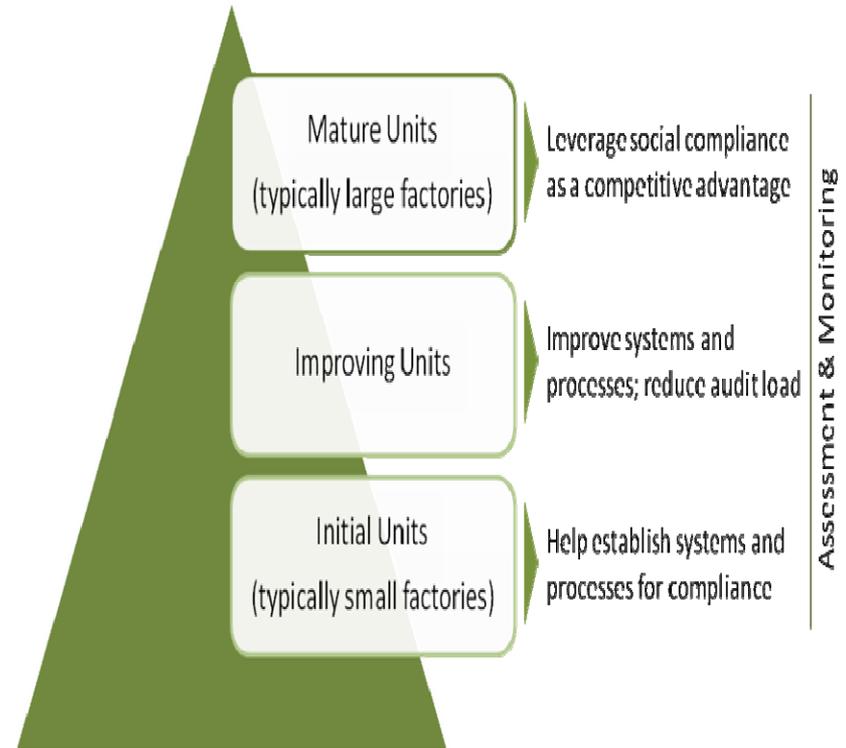


Roll Out Update

- Guidelines and toolkit to be finalized by Feb 2012
- Factory Self Assessment tool to be provided to factories at Cluster Level Awareness Programs during Feb – Mar 2012
- Cluster level programs in 9 major clusters in Phase I during Feb – Mar 2012
- Training of Assessors , development of MIS reporting system – March 2012
- Developing online DISHA community of participating units – March 2012 onwards
- Factory level roll outs with initial assessments and follow up visits – March – July 2012 for first set of units

Target beneficiaries and Impact on them

- **Mature Units** – Project to provide a competitive edge in attracting buyers and business.
- **Improving Units** - Will have access to training and capacity building options and thereby qualify to engage in business with clothing companies of international repute.
- **Initial Units** – provide an opportunity in awareness training, capacity building and subsequently the ability to embrace the CCC and give access to business in global markets.



DISHA – Key facts

- **Targets**
- **manufacturing units to be trained and certified**
 - By 2013 775
 - By 2017 2000

Key Focus Areas

- **Capacity building**
 - Empower factories to create systems for human, social, environmental and economic sustainability
- **Global endorsement**
 - Accreditation by international agencies to ensure global acceptance of the program
 - **Change Audit Culture**

Change the culture and approach of audits and make it more SME friendly and encourage sustainable changes , in effect reduce audit fatigue.

DISHA – Financial Incentives



- ***Project Outlay***
 - *Rs. 200 Million for 2011-13 covering 775 units.*
- ***Unit level assistance***
 - *Assistance for per unit from Govt. towards Factory Orientation, Auditing and Program Monitoring & Evaluation, limited to actuals.
: **Rs. 2,05,000/-***
 - *Total contribution from each unit for the program: **Rs 25,000/-***

Advantages DISHA

- Customized gap analysis, remediation plan and training of factory unit by compliance experts
- Complete handholding of factory managers by experts for improved production systems and practices ·
- Certification to AEPC Common Compliance Code , an India centric, customized Compliance benchmark, aimed at adhering to the best international and ILO recommended standards.
- A dedicated Compliance Clinic – for guidance and information on compliance standards, requirements, ways and methods, benchmarking tools, various legislations.
- A dedicated, interactive portal – [www.AEPC- DISHA.com](http://www.AEPC-DISHA.com)

Scheme is guided by a Board comprising major international brands, ILO, FLA, WRAP, ETI and Government representatives to ensure maximum authenticity, credibility and acceptability.

Team DISHA - Experts

Experts associated with the programme :

- Lakshmi Menon Bhatia- Director, Stakeholder Engagement, at the Fair Labor Association, Advisor to The Gap, Inc. ,Board Member of the Ethical Trading Initiative.
- Manas Chakrabarti (Systems, Training & Technology) Is the Global Training Director at the Fair Labor Association.
- Anup Gulati - A graduate of IIT Delhi and IIM Calcutta, 38 years of experience with garment units in NCR, Ludhiana, Tirupur, Bangalore and Chennai
- Mamta Sahai – Former Chairperson of the Child Welfare Committee
- Anil Sahai –30 years of compliance experience , works closely with the Fair Labor Association
- Bimal Arora – CEO, Centre for responsible business , incubated by GIZ
- Rishi Singh, India Country Director SAI
- Ricarda Engel Meier - Technical Advisor, GIZ
- Viraf Mehta – Advisor CSR and former CEO, Partners in Change,

Team DISHA

Steering Committee / Project Implementation Committee

- Joint Secretary (Exports) Ministry Of Textiles -
 - Director (Exports), Ministry Of Textiles
 - Chairman AEPC
 - Secretary General, AEPC
 - Under Secretary (Exports), Gol
- Technical and industry experts

Team DISHA – DISHA Secretariat

- Head office at Gurgaon
- 10 Regional offices
 - Delhi, Gurgaon, Faridabad, Chennai, Mumbai, Ludhiana, Bangalore, Kolkata, Tirupur, Jaipur



DISHA Certification Process – Progress Based certification for sustainability

- **Certification Type**
- Not a yes/no certification – This means that the outcome of a factory assessment will not be reported on a pass or fail basis instead the findings would focus on the existence of functional systems or the lack of them.
- **Certification**
- **Green – Good H.R practices with appropriate systems duly implemented through a well-defined and communicated set of procedures.**
- **Amber – H.R policies exist however, are not comprehensive and implementation is erratic. Procedures are not clearly defined or communicated.**
-
- **Red - Complete lack of awareness of labor standards. Appropriate policies or procedures are non-existent; very ad-hoc management.**

DISHA & Child Labour

- DISHA would ensure
 - Commitment from the Industrial unit not to engage child labour
 - Periodical audit by reputed, independent audit agencies
 - Certification into Red, Amber or Green to act as an alarm and as an incentive
 - Capacity building within every unit to ensure sustainability
 - Supply Chain mapping would help cover all the units in the supply chain

Industry Efforts

- Individual Units
- Industry Associations
 - Tirupur Exporters Association
 - CMAI
- Programs run by NGOs
- Programs run with international cooperation

Election of Workers Representatives for participation in Work-Place Issues

– Boutique International, Gurgaon, Feb 2012



Presented by AEPC Delegation on 15 Feb
2012

Election of Workers Representatives for participation in Work-Place Issues

– Dhruv Global, Faridabad, Jan 2012



Lace work, Bead Work, Adda work and other job works being done in job work units in Delhi

– Pictures from audit reports, show no use of child labour.



Efforts by Individual Units

Most members of the Indian garment manufacturing industry have voluntarily enrolled into stringent certification programs like

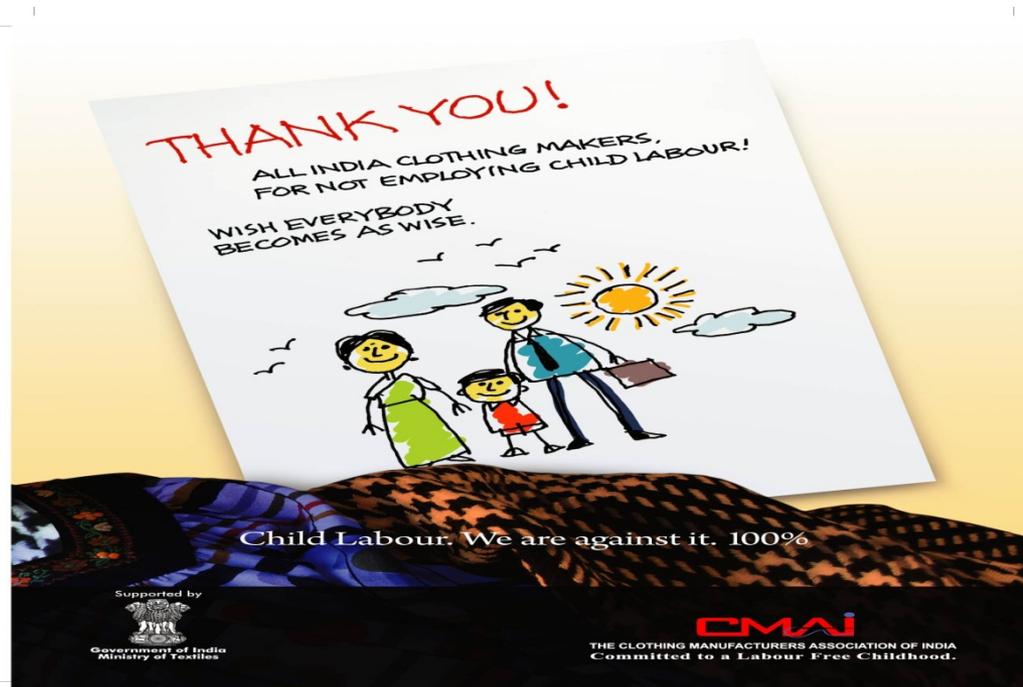
- ❑ WRAP
- ❑ BSCI
- ❑ FLA
- ❑ ISO 9000
- ❑ SA 8000

Tirupur Exporters Association

- ❑ Tirupur Exporters Association popularly known as TEA - was established in the year 1990. This is an Association exclusively for exporters of cotton knitwear who have production facilities in Tirupur. From the modest beginning TEA has grown into a strong body of knitwear exporters. Today, TEA has a membership of 658 Life members and 155 Associate Members.
- ❑ **Tirupur Exporters Association have taken special steps to ensure clean supply chain.**

Domestic Industry Efforts

- Clothing Manufacturers Association of India (CMAI), an association of the domestic manufacturers
 - issued advisories to ensure that child labour is not present in supply chain.
 - Widely circulated advisories on compliance with child labour norms



DFID's Responsible and Accountable Garment Sector (RAGS) programme

- Large Number of garment units have participated since 2011
- Seven key areas of intervention
 - **Building the capabilities** of RMG garments managers and homeworkers
 - **Building the skills and capacity** of managers in RMG factories to adopt better people management systems and better industrial relations.
 - **Harmonising or standardising private and retailer codes**
 - **Building awareness of workers' rights and the capacity to enforce them**
 - **Strengthening local audit capacity** to ensure factories and workplaces comply with national and international labour standards.
 - **Capacity building and reach on fair trade principles**
 - **Developing of training tools to assist replication and expansion of effective approaches**



Brand Initiatives in India on Child Labour

- GAP, a leading brand sourcing from India has defined methods of handwork production
 - In-house at vendor facilities
 - Centers operated by NGOs
 - Vendor-sponsored centres
- Launched a platform for PPP to jointly combat child labour
- Enhanced monitoring through grants to local & global organizations
- Has partnered with 'End Human Trafficking Now'
- ❑ Some brands and buying houses have partnered with ETI home workers programme
- Brands like GAP, Next, Inditex etc have their own compliance monitoring teams and programmes for ensuring clean supply chain.
- ❑ Brands have improved handwork supply chain tracking through special monitoring mechanisms and payment systems.
- Brands are funding NGO like Self Employed Women's Association(SEWA). to employ primary adults





INDUSTRY LED MULTISTAKEHOLDER PLATFORMS – 1.A TIRUPUR STAKEHOLDERS FORUM

To discuss and address the Media Reports related to Tirupur, appeared in the year 2010.

The Major issues highlighted in Media.

With the initiatives of Dr.A.Sakthivel, President, TEA, the first meeting with a few members of Brand Ethics Working Group (GAP, Walmart, Primark, Mothercare, C&A, S Oliver, IndiTex (ZARA), H & M and Tesco) was organised in TEA Conference Hall on 26th October 2010.

Office Bearers and a few members from the Executive Committee of TEA also participated in the meeting.

INDUSTRY LED MULTI-STAKEHOLDER PLATFORMS – 1B. TIRUPUR STAKEHOLDERS FORUM (TSF)



Stellar role in effectively eradicating employment of child labours in garment exporting units with the help of trade unions. Instrumental in formation of the Tirupur Stakeholders Forum for addressing other labour issues in the garment industry in the State of Tamil Nadu, India.

Membership of TSF :

Tirupur Exporters Association (TEA) - *10 Members*

Brand Ethics Working Group (BEWG) – *27 Brands*

Trade Unions – *AITUC, CITU, MLF, LPF, ATP & INTUC*

NGOs - *SAVE, Prakruthi, Thadam Social Welfare Trust (TSWT), Centre for Education and Communication (CEC)*

Objective : To develop a mechanism to understand the Industrial Practices related to Working Conditions and Work together to find the solution. The uniqueness of TSF is that it is a first time in the global that all Stake Holders of a particular industry come under a single forum to arrive a solution to address the emerging issues. effectively.

The role of TSF got appreciation worldwide.

INDUSTRY LED MULTI-STAKEHOLDER PLATFORMS –

2. GARMENT SECTOR ROUNDTABLE

- AEPC and many brands joined India's *first ever professionally facilitated* multi-stakeholder industry initiative – GSR 2010
- GSR had Participation of 22 stakeholders from 8 stakeholder groups with sustained engagement with 7 manufacturers, 7 brands, industry and trade associations, NGOS, FLA, etc.
- • Recognition from Karnataka's Commissioner of Labour.
- • Sustained and constructive discussion on complex and controversial issues like labour shortage, wages, and FOA.
- GSR collaborated on 2 ground-breaking initiatives:
 - A Joint Fact-Finding on Labour Shortage and Turnover
 - A Joint Action Initiative to pilot a Women's Supervisory Training Program

INDUSTRY LED MULTI-STAKEHOLDER PLATFORMS –

3. AEPC TASK FORCE ON LABOUR

- Recognising the need for bringing all the stakeholders in the garment sector together to find solutions to the imminent problems in the sector related to labour practises, international regulations, and working together for a better workplace, the Council has formed a Task Force on labour.
- This forum provides a platform for multi stakeholder dialogue on issues like supply chain transparency , concerns related to contract workers , job work outsourcing, overtime rules & rates etc.
- The first meeting was held on 12.4.2011 . The second meeting of the task force was held on 11th July, 2011
- The Task Force has 6 representatives each from manufacturers and Brands, ILO and Ministry of Labour

AEPC Stakeholders Forum

On the lines of Tirupur Stakeholders Forum, AEPC is formulating an AEPC Stakeholder's Forum to provide a common platform to manufacturers, Brands, NGOs, Civil Societies and Govt representatives to discuss the social compliance issues at the national level , with special reference to Child Labour issue.

NGOs and Civil society...I

- ❑ Other major projects running in India as a partnership program between brands, NGOs and manufacturers
 - ❑ **Business for Social Responsibility's HER project**
 - ❑ **ETI's National Homeworkers program**
 - ❑ Periodic reports of ETI program show 60% increase transparency in supply chain since this program started.

NGOs and Civil society...II

NITRA

Bachpan Bachao Andolan

- Bal Mitra Gram – Child Rights and Development
- Bal Ashram – Rehabilitated 3000 child laborers
- Effective enforcement and awareness creation through network of over 780 NGOs

Global March Against Child Labour

- Movement to protect & promote rights of children
- Questioning and attacking the very system

NGOs and Civil society...III

Social Awareness and Voluntary Education (SAVE)

- An NGO in Tirupur working for ten years
- Acknowledges drastic reduction in child labour scenario on Tirupur
- Efforts by state and NGOs has fetched results

Child Rights Cell

- Platform to rehabilitate children

Trade Union Initiatives

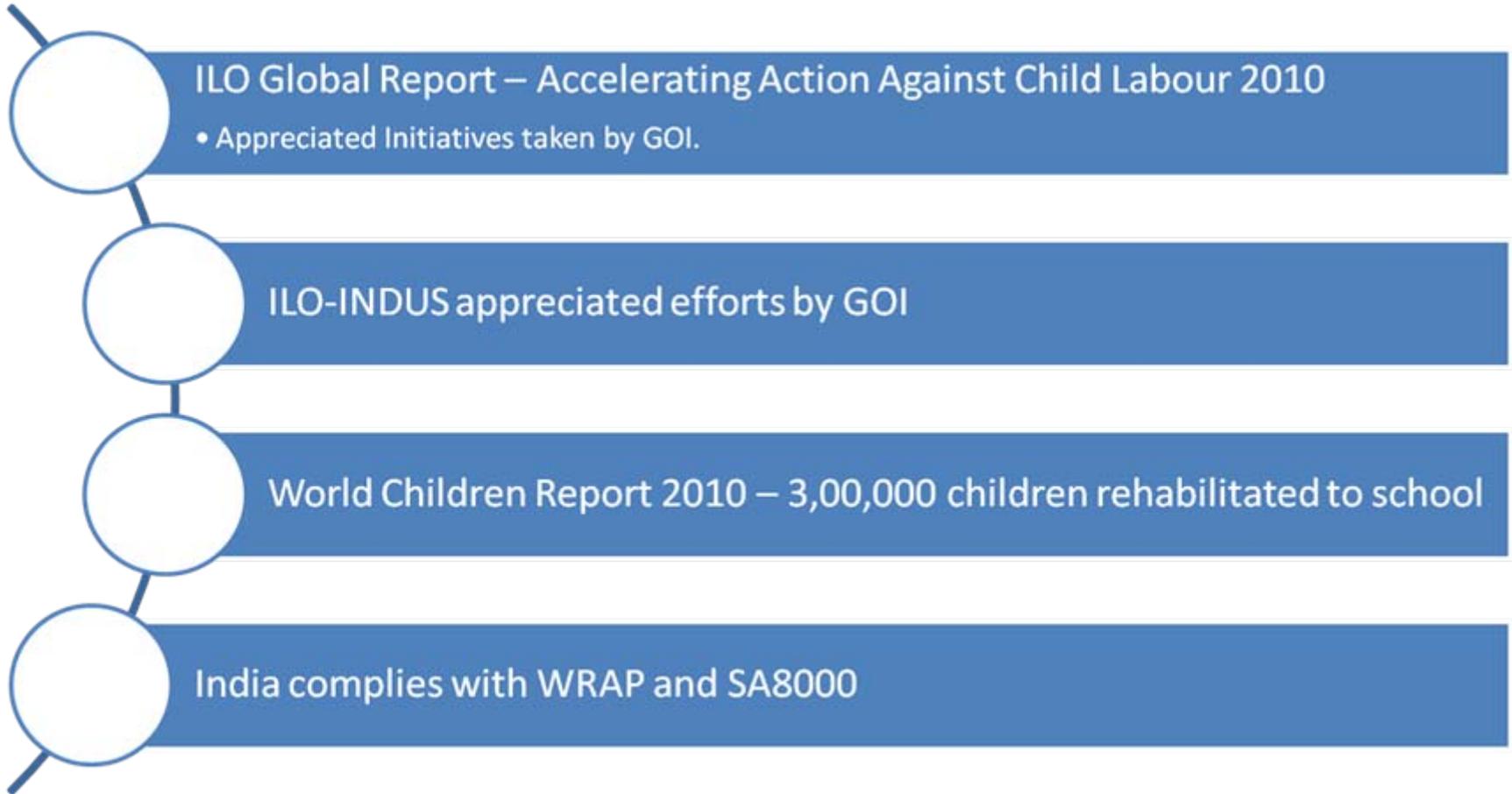
AITUC undertakes various awareness generation programs

BMS has also undertaken two IPEC programs

CITU campaign against child labour covers 14 States & 9 Industries

ETI has issued homeworker guidelines – Transparency in supply chain has increased

International Agencies



NITRA Child Labour Survey 2010

- Key Findings
 - No practice of Child Labour in Zari Workshops/Subcontractors
 - No evidence of Forced Labour
 - All legal requirements were complied with
 - Majority children between 6 to 15 found studying in schools
 - Inspections, Prosecutions, removal of child workers etc. for violations of laws being carried out

NITRA STUDY 2011

- Sample Survey Coverage
 - Zari Workshops/Sub-contracting Units
 - 33 Sub-contractors in Delhi
 - 13 Sub-Contractors in Tirupur

NITRA Study 2011: Delhi

- Sample characteristics
 - Of 33 sub-contractors, 15 were in business for more than 10 years
 - Only 4 had embroidery and sewing machines and others carry out only hand-work
 - 12 cater to domestic market only; 13 for export market and 8 for both the markets
 - 28 subcontractors employed less than 20 workers
 - Only 4 employed local workers; others employed migrant workers
- No incidence of child labour or forced labour
- All were aware of child labour laws

NITRA Study 2011: Tirupur

- Sample characteristics
 - Of 13 subcontractors, 4 were in business for more than 10 years;
 - All were registered with local authorities
 - 8 were having less than 100 embroidery/sewing machines
 - All employed more than 20 workers
 - 10 employed local workers only while 3 employed local and migrant workers
 - All subcontractors paid contribution to State Labour Welfare Fund
- No Child labour was engaged by any of them
- All subcontractors were aware of child labour laws

NITRA Study 2011: Overall findings

- No practice of employing child labour in subcontracting facilities
- All workers had healthy & hygienic environment
- No instance of forced or bonded labour or trafficking was found
- Constant monitoring of subcontractors by government and other agencies including buyers
- High awareness about child labour laws

Conclusions

- AEPC /Industry groups have implemented
 - Social compliance systems to ensure that they do not profit from grave labour abuses
 - Common Compliance Code developed by AEPC in accordance with ILO standards is being voluntarily adopted by large number of industrial units
 - Supply chain mapping being implemented
 - Creating awareness amongst stakeholders by communication through multiple modes
 - Independent, third party monitoring or auditing systems put in place
 - Units are committed to remedial actions in the case of violations
- Incidence of Child labour in garments industry is almost zero
- Significant attitudinal change among industrial units have occurred that would ensure non-recurrence of child labour in the future

Presentation by Government

Additional & New Information on the initiatives taken by

- Government of India
- States

Deficiencies in the process followed by US DOL

Legality of the measures

Initiatives of GOI

1

Legislative Measures

2

Adherence to
International
Standards

3

Welfare
Measures

Enactment of laws

Meaningful
enforcement of laws

To be on par with
International
Practices

Promote socio-
economic conditions
that eliminates root
cause of Child labour

Legislative Measures



Laws directly dealing with Child Labour

Child Labour (Prohibition and Regulation) Act, 1986 [CLPRA]

Core Provisions

Implementation
& monitoring

Impact on
elimination of
Child Labour

CLPRA 1986 : Core Provisions

Prohibits employment of Children

- Less than 14 years of age
- In employments specified in the schedule
 - Zari making (all processes) included in the schedule

Penalty for contravention

- Imprisonment up to 1 year minimum 3 months (Sec.14)
- Fine up to INR.20000/= minimum INR.10000
- Or both

CLPRA 1986 Implementation & Monitoring (2001-2010)



Inspections



Violations



Prosecutions



Convictions

CLPRA : All India Statistics

Particulars	1997-98 to 2004-05	2005-06 to 2010-11
Investigations conducted	2,353,098	1,631,665
Violations Detected	143,804	26,992
No. of Violations per 100 investigations	6.11	1.07
Prosecutions Launched		51,987
Convictions obtained	21,481	4,924
Acquittals	5,505	2,932



CLPRA : All India Statistics

Last 5 years

	2006	2007	2008	2009	2010
Inspections conducted	408,991	352,075	351,589	296,463	213,869
Violations found	9,930	10,236	2,708	1,575	2,304
No. of violations per 100 inspections	2.4	2.9	0.77	0.53	1.07
Prosecutions Launched	10,631	10,587	11,282	11,127	8,261
Convictions obtained	981	606	759	1,328	1,250

CLPRA : Tamil Nadu

Last 5 years

	2006	2007	2008	2009	2010
Inspections conducted	220,667	171,455	204,374	195,826	129,047
Violations found	181	394	186	67	59
No. of violations per 100 inspections	0.08	0.23	0.09	0.03	0.05
Prosecutions Launched	603	689	218	79	38
Convictions obtained	623	191	295	178	56

District wise Violations detected in Textile Industry of TN

District	2006	2007	2008	2009	2010
Vellore	2				
Erode	15	5	9	1	
Namakkal	2	11	23	2	2
Coimbatore	23	9	38	26	14
Salem		14	12	2	1
Karur		1			
Chennai		1			
Krishnagiri			1		
Total	42	41	83	31	17

Total Violations 214
(may not be under CLPRA alone)

District wise Prosecutions launched in Textile Industry of TN

District	2006	2007	2008	2009	2010
Vellore	2				
Erode	15	5	9	1	
Namakkal	2	11	23	2	2
Coimbatore	23	9	38	26	14
Salem		14	12	2	1
Karur		1			
Chennai		1			
Krishnagiri			1		
Total	42	41	83	31	17

Total Prosecutions : 214
(may not be under CLPRA alone)

District wise Convictions detected in Textile Industry of TN

District	2006	2007	2008	2009	2010
Vellore				2	
Erode	9	4	5	1	4
Namakkal		5	15	1	1
Coimbatore	19	9	22	16	3
Salem		3	11	1	
Karur		1			
Chennai					
Krishnagiri			1		
Total	28	22	54	21	8

Total Convictions 133
(may not be under CLPRA alone)

CLPRA :

Impact on elimination of Child Labour

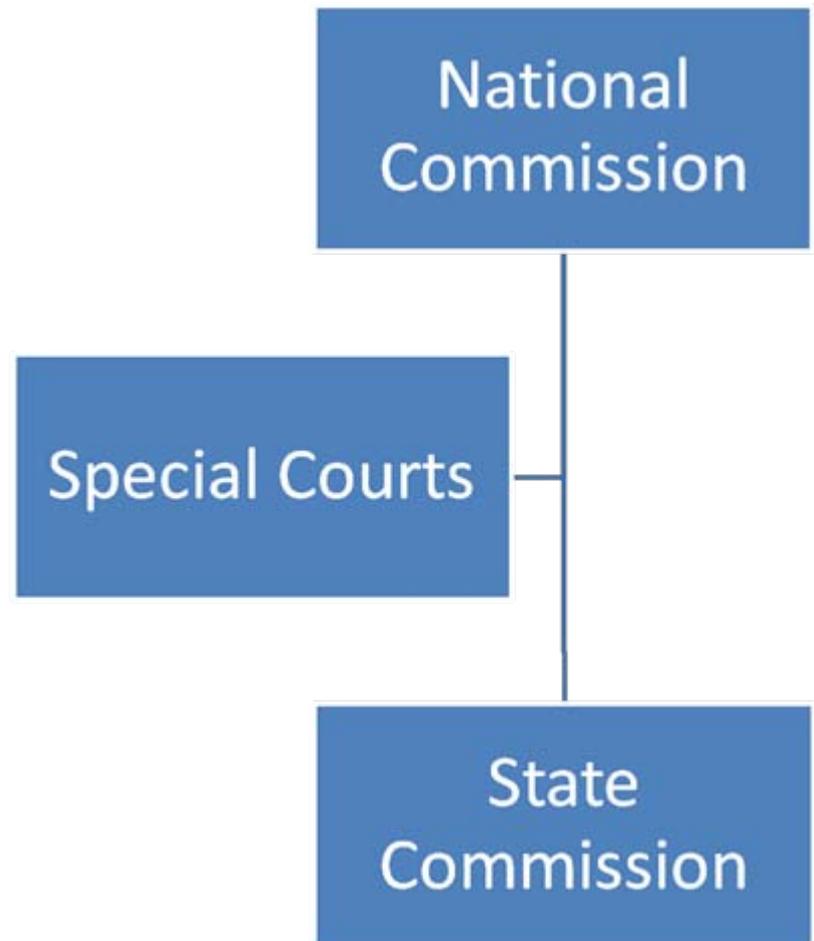
Trend over
the years

- Fewer number of violations
- Larger number of convictions
- Acts as an effective deterrent

Laws directly dealing with Child Labour ...2

Commission for Protection of Child Rights Act, 2005

- Hierarchical structure
- Inquire into :
 - Deprivation of Child rights
 - Non-implementation of laws
 - Non-compliance of policies
- National Commission set up
- 12 States have set up State Commissions



Functioning of NCPCR

During
2010-
11

- 675 complaints dealt with by NCPCR
- 38 cases of suo moto action taken

Laws directly dealing with Child Labour ...3

Right to Education Act 2009

- Came into force on 1 Apr 2010
- Every Child <14 has a right to free and compulsory education
- Duty cast on parents to admit children in a neighborhood school

Laws facilitating elimination of the cause of Child Labour ...1

National Rural Employment Guarantee Act, 2005

- Minimum 100 days employment per year to one member of the household

Bonded Labour System (Abolition) Act 1976

- Offenders liable for imprisonment up to 3 years and fine

National Food Security Bill 2011

- Seeks to provide food items at subsidized prices to vulnerable sections of the society

International cooperation ...1

Background

- Founder Member of ILO
- Ratified/Acceded:
 - ILO Forced Labour Convention, 1930
 - ILO Abolition of Forced Labour Convention, 1957
 - UN Convention on the Rights of the Child (CRC) in 1992
- Upholds ILO - Fundamental Principles and Rights at work and its Follow-Up
- Participated in the World Summit on Children in 1990

International Cooperation ...2

India fully endorses views of G-20

- Labour & Employment Ministers Meet at Washington (Apr 2010)
- Leaders Summit at Seoul (Nov.2010)
- Labour Ministerial at Paris (Sep 2011)
- Cannes Summit Declaration (Nov 2011)
 - Employment shall be at the heart of policies to restore growth and confidence
 - India is committed to investing in nationally determined social protection floors such as
 - Access to health care
 - Income security for elderly & persons with disabilities
 - Child benefits
 - Income security for the unemployed
 - Assistance for the working poor
 - No. of programs in each of these areas

Welfare Measures by GOI

By Ministry of Labour and Employment

- National Child Labour Project [NCLP]
- Protocol on Prevention, Rescue, Repatriation and Rehabilitation of Migrant and Trafficked Children

By Ministry of Human Resource Development

- Sarva Shiksha Abhiyan
- Mid Day Meal Program

By Ministry of Women and Child Development

- Integrated Child Protection Program
- Child Line Program

By Ministry of Rural Development

- MG National Rural Employment Guarantee Program
- Swarna Jayanthi Grameen Swarozgar Yojana
- Indira Awas Yojana

National Child Labour Program (NCLP)1

Objectives

- Identify working children through Child Labour Survey
- Withdraw them from work
- Put them into special schools to enable them to join mainstream schools
- Provide them with nutrition, monthly stipend, vocational training, health care, etc
- Cover the families of such children under appropriate schemes

Operation

- At the district level

Plan Allocation

- INR 37.39 Billions allocated in 11th plan (2007-2012)

NCLP ...2

Earlier information provided to US DOL

- Covered 250 districts
- 8887 Schools with 340,000 enrolments
- 450,000 children already mainstreamed

New information

- By 2009-10 covered 266 districts in 20 States
- By 2010-11 covered 271 districts
- 10,000 schools with 500000 enrolments
- 705,000 children already mainstreamed

New Strategy – 12th Plan (2012-2017)

- National and State level monitoring committees
- Child Labour Survey in all districts
- Residential Schools for migrant child labour

Programs by HRD Ministry

Sarva Siksha Abhiyan (SSA)

- Universalisation of elementary education (Children 6-14 years)
- Earlier information
 - Linking of SSA with NCLP so that children between 5-8 are directly put under mainstream education and others through NCLP
- New Information
 - Budget increased to INR.150 Billion for 2010-11
 - Availability of schools within close distance to habitations
 - Significant progress in achieving Accessibility targets
 - Free distribution of teaching and learning materials

Mid-day Meal Program (MDMP)

- Children do not have to worry about meals
- One time meal is assured
- More children in schools ~~less children at work places~~

Programs by Ministry of Women and Child Development

Integrated Child Protection Program

- Program objectives
 - To protect children trapped in
 - Child labour
 - Child trafficking
 - Other difficult situations
 - To bring them into mainstream of the society
- Components
 - Creating public awareness
 - Increasing accountability on child protection
 - Enhancing service delivery
 - Setting up monitoring and evaluation system

Programs by M/o. WCD ...2

Balika Samridhi Yojana

- Girl Child Protection Program
 - States deposits Rs.500 in the name of the child at the time of birth
 - When the girl turns 18 she may avail the money with interest
 - Annual scholarships to children studying in school

Child Line Program

- Childline Foundation of India is the nodal agency
- 24 hours free emergency phone outreach service for children in need of care and protection
- Data
 - Available in 103 cities
 - CIF has partnered with 229 organisations in 26 State and 3 UT
 - Budget INR.178.90 Millions for 2010-11

Programs by Ministry of Rural Development

MG National Rural Employment Guarantee Program

- To increase minimum employment to every household
 - Minimum 100 days of work per year to a member of every household
- Reduced migration of children by 20%

Swarnajayanthi Grameen Swarozgar Yojana

- Rural self employment program
- Self-help groups formed
- Employed parents would not allow children to work

Indira Awas Yojana

- Construction of houses to 'freed bonded labourers'

New Initiatives by States

Government of Tamil Nadu

- Legislations by TN
 - Prohibiting employment of children below 14
 - Tamil Nadu Shops and Establishments Act, 1947
 - Prohibiting employment of children below 16
 - Tamil Nadu Catering Establishments Act, 1958,
 - Tamil Nadu Handloom Workers (Conditions of Employment and Miscellaneous Provisions) Act 1981
 - Tamil Nadu Manual Workers (Regulation of Employment and conditions of work) 1982 -
- NCLP functioning in 17 state districts

Deficiency in the process

Documents relied upon by US DOL do not support the conclusion

- Macro International Report uncorroborated
- US Embassy cables not included in Bibliography supports no incidence of child labour
- 'Sumangali' is not a child labour practice
- Global March against Child Labour report –
 - Notes rescue of bonded Child labourers and existences of Child labourers in Zari industry in Delhi in 2007
 - NITRA study provides recent data showing no incidence of child labour

Other Bibliography

Isolated Incidents reported in the press do not show the trend

- The Hindu dt. May 30 2008
- US Department of State's India in trafficking in persons report 2007
- Calcutta News Report dt. June 12, 2008

Revised Bibliography shows no incidence of Child labour

Final comments on the bibliography

US Bibliography does not show practice or pattern of child labour

Press reports indicates effective enforcement

Latest reports and surveys indicates reliable evidence

Bibliography relied upon by US is very old

'might have been' & 'reasonable basis criteria' is unjustifiable



Legality

- Age Limits

- Indian Laws follow ILO convention C.138 [1973]
 - Article 2.3 –Minimum Age 15 years
 - Article 2.4 – Minimum Age 14 years for countries whose economy & facilities are insufficiently developed
- US DOL appears to have used 18 years
- ILO standards not to be used as a ‘disguised restriction’ on international trade

TVPRA List

- Sec.105 (2) (E)
 - ensure that products made by forced labour and child labour in violation of international standards are not imported into the US.
 - Prohibits importation of certain goods
- Non-Tariff Barrier
- Violation of Article XI

EO 13126 List

- Non-Tariff Barrier inconsistent with
 - Art.XI of GATT
- Exemption to GPA & NAFTA countries inconsistent with Art. I of GATT
- Not applied in a uniform and impartial manner – inconsistent with Art.X of GATT

Conclusion

- Government of India has
 - Enacted child labour laws consistent with ILO standards & been meaningfully enforcing them
 - Education has been made a fundamental right
 - Free and compulsory education is being provided to children between 6-14 years
 - Put in place policies & programs
 - To develop necessary economic infrastructure to adults
 - To ensure parents do not choose work over education for their children
- Government of India requests USDOL
 - To delete the two products from both
 - EO 13126 List and
 - TVPRA List

Thank You



PROJECT DISHA REPORT

Driving Industry Towards Sustainable Human Capital Advancement





DISHA

COMMON COMPLAINT CODE

BIRTH OF DISHA

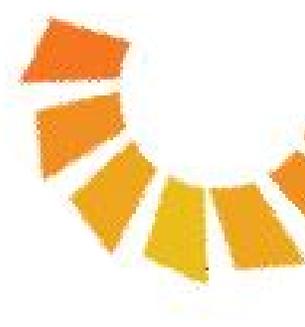
It was Smt. Rita Menon, IAS, Former Secretary, Ministry of Textiles, Govt. of India who stated that, *"Some view the increasing requirement of social compliance of the western markets as Non Tariff Barriers. With value realization stagnant, increasing compliance requirements indeed pose a challenge for the manufacturers. However, I would urge the industry to view this challenge also as an opportunity. India is well placed to emerge as one of the most compliant sourcing destinations amongst the developing nations and this can be built upon as our biggest value proposition. It is imperative that the garment manufacturers understand the reputational risks associated with non compliance, as also the long term business merits of developing compliant workplaces."* This view went onto become the conceptual thought for the birth of DISHA.

WHAT IS DISHA?

DISHA is an attempt to educate apparel exporters on a "code of ethics" covering all critical areas of social and environmental concerns.

- Under the scheme, Rs 2.5 lakhs would be spent per unit, while participants would be required to contribute Rs 25,000 each. The Textiles Ministry has allocated about Rs 6 crore for the first year (2011-12) of the programme.
- The programme would continue till the end of the 12th Five-Year Plan (2012-17). In the first year, the scheme would cover 400 units in different parts of the country based on a cluster approach.

**The only
way to predict the
future
is to create it.....**



- The move comes in the backdrop of the concerns raised by a few western countries like the US regarding usage of child labor in production of garments by some domestic units.
- The US and the European Union together account for 80 per cent of India's total apparel exports.
- The country's apparel exports stands at about USD 11 billion in the 2010-11 fiscal.
- India is well placed to emerge as one of the most compliant sourcing destinations amongst the developing nations and this can be built upon as our biggest value proposition."
- Under the programme, the units would be encouraged to adopt improved production systems and worker's productivity.
- The certification will ensure global acceptance of the certified units.

PROJECT VISION OF DISHA

To make India the global benchmark for social compliance in apparel manufacturing and export.

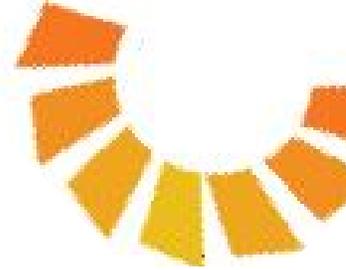
OBJECTIVES OF PROJECT DISHA

- Define a common compliance code with global endorsement
- Design systems for assessment, monitoring and evaluation
- Develop guidelines for implementation
- Facilitate factory capacity building in terms of core compliance issues
- Implement, manage and continuously improve the program

LAUNCH OF PROGRAM DISHA ACROSS INDIA

Apparel Export Promotion Council rolled out the industry led pan India programme on Compliance - DISHA (Driving Industry towards Sustainable Human Capital Advancement) for the exporters, to guide the industries in meeting their compliance requirements through an orientation cum enrollment workshop .**During the workshop, DISHA code of ethics was discussed. The enrolled units underwent an orientation and training program based on the code and guidelines of the Common Compliance Code Scheme.**





DISHA orientation cum enrollment workshops was conducted at the following locations:

- **TIRUPUR-21st FEBURARY 2012**
- **BANGALORE-22nd FEBURARY 2012**
- **CHENNAI-23RD FEBURARY 2012**
- **NEW DELHI-27TH FEBURARY 2012**
- **JAIPUR - 27TH FEBURARY 2012**
- **MUMBAI-2nd MARCH 2012**
- **LUDHIANA-5th MARCH 2012**

KEY MESSAGES ON WHAT IS DISHA WOULD BE, DELIVERED IN THE WORKSHOP PAN INDIA HAS BEEN:

- ❖ DISHA is a unique initiative where the **industry and government** are coming together to establish a strong foundation for Social Compliance in the country.
- ❖ It is a **home owned and home grown** initiative under the Public- Private Partnership Model
- ❖ Unlike other Code standards, DISHA is very much being owned and **driven by the industry**.
- ❖ The hope is that in time the DISHA program will be the accepted norm for Social Compliance for the first tier factories in the Apparel industry helping to channel Brand / Retailer resources into the deeper parts of the Supply chain where further intervention is required.
- ❖ This program is a **National Initiative** where the Government is leading it from the front. The inputs of the stakeholders, including labor rights NGO's and Trade Unions will be valued and will form the basis of content development for the training modules being developed for the units.
- ❖ It is not a personality driven initiative but an **Institutional driven** initiative.
- ❖ DISHA is based on a **partnership approach** where the suppliers will have a key role to play in determining the shape and the success of the program.



- ❖ The DISHA code is based on the best of the existing **international codes** and the program will involve the dissemination of standardized tools and systems that can be applied to the units.
- ❖ All the DISHA units will undergo training on the **critical issues of FoA /CL&T/W&B.**

Dr. A Sakthivel, Chairman, Apparel Export Promotion Council, Secretary General, Dr. Amarendra Sahoo have been present during all the launches of DISHA program and have been actively participating in boosting the industry to join hands calling DISHA as a great opportunity for collective change. Lakshmi Menon Bhatia-Director, Stakeholder Engagement –Fair Labor Association has been one of the spokesperson for Project DISHA.

The DISHA team has addressed the audience at various forums to focus their attention on how global customers are intensely focused on issues of social compliance and how currently, Indian industry suffers from an image problem being reported as the child-labor capital of the world.

It was emphasized, how imperative it is to have a sustainable compliance initiative driven by a NATIONAL body. DISHA creates a great platform where the industry can stand together united.

PROGRAMM DISHA LAUNCH AT TIRUPUR ON 21st FEBURARY 2012



It was decided to launch the DISHA program at Tirupur as it is the leading exporting centre of knitted garments and undergarments of our country. It is a well integrated cluster with maximum number of units into garment making followed by knitting, dyeing, bleaching and fabric printing.

The orientation cum enrollment workshop at Tirupur was inaugurated by **Mr. M. Mathivanan, IAS, District Collector, Tirupur** in the presence of **Dr. A. Sakthivel, Chairman, AEPC**; **Mr. G. Karthikeyan, General Secretary, TEA**; **Mr. A. Aloysius, Executive Director- SAVE, Tirupur**; other major NGOs, TRADE UNIONS and trade bodies & brands at the Tirupur Exporters' Association Hall.

*Dr. A Sakthivel, Chairman,
Apparel Export Promotion
Council,*

"This educative program will orient exporters about the code compliance guidelines and industry safety and will further help them to leverage this platform by gaining solutions in their audit requirements. It is envisaged that it will eventually reduce the burden of various exporters who are faced with multiple audit programmes. The huge response received from the Tirupur Textile fraternity has prompted AEPC to start the rollout programme from Tirupur itself. I would recommend all garment exporters in India to avail of this programme,"



DISHA will not only give the opportunity for the industry to negate international claims of presence of child labor/trafficked labor in the garment industry, but will also help to improve the overall image of the industry on the global front and not the least, to win more international businesses. After training and impact assessment of all the units, necessary certifications will be given.

“AEPC has also suggested in a memorandum submitted to DGFT this month that the apparel units which complete the Common Compliance Scheme of the Ministry of Textile and produce a certificate from implementing agency be entitled for double digit weightage on export made for Grant and Status.” **added, Dr. A Sakhivel, Chairman, Apparel Export Promotion Council.**

During the workshop, DISHA codes of ethics were discussed. The participating units underwent an orientation and training program based on the code and guidelines prepared on the Common Compliance Code. After the presentation the forum was open for discussion of issues and queries by the unit owners.

PROGRAMM DISHA LAUNCH AT BANGALURU ON 22nd FEBURARY 2012



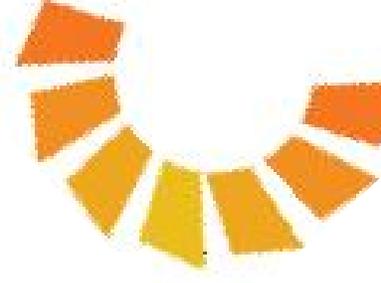
*Mr. S R Umashankar,
IAS, Commissioner of
Labor, Government of
Karnataka,*

*“DISHA
programme should help
in better leveraging of
India’s demographic
dividend”.*

Bangalore is one of the most organized apparel clusters and one of the leading garment manufacturing centers in the country.

The program was inaugurated by **Mr. S R Umashankar, IAS, Commissioner of Labor, Government of Karnataka**. He further elaborated on various amendments in the labor laws that the ministry is looking at for facilitating compliance.

The **Secretary General, Dr. Amarendra Sahoo** briefed about the programme and its relevance for the apparel industry. **Mr. Jagdish Hinduja** from M/s Gokaldas Exports Limited in his special address during the workshop pointed out the negative image that the industry is presently facing and the need for the programme to work on the possible areas of improvement.



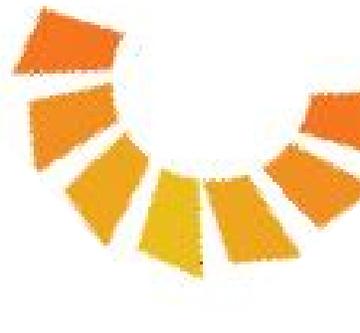
PROGRAMM DISHA LAUNCH AT CHENNAI ON 23rd FEBURARY 2012



Shri Vijay Pingale, IAS, Managing Director & Special Officer, Co-optex, Chennai was invited as the Chief Guest and during his inaugural address he appreciated the council's work on DISHA programme and stressed on the need for compliance for this sector.

The **Secretary General, Dr. Amarendra Sahoo** briefed about the programme and its relevance for the apparel industry.

Mr. Ranjit Shah, EC Member, AEPC was also present at the occasion.



PROGRAMM DISHA LAUNCH AT NEW DELHI, 27th FEBRUARY 2012



The programme was inaugurated by **Smt. Kiran Dhingra, IAS, Secretary, Ministry of Textiles, Govt. of India** in the presence of **Shri V. Srinivas, IAS, Joint Secretary (Exports), Ministry of Textiles** in Delhi at the India Habitat Centre.

DISHA will enable the exporters attain an inclusive growth and thus adopt a better productivity and goodwill.

“This educative program will orient exporters about the compliance code guidelines and industry safety and will further help them to leverage this platform by gaining solutions in their audit requirements. It is envisaged that it will eventually reduce the burden of various exporters who are faced with multiple auditing.

*Smt. Kiran Dhingra, IAS,
Secretary, Ministry of
Textiles,*

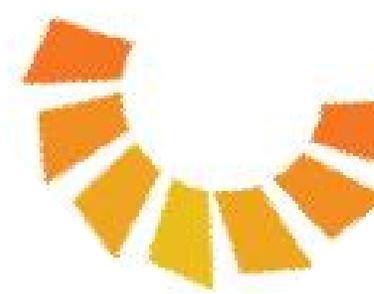
“This program encourages members to follow better social practices, which will give them a competitive edge in the global market where social compliance is increasingly becoming an important buying decision. In an industry which is labor intensive, DISHA will aim to not just enhance productivity but will provide a better working environment to the workers. I would urge all units including small ones to take advantage of this programme”



Besides Delhi, we will have another workshop in Jaipur today too. With the enthusiasm seen among the exporters, we aim to achieve the target of covering 400 units by the end of the financial year. We are also coming up with the stakeholder's forum soon," commented **Dr. A Sakthivel, Chairman, Apparel Export Promotion Council.**

***Shri V. Srinivas, IAS,
Joint Secretary
(Exports), Ministry of
Textiles***

"This programme was launched in December, 2011 and has come a long way from then. We will focus on a rigid factory assessment and will maintain high standards to compete with the quality standards at the international level."



PROGRAMM DISHA LAUNCH AT JAIPUR **ON 27TH FEBURARY 2012**

The Chief Guest of the Jaipur event was **Shri. Rajendra Bhanawat, IAS, Managing Director, RIICO. Shri Raja Ram Kandoi, President, Garment Exporters association** of Rajasthan welcomed the participants.

Dr. A Sakthivel Chairman, Apparel Export Promotion Council and **Shri. HKL Magu, Vice Chairman, AEPC** were also present. The **Secretary General, Dr. Amarendra Sahoo** briefed about the programme and its relevance for the apparel industry.

This program will encourage members to follow better social practices, which will give them a competitive edge in the global market where social compliance is increasingly becoming an important buying decision. Sponsored by Ministry of Textiles, this initiative by AEPC attempts to educate apparel exporting members on a code of ethics that covers all critical social and environmental concerns like child labor/trafficked labor, freedom of association, health and industrial safety, etc. DISHA programme and the website were launched by the former Secretary, Ministry of Textiles, Smt. Rita Menon in December 2011.

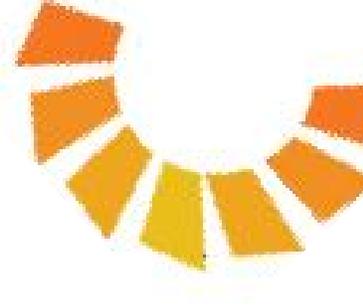
PROGRAMM DISHA LAUNCH AT MUMBAI ON 2nd MARCH 2012



Shri D.P. Pagar, Additional Commissioner of Labor, Govt. of Maharashtra was invited as the Chief Guest and during his inaugural address, he appreciated the council's work on DISHA programme and stressed on the need for compliance for this sector. He spoke on all the code elements of the DISHA Compliance Code from a Labor perspective, and the need and importance of maintaining clean and complete records for all workers, especially those relating to time keeping, salary, overtime, PF and ESIC. He repeatedly emphasized that industry always operate within the framework of the law of the land.

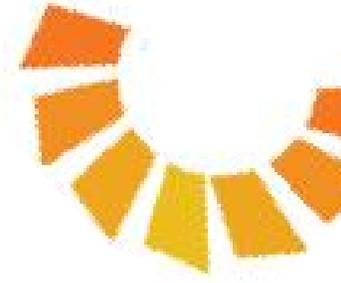
*Shri Ashok G Rajani,
Sr. Vice Chairman, AEPC,*

"I am happy that AEPC through its DISHA programme has established the Indian apparel industry's proactive and participatory approach to not just compliance but overall strategy for competitiveness"



Dr. A Sakthivel, Chairman, Apparel Export Promotion Council briefed about the programme and its relevance for the apparel industry. He thanked CMAI for its support to the programme as he felt that the participation of the domestic industry will be critical for the success of this programme. “With FDI coming in the domestic retail sector, compliance will be equally critical for the domestic manufacturers. DISHA is relevant for the domestic industry and I urge the domestic manufacturers to participate in this programme,” he added.

Shri Amarendra Sahoo, Secretary General, AEPC was also present during the workshop.



PROGRAMM DISHA LAUNCH AT LUDHIANA
ON 5th MARCH 2012

Shri S. Darshan Singh I.T.S, Joint Commissioner (D.J.F.T), Ludhiana was Invited as the Chief Guest and during his inaugural address, he appreciated the council's work on DISHA programme and stressed on the need for compliance for this sector.

Shri HKL Magu, Vice Chairman (Northern Region), AEPC, briefed about the programme and its relevance for the apparel industry.

Ludhiana, with its good presence of small and medium enterprises is an important cluster for the DISHA programme.

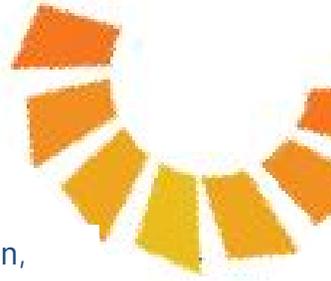
Mr. Pritam Goel, EC member, AEPC also added, DISHA is relevant for the domestic industry and I urge the domestic manufacturers to participate in this programme. It is a competence building initiative taken by the Council, and proactive compliance by our earnest members is highly solicited."

Ms. Chandrima

Chatterjee Director

DISHA, AEPC

"The participation of the domestic industry will be critical for the success of this programme. With FDI coming in the domestic retail sector, compliance will be equally critical for the domestic manufacturers. "



Shri Amarendra Sahoo, Secretary General, AEPC and Shri S.K. Jain, Managing Director, M/s Stanley Industries were also present during the workshop.

This program will encourage members to follow better social practices, which will give them a competitive edge in the global market where social compliance is increasingly becoming an important buying decision. Sponsored by Ministry of Textiles, this initiative by AEPC attempts to educate apparel exporting members on a code of ethics that covers all critical social and environmental concerns like child labor/trafficked labor, freedom of association, health and industrial safety, etc. DISHA programme and the website were launched by the former Secretary, Ministry of Textiles, Smt. Rita Menon in December 2011.

FACT SHEET ON PROJECT DISHA

LOCATION	PARTICIPANTS	ENROLMENTS & LOI RECD
TIRUPUR	113	65
BANGALURU	90	8
CHENNAI	42	4
NEW DELHI	96	31
JAIPUR	110	6
MUMBAI	49	13
LUDHIANA	98	13



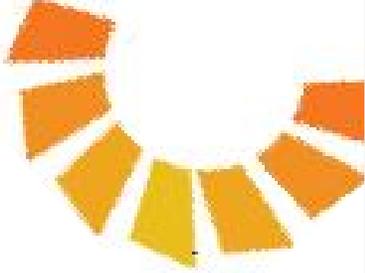
The most frequently asked questions during the DISHA launch

presentations were as follows:

- What is the validity of DISHA certificate?
- Do we have to pay INR 25000 every year? If not then how much amount has to be deposited?
- How does one get his certificate validated for the next year?
- How will the certificate get validated? Do we have to undergo an Audit for it?
- Do Brands recognize DISHA?
- When it comes to deciding the payment of Minimum wages do we have to follow the State law or the Minimum Wages Act?
- What is the role of NGO's?
- What is the role of Labor Unions?
- Will involving NGO's and Trade Unions increase the risk for Suppliers?
- Define DISHA certification?
- Does the group gets viewed as one unit or each unit needs to be registered for DISHA certification?
- Do we have to be a member of AEPC to enroll for DISHA?
- How do we map our Supply Chain?



- Will the DISHA standards apply to the staff or only to the workers of the factory?
- Is there any maximum or minimum size for the factories to participate in DISHA?
- Will DISHA certification replace certification programmes like WRAP & SA-8000?
- Will DISHA pursue labor law reforms with the Govt? Especially those pertaining to working hours and overtime?
- My employees are migrants and do not wish to contribute to PF or ESIC? What should I do?
- There's a big labor shortage in our area. Labor wants to put in 12 hours of work each day. If I don't agree they simply leave and start working for my competitor. How do I keep within the "Hours of Work" legal framework?
- My workers go to the authorized ESIC hospital. They are told there's no medicine or medical care available. They are compelled to take private treatment. They are challenging the ESIC deduction from their wages.
- Will DISHA certification be internationally recognized? Will it bring about an end to compliance audits?



*A new dawn,
a new beginning,
a new morning for all....
Let us come together and
create a fairer world,
standing tall!*



Factory Self-Assessment Questionnaire

CONFIDENTIAL

Dear Participant,

WELCOME TO **DISHA** – a program sponsored by the Ministry of Textiles and designed to help you understand and implement internationally accepted Compliance Standards & Processes in your manufacturing facilities.

The first step is to complete this Self Assessment Questionnaire. This is a detailed document, and may take you several hours to complete. The purpose of this document is to make you aware of the various legal and social compliance criteria which will be evaluated by the AEPC.

The information you provide is totally confidential, so make sure you respond to ALL the questions, and be transparent, accurate and straightforward in your replies.

Please login to the Disha website www.aepc-disha.com using your login ID and password and fill up the Self Assessment Questionnaire online.

IMPORTANT: A SEPARATE FORM NEEDS TO BE FILLED FOR EACH FACTORY ENROLLED FOR DISHA.



A. BASE INFORMATION

DISHA CODE NO (if allotted)

RCMC No & Date:

101161 20th Nov 2011

1. FULL NAME AND COMPLETE ADDRESS OF FACILITY SEEKING DISHA CERTIFICATION:

XXXXXXXXXXXXXXXXXXXXX

XXXXXXXXXXXXXXXXXXXXX

City: NOIDA

State: U.P.

Pin:201309

2. NAME, PHONE NO, AND EMAIL ID OF FACTORY MANAGER:

Name: XXXXXXXXXXXXXXXXXXXX |

Designation: XXXXXXXXXXXXXXXXXXXX

Ph No: XXXXXXXXXXXXXXXXXXXX

E-mail id: XXXXXXXXXXXXXXXXXXXX

3. PRODUCT CATEGORIES MANUFACTURED:

Woven Garments

Knitted Garments

Fabric Accessories (e.g. scarves, caps, bags, socks etc)

4. MARKETS COVERED:



Export Only Both Export and Domestic

5. PARENT COMPANY/MAIN COMPANY NAME:
XXXXXXXXXXXXXXXXXXXXXX

6. MAIN COMPANY ADMINISTRATIVE OFFICE ADDRESS:
XXXXXXXXXXXXXXXXXXXXXX
City: Noida State: U.P. Pin:201301

7. CONSTITUTION:
 Proprietorship Partnership Pvt Ltd. Co. Public Ltd. Co.

8. NAME AND CONTACT DETAILS OF THE PROPRIETOR(S) / MANAGING PARTNER / MANAGING DIRECTOR:
XXXXXXXXXXXXXXXXXXXXXX

9. FACILITY LAYOUT AND CAPACITY:		
Number of Buildings	1	
No of Floors	4	
Installed Factory Capacity pcs/month	Three Lacs Pcs (3,00,000 Pcs)	
Utilized Capacity (averaged over the last 6 months) percent	50.00%	
Main Customers:	Name	% of Production
	Streetone GmbH	50.00%



	KappAhl Far East Ltd. India	11.00%
	United colors of Bennetton	11.00%
	H&M	10.00%
Total Exports in FY 2010-11:	Pcs 3446342	US\$26 Million
Target Exports in FY 2011-12:	Pcs	US\$

10. LIST ALL THE STORAGE AND MANUFACTURING ACTIVITIES BY FACTORY FLOOR:

(e.g. Fabric Store, Knitting, Dyeing, Garment Making, Embroidery, Printing, Washing, Garment Finishing, Packing, Finished goods store etc.)

Floor	Floor Area sq ft	Utilized For (Storage or Work Process)	No of Workers		
			Male	Female	Total
Basement	18000	Store-7000 Sq ft Process 10000 Sq ft	212	0	212
Ground Floor	18000	Process 17000 Sq ft	486	8	494
Ground Fl Setback (area around the building)	2250	Washing	35	0	35
First Floor	18000	Process 17000 Sq ft	628	0	628
Second Floor	3720	R&D +Sampling	93	0	93
Third Floor					
Terrace	4200	Canteen- 2700 Sq ft End Pcs Stock Room- 1500 Sq	5	0	5



		ft			
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11. WORKER STRENGTH	
No of Workers on Factory payroll	92
No of Workers on Contractor payroll	1375
No of Supervisory Staff on Factory payroll	11
No of Supervisory Staff on Contractor payroll	21
No of Administrative Staff on Factory payroll	15
Management Staff on Factory payroll	44
No of Workers provided by Support Agencies such as Security, Housekeeping, Canteen etc.	33
Total head count of factory	1591

B. LEGAL COMPLIANCE

WHICH OF THE FOLLOWING LEGAL ACTS AND NOTIFICATIONS APPLY TO YOUR MANUFACTURING FACILITY?

• The Factories Act – 1948	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Not Aware
• Bonded Labour System (Abolition) Act, 1976	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Not Aware
• Child Labour (Prohibition and Regulation) Act, 1986	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Not Aware
• Juvenile Justice Act (2006)	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	<input type="checkbox"/> Not Aware
• Indecent Representation of Women (Prohibition) Act			



(1987)	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Not Aware
<ul style="list-style-type: none"> • Vishaka Guidelines against Sexual Harassment in the Workplace • The Apprentices Act, 1961 • Domestic Enquiry/Misconduct/Dismissal/Discharge • The Maternity Benefit Act, 1961 • Contract Labour (Regulation & Abolition) Act, 1970 	<input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No <input type="checkbox"/> No <input type="checkbox"/> No <input type="checkbox"/> No <input type="checkbox"/> No	<input type="checkbox"/> Not Aware <input type="checkbox"/> Not Aware <input type="checkbox"/> Not Aware <input type="checkbox"/> Not Aware <input type="checkbox"/> Not Aware
<ul style="list-style-type: none"> • The Workmen's Compensation Act, 1923 • The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 • The Employees' State Insurance Act, 1948 • The Equal Remuneration Act, 1976 • Factories Act – 1948 / State factories' Rules 	<input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No <input type="checkbox"/> No <input type="checkbox"/> No <input type="checkbox"/> No <input type="checkbox"/> No	<input type="checkbox"/> Not Aware <input type="checkbox"/> Not Aware <input type="checkbox"/> Not Aware <input type="checkbox"/> Not Aware <input type="checkbox"/> Not Aware
<ul style="list-style-type: none"> • Industrial Disputes Act, 1947 • The Trade Unions Act, 1926 • Industrial Employment (Standing Orders) Act, 1946 • Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 • The Payment of Wages Act, 1936 	<input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> Yes <input type="checkbox"/> Yes <input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No <input type="checkbox"/> No <input type="checkbox"/> No <input checked="" type="checkbox"/> No <input type="checkbox"/> No	<input type="checkbox"/> Not Aware <input type="checkbox"/> Not Aware <input type="checkbox"/> Not Aware <input type="checkbox"/> Not Aware <input type="checkbox"/> Not Aware
<ul style="list-style-type: none"> • The Minimum Wages Act, 1948 • The Payment of Bonus Act – 1965 • The Payment of Gratuity Act, 1972 • Water (Prevention & Control of Pollution) Act 1974 • Air (Prevention & Control of Pollution) Act 1981 	<input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No <input type="checkbox"/> No <input type="checkbox"/> No <input type="checkbox"/> No <input type="checkbox"/> No	<input type="checkbox"/> Not Aware <input type="checkbox"/> Not Aware <input type="checkbox"/> Not Aware <input type="checkbox"/> Not Aware <input type="checkbox"/> Not Aware



Is there any case filed by workers against the factory pending with any Government Department?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Is there a person responsible for obtaining up-to-date legal information? Name: Ajay Kr Mishra Position: Sr Manager HR	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
In the last one year, have there been any notices of legal violations following an inspection by Government Inspectors, or any adverse comments in the Inspection Register? <i>If yes, please list the violations:</i>	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Is a valid Factory License available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	
Are all records/ documents as required by law maintained by the factory?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	
Are up-to-date payment receipts for mandatory contributions for Provident Fund and Employees State Insurance [Employees and Employers share] available? <i>If no, explain</i>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	
Are legally required notices and information posted in work place areas?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	
Is a NOC from the Fire Department available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	
Are the Labor Contractor's License and Registration documents available?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> n/a
Does the factory have the required consent from the State Pollution Control Board?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> n/a



C. CHILD LABOR

What is the age of the youngest worker in this facility?	18 Yrs 1 Month (New Employment)	
Is Proof of Age available for ALL factory workers?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is there any young worker (between 15-18 years) employed?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Do any of your Support Agencies e.g. canteen contractor or housekeeping contractor– hire workers below the age of 18?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

D. FORCED LABOUR

Are appointment letters providing terms of employment issued to all workers at the time of joining?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are these in a language generally understood by the workers?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are there any workers (through a labor contractor) in this factory?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
What restrictions, if any, are placed on workers' ability to exit the factory when they are not working?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Do workers have the right to terminate employment after giving due notice?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Do you provide dormitory / residential accommodation to your workers? <i>If yes, please mention the time when workers are not permitted to enter or leave the premises.</i>	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No



E. HARASSMENT / ABUSE

<p>Have any of the following types of harassment or abuse occurred or have been reported at this facility in the last one year?</p>		
Sexual harassment	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Verbal abuse	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Verbal harassment	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Physical abuse	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
<i>If yes, describe</i>		
<p>Sexual Harassment: [1] Unwelcome sexual advances; requests for sexual favors; and all other verbal or physical conduct of a sexual nature, when (a) submission to such conduct is made either explicitly or implicitly as a term or a condition of an individual's employment; (b) an employment decision is based on an individual's submission to or rejection of such conduct; or (c) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, or sexually offensive environment. [2] Offensive sexual comments, jokes, innuendoes, and other sexually oriented statements.</p> <p>Verbal Harassment: Chronic use of implied or direct threats</p> <p>Verbal abuse: Chronic use of insulting or offensive language.</p> <p>Psychological Harassment: Non-verbal threatening behavior</p>		

F. NON DISCRIMINATION



Does the factory have a policy of discrimination of employment on the basis of gender, race, religion, age, disability, sexual orientation, nationality, etc?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are employees promoted on the basis of their ability to do the job?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
What is the ratio of men to women workers in this facility?	Male: 1573	Female:18
Is the job / position of female workers maintained during their pregnancy and maternity leaves?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Does your factory follow a policy of “equal pay for equal value of work”?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

G. HEALTH AND SAFETY

Fire Safety

Are there at least two exits per floor, in opposite directions with opening to outside to a safe and unobstructed area?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are exits clearly marked, unlocked, easy to open and free of any obstruction?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are fire extinguishers maintained clear of all obstructions?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are all fire extinguisher locations clearly marked?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are areas under fire extinguishers and in front of exits and electric panels marked with a yellow box indicating that these must be maintained clear?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are battery-operated emergency lights installed on all exits and staircase landings?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are fire alarms installed on all floors?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are all safety systems tested at regular intervals?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
How often are fire evacuation drills conducted in a year?	Quarterly (4 Times)	
How many workers are trained in handling fire-fighting	Male: 22	Female: Nil



equipment?		
Does the factory have a formal "Fire Safety Training Program"?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are evacuation routes marked with appropriate signage?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are evacuation plans posted in a place and in a language where workers can read them?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Do the plans match the actual floor layout?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
How many fire extinguishers are available?	Extinguishers -90, Hydrant, Sprinkler, Hosereals	
Does each worker have access to a fire extinguisher within 75 feet of his workplace?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are extinguishers inspected regularly and in working condition?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are the extinguishers of an appropriate size and installed at an appropriate height where all workers can handle them?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Medical facilities

Is an ambulance room / clinic required by law in this factory?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If yes, does the factory have an ambulance room / clinic?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If no, how far is the nearest clinic/hospital?		
Is this medical facility adequately equipped?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is there a full time Doctor/Nurse available in the facility?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If not, does a Doctor/Nurse visit this facility?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
If yes, how often		
Are there adequate first aid kits available in all work areas (minimum one kit per 150 workers)?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are they sufficiently stocked?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
How many workers are trained in first aid procedures?	22 Persons	
Does the facility maintain an accident register?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No



Does the facility maintain a minor injuries record?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Has there been any accident or injury at your factory in the last one year? yes		
Are there any procedures posted that deal with first aid? Yes		

Electrical Safety

Are all electrical wirings safe and correctly earthed?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are all electrical wirings / steam pipes free of lint build up?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Do electrical wires obstruct aisles or passageways?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

General

Are all steam and hot air exhaust pipes properly insulated?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is the lighting in the work areas adequate?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is the temperature in the work areas comfortable (no obvious perspiration or shivering)	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is there excessive noise level in any of the work areas?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are aisles marked with yellow lines to indicate that they need to be maintained clear?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are the aisles spacious and maintained clear?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are the work areas congested?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are raw materials stored safely?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are finished products stored safely?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are stain-removing operations performed in well ventilated areas?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Does the factory provide any training to workers on matters of health and safety?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No



Are stairways protected with railings?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Does the factory have a Health & Safety Committee or a Manager responsible for Health & Safety at the factory?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Toilets

Number of men per toilet?	50	
Number of men per urinal?	50	
Number of ladies per toilet?	3.6	
Are toilets adequate as per the State Factory Rules?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Number of hand washes in the toilet blocks	Male: 23	Female: 5
Number of employees per hand wash	Male 68:	Female: 4
Are they adequate (at least one hand wash per 50 workers)	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are the following available in toilets?		
Towel/Hand dryer	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Soap	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Bin with lid in ladies toilet	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Doors on bathroom stalls	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is there running water in the toilets?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are the toilets maintained clean?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are there any restrictions placed on workers for using toilets?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are workers timed for using toilets?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are toilets ever kept locked?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

Drinking Water

Do workers have access to clean drinking water?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
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Describe facility provided:	RO System installed	
Are there adequate drinking water stations?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Does factory have the water tested for potability?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are test reports maintained on record?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Machinery Safety

Are proper maintenance records kept for all machines?	<input checked="" type="checkbox"/> Yes		<input type="checkbox"/> No
Personal Protective Equipment			
<i>[R] Required; [A] Available; and [U] Being Used</i>	<input type="checkbox"/> R	<input type="checkbox"/> A	<input type="checkbox"/> U
	<input type="checkbox"/> R	<input type="checkbox"/> A	<input type="checkbox"/> U
Cutting gloves	<input type="checkbox"/> R	<input type="checkbox"/> A	<input checked="" type="checkbox"/> U
Respiratory Masks	<input type="checkbox"/> R	<input type="checkbox"/> A	<input checked="" type="checkbox"/> U
Rubber gloves	<input type="checkbox"/> R	<input type="checkbox"/> A	<input checked="" type="checkbox"/> U
Boots	<input type="checkbox"/> R	<input type="checkbox"/> A	<input checked="" type="checkbox"/> U
Ear plugs	<input type="checkbox"/> R	<input type="checkbox"/> A	<input checked="" type="checkbox"/> U
Goggles	<input type="checkbox"/> R	<input type="checkbox"/> A	<input checked="" type="checkbox"/> U
Protective Clothing (aprons etc)	<input type="checkbox"/> R	<input type="checkbox"/> A	<input checked="" type="checkbox"/> U
Others (specify)			
Are broken needle logs properly maintained?	<input checked="" type="checkbox"/> Yes		<input type="checkbox"/> No
Are all machinery equipped with safety devices such as needle/ pulley / eye shields?	<input checked="" type="checkbox"/> Yes		<input type="checkbox"/> No



H. ENVIRONMENTAL PRACTICES

Environment

Do any of the manufacturing processes, or operating plant and equipment, lead to air or water pollution?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Does the factory adhere to all applicable laws regarding protection and preservation of the environment?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Does the factory require certification by State Pollution Control Board? <i>If Yes, has this been obtained?</i>	<input checked="" type="checkbox"/> Yes Applied for consent	<input type="checkbox"/> No
Does the factory require an ETP (effluent treatment plant)? <i>If not how is effluent waste disposed of?</i>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are any workers exposed to raw sewage?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Where does the factory discharge its sewage? Authority Sewage line		

Chemical, Hazardous and Combustible Materials Safety

Do you use any chemicals, hazardous and/or combustible materials?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If yes, does the chemical store have the following:		
No smoking sign	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Appropriate & Adequate Ventilation	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Fire extinguisher	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are containers stored and labeled properly?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are container lids in place?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is secondary containment provided?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are the personnel handling chemicals trained?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No



Do they use personal protective equipment?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is a hand/eye wash facility installed?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are material safety data sheets posted where required?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are these written in a language the workers understand?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Laundry Area

Does the factory have a laundry?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is there stagnant water on the laundry floor?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the laundry have a proper drainage system?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Does the effluent discharged from the laundry require to be treated? <i>If not, explain</i>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If yes, does the factory have the required effluent treatment equipment installed	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

FREEDOM OF ASSOCIATION

Do any workers organizations exist in this factory? <i>If yes, provide brief description</i>	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Is there a collective bargaining agreement at the facility?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are workers allowed to join or form a union?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Does the management penalize workers in any way for joining a union?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the factory discriminate against union or non-union workers in its hiring process?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No



To your knowledge, have workers ever attempted to form a union at this facility?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Have there been any work stoppages/ strikes in this facility in the last two years?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Does the factory have an internal system where workers can raise issue of concerns to factory management without fear? <i>Describe : Works committee , Grievance redressal committee etc</i>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Does the factory have a Works Committee represented by workers and management to provide workers with an opportunity to have their problems addressed? <i>If yes, describe briefly There is provision of monthly meeting of all committees in our organization & workers are raising their problems under different committees</i>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

J. WORKING HOURS/ COMPENSATION

What are the normal work hours per week? 48 hrs	By Law	At this factory
Does the factory have an effective time recording system? <i>Describe Electronic Punching Machine – Proxy Card</i>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Does the factory provide appropriate breaks which are at least in conformity with the Law? <i>Provide details of breaks: Lunch Break 30 Minutes , Tea Break 30 Minutes (In case Overtime)</i>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Do all workers have at least one day of rest per week?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
What are the permissible hours of overtime per week by law?	12 Hrs	
In the past three months, what is the maximum hours (including overtime) worked by any worker per week?	76 Hrs	
Does the factory have a system to ensure overtime is voluntary? <i>If yes, explain Overtime Sheet should be signed by the workers</i>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No



When overtime is required the factory provides:		
Beverage and snacks	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Meal/meal allowance	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Transportation/allowance	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
What is the overtime pay rate by law?	Twice the rate of per hrs (As per Law)	
What is the overtime pay rate you pay?	As per Law	

K. WAGES & BENEFITS

What is the applicable minimum wage for workers as per job classification in the zone/state in which your factory is located?			
Job Classification	Current Minimum Wage		
Unskilled	4304		
Semi-skilled	4906		
Skilled	5446		
Highly Skilled			
Trial Worker Wage	As per above categories		
What is the lowest worker wage paid by the factory?	4304		
What is the average worker wage paid by the factory?	5800		
What is the highest worker wage paid by the factory?	12800		
What are the designated monthly Pay Day(s) of the factory?	7 th to 10 th of Every Month		
Does the factory have workers paid on a piece-rate system?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	
Do these piece-rate workers make at least the minimum wage?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	
Are wages paid on time?	<input checked="" type="checkbox"/> Always on time	<input type="checkbox"/> Usually on time	<input type="checkbox"/> Usually Late



Is Overtime paid on time?		<input checked="" type="checkbox"/> Always on time	<input type="checkbox"/> Mostly on time	<input type="checkbox"/> Mostly Late
Is a salary/wage slip provided to each worker?			<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If yes, is this slip provided <i>before</i> disbursement of wages or <i>along with</i> the disbursement?			<input checked="" type="checkbox"/> before disbursement	<input type="checkbox"/> along with disbursement
Please tick benefits provided along with amount of deduction from employee and contribution by employer			Employee Deduction	Employer Contribution
<input checked="" type="checkbox"/> Medical Services	<input type="checkbox"/> Legal	<input checked="" type="checkbox"/> Voluntary		100.00%
<input checked="" type="checkbox"/> Paid Maternity Leave	<input checked="" type="checkbox"/> Legal	<input type="checkbox"/> Voluntary		100.00%
<input checked="" type="checkbox"/> Earned Leave	<input checked="" type="checkbox"/> Legal	<input type="checkbox"/> Voluntary		100.00%
<input checked="" type="checkbox"/> Retirement Benefits	<input checked="" type="checkbox"/> Legal	<input type="checkbox"/> Voluntary		Gratuity 100%
<input type="checkbox"/> Child Care	<input type="checkbox"/> Legal	<input type="checkbox"/> Voluntary	N/A	N/A
<input checked="" type="checkbox"/> Subsidized Meals	<input type="checkbox"/> Legal	<input checked="" type="checkbox"/> Voluntary	70.00%	30.00%
<input type="checkbox"/> Housing	<input type="checkbox"/> Legal	<input type="checkbox"/> Voluntary	N/A	N/A
<input type="checkbox"/> Transportation	<input type="checkbox"/> Legal	<input type="checkbox"/> Voluntary	N/A	N/A
<input type="checkbox"/> Work Clothing	<input type="checkbox"/> Legal	<input type="checkbox"/> Voluntary	N/A	N/A
<input checked="" type="checkbox"/> Paid Sick Leave	<input checked="" type="checkbox"/> Legal	<input type="checkbox"/> Voluntary		100.00% (Excluded ESI)
<input checked="" type="checkbox"/> Unpaid Personal Leave	<input checked="" type="checkbox"/> Legal	<input type="checkbox"/> Voluntary		100.00%
<input checked="" type="checkbox"/> Worker compensation	<input checked="" type="checkbox"/> Legal	<input type="checkbox"/> Voluntary		100.00% (Excluded ESI)
<input checked="" type="checkbox"/> Bonus	<input checked="" type="checkbox"/> Legal	<input type="checkbox"/> Voluntary		100.00%
<input checked="" type="checkbox"/> Full & Final settlement	<input checked="" type="checkbox"/> Legal	<input type="checkbox"/> Voluntary		<u>100.00%</u>
By law, does the factory need to have a canteen / lunch shed?			<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is a canteen / lunch shed provided? <i>If yes:</i>			<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No



Is seating capacity as per State Factory Rules?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is clean drinking water facility provided?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are adequate hand-wash facilities provided (1 station per 50 persons)?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is a price list displayed?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Does the factory have a canteen committee?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Is a crèche required to be provided in this facility (30 or more women workers)?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If yes, has a crèche been provided	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Is the crèche located in a safe area away from Production Process Areas?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the crèche have trained staff?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

L. DISCIPLINARY PRACTICES

Does the factory have a formal personnel policy - for example Certified Standing Orders - which includes progressive disciplinary practices in place?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Are written notices/letters issued to workers?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If yes, are copies maintained in workers personnel files	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Do you levy monetary fines & penalties to maintain labor discipline?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Have there been any dismissals in the last 12 months? <i>If yes, what were the reasons</i>	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No



M. SUB-CONTRACTING

What are your peak production months? October to March			
Does your factory sub-contract out any production process e.g. cutting, sewing, embroidery, hand-work, garment, printing, washing, finishing or packing?		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
List your 4 most used sub-contractors:			
No.	Name	Process	Capacity/Day
1.	M/s Haryana Tex Print Overseas Ltd	Dyeing	50000 Mtrs
2.	M/s Rama Tex Process House Pvt. Ltd.	Dyeing	50000 Mtrs
3.	M/s Svam Prints Pvt. Ltd.	Printing	40000 Mtrs
4.	M/s Shivam Diwansh Pvt. Ltd.	Printing	25000 Mtrs
Have any of these Sub Contractors ever been audited for – Not Known Social Compliance by any external agency?		<input type="checkbox"/> Yes	<input type="checkbox"/> No
If yes, what was the result of the last audit conducted?			





THIS SELF-ASSESSMENT FORM HAS BEEN COMPLETED AND SUBMITTED BY:

Name: XXXXXXXXXXXXXXXXXXXXX

Designation: XXXXXXXXXXXXXXXXXXXXX

Mobile No: XXXXXXXXXXXXXXXXXXXXX

Email Id: XXXXXXXXXXXXXXXXXXXXX

Place & Date: XXXXXXXXXXXXXXXXXXXXX

PLEASE FEEL FREE TO ADD ANY OTHER RELEVANT INFORMATION IN THIS DOCUMENT.

WE WILL BE CALLING YOU TO FIX THE DATE AND TIME FOR OUR VISIT TO YOUR FACILITY FOR A DETAILED ASSESSMENT.



THE DOCUMENTS & INFORMATION LISTED BELOW IN ANNEXURE A & B SHOULD BE KEPT READY FOR OUR FACTORY VISIT.

ANNEXURE A – ADDITIONAL INFORMATION

1. Names of Owner(s):
2. How many other factories do the Owners have?
3. No. of Toilets in the factory M: F :
 For workers

 For staff
4. No. of urinals
 For workers

 For staff
5. No. of hand washes M: F: Total:
 For workers

 For staff
6. No. of workers trained in First Aid M: F: Total:
7. No. of workers trained to handle
 Fire fighting equipment M: F: Total:
8. No. of Fire extinguishers:
9. No. of First aid Kits:
10. Distance to the nearest Fire Station km
11. Distance to the nearest Medical Clinic/ Hospital km
12. Date of last fire drill conducted
13. Daily production output Peak Season
14. Daily production output Off-Season
15. Low production months



16. Employees turn over rate per month (percentage)
17. Absenteeism Percentage
18. Percentage of total workers who have been hired in last 1 year
19. Factory timings
20. Lunch/Tea Break timings
21. No. of shifts with timings
22. Audit Report if factory has been previously audited for any brand
23. Other Certifications factory has with dates (ISO, WRAP etc).
24. Best practices, if any

ANNEXURE B - DOCUMENTS

1. Factory License/ Business license to operate.
2. Certified Standing Orders (English /local language)
3. Factory building lay-out plan.
4. Factory stability certificate as issued by factories department.
5. Fire NOC /Fire equipment inspection log (by internal /external agency)
6. Boiler /Air compressor inspection reports/ Boiler operator's license-if applicable
7. Forklifts/ chain pulley inspection reports (if applicable)
8. Lift (goods/passenger) registration certificate (only applicable in Haryana).
9. Canteen workers/Pantry boy health reports (as per state factory rules).
10. Registration certificate of factory for employing contract labor.
11. All contractors' licenses (employing equal to or more than 20 workers)
12. Agreements with all labor contractors hired by factory (for having even less than 20 workers)



13. Factory's Hiring Policy /Personnel Policy/ Grievances Handling Policy/Handbook of Employees (If provided to employees).
14. Policy on Prevention of Harassment & Abuse at workplace/ Non-Discrimination Policy / Disciplinary Policy / Overtime Working Policy / Anti-Child labor Policy/ Anti Forced labor Policy. Any Policy showing adherence to any audit/certification standard e.g. S.A.8000 Manual (if applicable) approved by factory management.
15. Govt. Minimum Wage notifications (Latest) as issued by Labor department.
16. Worker's files (Production workers - ; Non-production; Staff-)/ Total:
17. Time card → wage register → overtime register → wage slips → muster-rolls.
For Period 01 (Peak season) / Period 02 (Lean season) / Period 03 (Most recent pay period)
18. Bonus registers for accounting year (2010-11 and 2011-12)
19. Register of Leave with Wages (E.L)/ Casual & Sick leave/ National & festival holidays & List of Holidays for 2012.
20. Accident registers under ESI & Factories act.
21. Record of minor injuries/illnesses.
22. Inspection records of local Govt. officials.
23. Employee Provident .Fund & Employee State Insurance documentation.
ESI/PF challans for last 12 months
24. Certificates of persons trained in First – Aid & Fire fighting.
25. Test report of drinking water (conducted within last 12 months).
26. Consent for Air / Water/ Hazardous waste management from State pollution board.
27. Air /water emission reports & Noise monitoring reports as maintained by factory.
28. Fire training /Fire drill documentation (By internal /external agency)
29. Minutes of meetings maintained by factory for committee meetings of Grievance committee / canteen committee / Health & safety committee / Prevention of Sexual Harassment committee / Works committee.
30. Broken needle records /Production reports– Last 03 months.



31. Machine/ electrical / fire alarms / fire extinguishers maintenance records.
32. MSDS - List of Chemicals being used (For all processes conducted in factory).
33. Records of dismissed employees / Full & final settlement records / Gratuity payment cases, if any.
34. DG Installation Permit for each DG set having capacity more than 10 KVA
35. DG logbook for running/diesel consumption for last 06 months.
36. Diesel Storage permit / Explosive license under Petroleum act, 1934.
37. Records of trainings to Managers/Supervisors; PPE Trainings/ Chemical Trainings
38. Shift Approval (If factory runs in more than one shift).
39. Copies of certificates (ISO, WRAP, etc) along with validity.
40. Current day's attendance records. (Shift wise and section wise).
41. Crèche attendant file (appointment, qualifications, experience) - If applicable
42. Ambulance Room (Doctor /nurse - appointment, qualifications, experience) - If applicable
43. Labor welfare office (appointment, qualifications, experience) - If applicable
44. Safety officer (appointment, qualifications, experience) - If applicable
45. Collective Bargaining Agreement - If applicable

DISHA Coverage Clippings

(As on 06.03.2012)

Media Coverage Dossier

Compiled by Public Relations Officer, AEPC

S.No.	Publication	Date	City
1	The Hindu Business Line	24.02.2012	Chennai
2	The Financial World	06.03.2012	Ludhiana
3	The Tribune	06.03.2012	Ludhiana
4	The Economic Times	16.11.2011	Ahmadabad
5	The Economic Times	18.11.2011	Ahmadabad
6	The Pioneer	02.03.2012	Delhi
7	The Hindustan Times	06.03.2012	Ludhiana
8	The Indian Express	06.03.2012	Ludhiana
9	The New Indian Express	23.02.2012	Bengaluru
10	The Hindu	23.02.2012	Chennai
11	The New Indian Express	23.02.2012	Chennai
12	The New Indian Express	22.02.2012	Coimbatore
13	Times of India	22.12.2011	Delhi
14	Statesman	22.12.2011	Delhi
15	The Hindu	21.02.2012	Tirupur
16	The New Indian Express	22.02.2012	Tirupur
17	www.timesofindia.indiatimes.com	22.12.2011	National
18	www.indiainfoline.com	16.11.2011	National
19	www.m.economictimes.com	19.11.2011	National
20	www.news.in.msn.com	21.12.2012	National
21	www.just-style.com	21.12.2012	National
22	www.adgully.com	21.12.2012	National
23	www.export-hub.com	21.12.2012	National
24	www.fibre2fashion.com	24.02.2012	National
25	www.thehindu.com	27.02.2012	National
26	www.cottonyarnmarket.com	27.02.2012	National
27	www.fashionmember.com	27.02.2012	National
28	www.economictimes.indiatimes.com	28.02.2012	National
29	www.fibre2fashion.com	29.02.2012	National
30	www.ciol.com	29.02.2012	National
31	www.zeenews.india.com	29.02.2012	National
32	www.indiainfoline.com	28.02.2012	National
33	www.thehindu.com	27.02.2012	National
34	www.fibre2fashion.com	28.02.2012	National
35	www.smetimes.in	28.02.2012	National
36	www.indianexpress.com	06.03.2012	National
37	www.indiainfoline.com	05.03.2012	National
38	The Economic Times- Hindi	18.11.2011	Ahmadabad

39	Sakaal	21.11.2011	Mumbai
40	Dinamalar	22.02.2012	Tirupur
41	Dinamani	22.02.2012	Tirupur
42	Dinakaran	22.02.2012	Coimbatore
43	Dinathandi	22.02.2012	Coimbatore
44	Andhra Jyoti	23.02.2012	Bengaluru
45	Rajasthan Patrika	28.02.2012	Jaipur
46	Punjab Kesari	28.02.2012	Jaipur
47	Rajasthan Patrika	28.02.2012	Jaipur
48	Dainik Navjyoti	28.02.2012	Jaipur
49	Daily News	28.02.2012	Jaipur
50	Business Bhaskar	06.03.2012	Ludhiana
51	Amar Ujala	06.03.2012	Ludhiana
52	Dainik Sawera	06.03.2012	Ludhiana
53	Pehredar	06.03.2012	Ludhiana
54	Pehredar	06.03.2012	Ludhiana
55	Chardi - Kalan	06.03.2012	Ludhiana
56	Chardi- Kalan	06.03.2012	Ludhiana

Publication: The Hindu Business Line	Date: 24.02.2012
Headline: US urged to drop curbs against apparel exports	Page Number: 15

US urged to drop curbs against apparel exports

DISHA initiative to help compliance with global social norms

Swetha Kaman
Chennai, Feb. 23

A delegation, consisting of industry leaders and legal experts, has urged the US Department of Labour to drop non-tariff barriers, assuring that the Indian apparel export industry does not employ child labour at its factories.

"The US government has placed restrictions on Indian readymade garment exporters. They have also threatened to increase non-trade barriers. Last week, a team from India, with representatives from Northern India Textile Research Association and Tirupur Exporters Association, held negotiations with the US Labour Department to drop these trade barriers. The industry has by and large managed to eradicate child labour," said Mr Amarendra Sahoo, Secretary General, Apparel Export Promotion Council.

In a proactive effort, the Ap-



parel Export Promotion Council has come out with an initiative for garment exporters to mend the 'sweat-shop' image the garment export industry has in the global market.

GLOBAL STANDARDS

The council is rolling out a pan-Indian programme - DISHA (Driving Industry Towards Sustainable Human

Capital Advancement - which will help garment makers comply with global social standards and norms.

The programme will educate apparel exporters on code of ethics covering issues of child labour, freedom of association wages and benefits, health and industrial safety.

The programme, supported by the Ministry of Textiles, has been vetted by the Interna-

tional Labour Organisation. It will assess practices of export units, identify gaps and offer guidelines to plug those gaps. Annual appraisals, evaluations and certification are also part of the initiative.

"While children are no longer employed at the factories of exporters, who are often subject to audits by international brands, it is present at the cotton fields. Often exporters are not even aware that child labour is employed at some end of the supply chain, could be at the sub-contractor level or at the farm. DISHA will help exporters map their supply chain and take corrective action. It will also help companies focus on internal systems and put in place internal procedures and processes," said Mr Anil Sahai, who is spearheading the DISHA initiative.

Mr Sahai is the CEO of T-Group Solutions, a monitoring and consultancy services company for labour standards and

working conditions. Currently, AEPCC is in the process of enrolling registrations from the exporting community to be part of DISHA.

STAKEHOLDERS' SUPPORT

The advisory board of DISHA will include industry stakeholders, global brands, members from the textiles and labour ministries and NGOs. "We also plan to enlist the support of the International Labour," said Mr Sahai.

He has spoken to brands such as Prana, Ralph Lauren and DKNY about DISHA. Prana has already directed its factories in India to follow the DISHA code.

DISHA, Mr Sahai hopes, will match up to global standards such as Better Work in Cambodia and Golden List in Jordan. "There are no audits in these countries. Compliance with these standards is completely trusted by global brands."

Publication: The Economic Times	Date: 16.11.2011
Headline: Textile Industry scheme spins bonded-labour controversy	Page Number: 23

Publication: The Tribune	Date: 06.03.2012
Headline: Exporters apprised of environmental concerns	Page Number: 02

Publication: The Financial World	Date: 06.03.2012
Headline: Apparel sector exporters urged to join DISHA programme	Page Number: 03

Apparel sector exporters urged to join DISHA programme

FW BUREAU
Ludhiana, March 5

The Apparel Export Promotion Council (AEPC) organised a function here in connection with its programme on Compliance - Driving Industry towards Sustainable Human Capital Advancement (DISHA) for exporters. The programme guides industries in meeting their compliance requirements through a set of orientation-cum-enrollment workshops.

Darshan Singh, Joint Commissioner, DJFT, Ludhiana was the chief guest.



AEPC added, "The participation of the domestic industry will be critical for the success of this programme. With the FDI coming to the domestic retail sector, compliance will be equally critical for domestic

DISHA Implementing Agency and S K Jain, Managing Director, Stanley Industries, were also present during the workshop.

During the workshop, a DISHA code of ethics was discussed. The enrolled units underwent an orientation and training programme based on the code and guidelines prepared on the Common Compliance Code (CCC). AEPC has a target of enrolling a total of 400 units by the end of this year and 2,000 garment factories by 2017, with focus on small exporters.

The council will help garment manufacturers comply

Exporters apprised of environmental concerns

TRIBUNE NEWS SERVICE

LUDHIANA, MARCH 5
The Apparel Export Promotion Council (AEPC) today organised a workshop on "Driving Industry Towards Sustainable Human Capital Advancement for Exporters" (DISHA).

Darshan Singh, Joint Commissioner Directorate General of Foreign Trade, was the chief guest. HKL Magu, vice-chairman (northern region), AEPC, briefed about the programme and its relevance for the apparel industry.

Pritam Goel, EC member, AEPC, added, "The participation of domestic industry will be critical for the success of the programme. With the FDI coming in the domestic retail



Joint Commissioner Directorate General of Foreign Trade Darshan Singh (right) at a workshop in Ludhiana.
PHOTO: INDERJEET VERMA

sector, compliance will be equally critical for the domestic manufacturers. DISHA is relevant for the domestic industry and I urge the domestic manufacturers to

participate in the programme. It is a competence building initiative taken by the council, and proactive compliance by our earnest members is highly solicited."

The programme will encourage members to follow better social practices, which will give them a competitive edge in the global market where social compliance is increasingly becoming an important buying decision. Sponsored by the Ministry of Textiles, the initiative by the AEPC, attempts to educate apparel exporting members about the code of ethics that covers all critical social and environmental concerns like child labour/trafficked labour, freedom of association, health and industrial safety.

During the workshop, a DISHA code of ethics was discussed. The enrolled units underwent an orientation and training programme

based on the code and guidelines prepared on the Common Compliance Code (CCC).

AEPC has a target of enrolling a total of 400 units by the end of this year and 2,000 garment factories by 2017, with a focus on small exporters. The council will help the garment manufacturers comply with the global social standards and norms. DISHA will not only give the opportunity for the industry to negate international claims of presence of child labour/trafficked labour in the garment industry, but will also help improve the overall image of the industry on the global front. After training and impact assessment of all units, necessary certifications will be given.

Publication: The Economic Times

Date: 18.11.2011

Headline: Apparel Exporters to eliminate Child Labour, cleanse supply chain

Page Number: 18

Textile Industry Scheme Spins Bonded-labour Controversy

'Sumangali' scheme in TN allows mill owners to hire young girls on contract for a meagre lump sum stipend

SHRAMANA GANGULY MEHTA
AHMEDABAD

An employment system for girls in Tamil Nadu is threatening to wipe out the country's \$1-billion garment export industry, with several international retailers distancing themselves from supply chains that involve the allegedly exploitative scheme.

India has often drawn flak from welfare organisations for poor vigilance against child and forced labour. In the latest sign that the West is serious about labour issues, multinational retailers, such as GAP, Walmart, C&A, H&M, Primark, Mothercare and Tesco, have instructed their Indian suppliers to stop sourcing raw material from textile mills that employ girls under 'Sumangali'.

The development could have serious ramifications for the domestic apparel industry, which earns 80% of its business from Europe and the US.

"We are aware of a number of new sources that continue to show the existence of child labour and forced labour in Indian garment production. In some cases, labour schemes such as the 'Sumangali' are involved," said Marcia Bugno, director, office of child labour, forced labour and human trafficking in the US Labour Department's Bureau of International Labour Affairs.

Thousands of rural and tribal girls in Tamil Nadu seek employment in the state's textiles industry under 'Sumangali', a Tamil word for 'bride', drawing between \$36,000 and \$56,000 for a three-year work contract. Textile mill owners make a lump sum payment to the parents of the girls at the end of the term, purportedly to help with their marriage expenses.

The scheme, introduced in the state in the mid-1990s, became a big draw for an

Business May Get Hit

Many international retailers distance themselves from supply chains with allegedly exploitative scheme

GAP, Walmart, C&A, H&M, Primark, Mothercare and Tesco, instructed their Indian suppliers to stop sourcing raw material from textile mills that employ girls under 'Sumangali'

The development could have serious ramifications for domestic apparel industry, which earns 80% of its business from Europe and the US

industry that often faces labour shortage.

The lump sum payment and free accommodation feature of the scheme is luring poor families, labour watchdogs allege that it results in girls being trapped for the contract period.

This allegation is backed by Social Awareness and Voluntary Education (SAVE), a non-government organisation in the knitwear hub of Tirupur, 400 km from state capital Chennai.

"Girls are kept captive in hostels, not allowed to make phone calls and their salaries are withheld for three years. They are paid poorly—₹40-60 a day, against the state's minimum wage of ₹184," SAVE director Aloysius said. "They are made to work for 12 hours. In some cases, contracts have been illegally terminated and girls have left empty-handed," he added.

But the industry body says the scheme gives dignity of labour to the otherwise illiterate and poor women.

The Southern India Mills Association (SIMA) says the term 'Sumangali' has been done away with, and that some 120 mills under it are offered an 'apprentice scheme with hostel facility'. "It is misleading to label the scheme as bonded labour. German firm TÜV Rheinland audits our

mills to certify women employment standards," secretary general K. Selvarajusaid. SV Arumugam, chairman of Confederation of Indian Textile Industry, said the system of one-time payment caters to parents' demands that the salary be kept with employers as savings.

Arumugam, who is also the director of Shiva Textiles, a mill employing 400 women under the scheme, said, "You cannot permit the employees to leave the dormitories at 1 am just because the western world perceives this as violation of human rights."

"But we have discontinued payment of lump sum and encourage parents to collect salaries every month," he added.

Taking the cue, exporters in Tirupur have snapped links with mills that have the 'Sumangali' scheme. The town, which earns about ₹12,500 crore every year from European and US buyers, had faced allegations of child labour in 2008.

"Although we know it is not slavery, 27 of our clients including big buyers like Gap, Primark, Walmart, H&M, C&A and Tesco have asked us to discourage the 'Sumangali' scheme in the supply chain," a Tirupur Exporters Association official said.

"We have already asked SIMA and the Tamil Nadu Spinning Mills Association to abolish the scheme and encourage fair employment practices."

Stakeholders say that similar pre-marriage schemes prevail in China, Bangladesh, Vietnam, Indonesia and Thailand.

"The scheme is extremely popular with the workers, but equally unpopular with trade union leaders because they do not get their pound of flesh," a senior industry observer said.

The US says it relies on data from academic literature, reports from the media, international organisations and governments for its Executive Order 13226 List (EOL) and Trafficking Victims Protection Reauthorisation (TVFRA) list.

The Apparel Export Promotion Council (AEPCC) says it is difficult to form a view on 'Sumangali', though reports of unfair practices are worrisome. "While a visit to mills implementing this scheme looks satisfactory in absence of documentation of salaries, it is difficult to ascertain if the wages are on par with minimum wages or low," an AEPCC official said, adding that allegations of girls being thrown out without salaries are worrisome.

Apparel Exporters to Eliminate Child Labour, Cleanse Supply Chain



Auditing, zero tolerance to raise costs by 5% but make Indian garments competitive

By SHRAMANA GANGULY MEHTA
AHMEDABAD

Apparel exporters in India are set to eliminate child labour and cleanse their supply chains, a move that could raise costs by 5% but make Indian garments competitive. The Southern India Mills Association (SIMA) has announced that it will audit its members to ensure compliance with international labour standards. The move comes in response to pressure from international retailers and consumer groups who have accused the industry of using child labour and bonded labour. SIMA, which represents over 120 textile mills in Tamil Nadu, says it will implement a strict 'zero tolerance' policy towards child labour. The association claims that the current 'Sumangali' scheme, which allows mill owners to hire young girls on contract for a lump sum payment, is exploitative and violates international labour laws. SIMA's new audit process will involve regular visits to mills to verify employment practices and ensure that all workers, including women, are paid minimum wages and provided with safe working conditions. The association also plans to invest in skill development programs for women workers to improve their earning potential and reduce their dependence on the textile industry. While the move is seen as a positive step towards ethical sourcing, some industry observers worry that the increased costs of compliance could make Indian garments less competitive in the global market. However, SIMA insists that the long-term benefits of a cleaner supply chain will outweigh the short-term costs.

Publication: Hindustan Times	Date: 06.03.2012
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Publication: The Pioneer
Headline: DISHA Workshop
Date: 02.03.2012
Page Number: 11

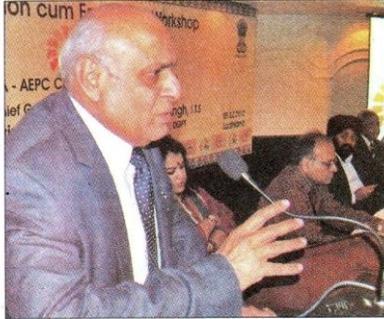
Govt urges SMEs to take advantage of DISHA

PNS ■ NEW DELHI

The textile ministry has urged the small and medium enterprises (SMEs) in the sector to take advantage of the Apparel Export Promotion council's pan India program on Compliance - DISHA (Driving Industry towards Sustainable Human Capital Advancement).

While addressing the media Textiles Secretary Kiran Dhingra said, "This program encourages members to follow better social practices, which will give them a competitive edge in the global market where social compliance is increasingly becoming an important buying decision".

AEPC holds workshop for apparel industry



■ A member of the Apparel Export Promotion Council during the workshop in Ludhiana on Monday.

HT Live Correspondent
ludhivedesk@hindustantimes.com

LUDHIANA: The Apparel Export Promotion Council on Monday conducted an orientation programme on DISHA (Driving Industry towards Sustainable Human Capital Advancement) for exporters in the city.

The programme is meant to guide the apparel industry in meeting their compliance code of ethics for industry, through a set of orientation-cum-enrolment workshops.

The need for effective compliance was felt a few years ago after the US had banned imports from some Indian garment factories, accusing them of employing child labour.

Darshan Singh, joint commissioner, Directorate General of Foreign Trade, Ludhiana was the chief guest on the occasion.

In his inaugural address, he appreciated the AEPC's work

on the DISHA programme and stressed on the need for compliance for this sector.

Ludhiana, with the presence of small and medium enterprises, is an important cluster for the DISHA programme, said Pritam Goel, member, AEPC.

"The participation of the domestic industry will be critical for the success of this programme. With FDI coming into the domestic retail sector, compliance will be critical for domestic manufacturers," he said.

During the workshop, the enrolled units underwent an orientation and training programme based on the code and guidelines prepared on the Common Compliance Code under the programme.

The programme is being funded by the ministry of textiles, with 75% of the project cost being borne by the ministry.

Publication: The Indian Express	Date: 06.03.2012
Headline: Apparel export council holds meet in city	Page Number: 06

Apparel export council holds meet in city

RAAKHI JAGGA
LUDHIANA, MARCH 5

IN ORDER to make exporters aware and also to

make them meet international standards, the Apparel Export Promotion Council (AEPC) has led a nationwide programme on

Compliance — Driving Industry towards Sustainable Human Capital Advancement (DISHA). The programme guides industries in meeting compliance requirements through orientation-cum-enrollment workshops.

This includes providing awareness regarding not to enroll child labour, how to ensure labour safety, health of employees and working hours. AEPC targets to enroll 400 exporters this year and 2000 by 2017, with a focus on small exporters under DISHA and later they will be trained through workshops and seminars. This was revealed at an introductory seminar held in the city today. Darshan Singh, ITS, Joint Commissioner (Ludhiana) Directorate General of Foreign Trade, was the Chief Guest. In his inaugural address, he appreciated the Council's work on the DISHA programme and stressed on the need for compliance for this sector.

Publication: New Indian Express	Date: 23.02.2012
Headline: Textile Sector Pushes for Sustainable Labour Practices	Page Number: 02

Textile Sector Pushes for Sustainable Labour Practices

Express News Service

Bangalore: With a focus on negating international claims that the Indian garment industry functions with the help of child and trafficked labour, the Apparel Export Promotion Council (AEPC) rolled out an industry-led pan-India programme on compliance in the city.

Bangalore, which is one of the most organised apparel clusters and the leading garment manufacturing centres in the country, had various units participating in the one-day workshop.

Inaugurated by Commissioner of Labour S R Umashankar, the event had participants undergoing a train-



Labour Commissioner S R Umashankar (centre), Director of DISHA Lakshmi Bhatia and EC Member Jagadish Hinduja in the orientation-cum-enrolment workshop in Bangalore on Wednesday | Nagesh Polali

ing programme based on the code of ethics.

The programme titled, 'Driving Industry towards Sustainable Human Capital Advancement' (DISHA) would be a first of its kind

public private partnership to be funded by the Ministry of Textiles, with 75 per cent of the project cost coming from the Ministry.

"We need to focus on employee retention and ensure

that their safety is the priority so that they are satisfied. The legislations that are in place are outdated and we need to migrate to a five-day work week. This would ensure that the employee cuts out travel time, cost of travel and living for the day and would ensure better satisfaction because they can spend time with family. The wage system needs to further become more rational," said Jagadish Hinduja, EC member.

Reiterating that the workshop has come at the right time, the Labour Commissioner S R Umashankar said, "There are many challenges ahead. We have a big population that is open for employ-

ment but we need skilled people. Skill would enhance quality. We are now witnessing a knowledge revolution and we need to harness knowledge and human capital in a better way. This programme should help in better leveraging of India's demographic dividend."

He further stated that they have been getting many complaints about the labour class in the textile industry not being properly treated.

"We had visited a few industries and found that mistreatment was common in these places. To address the same I have called for a meeting with all the heads of various industries on Friday," he added.



THE NEW INDIAN EXPRESS AEPC Workshop for Exporters

Express News Service

Thiruppur: The Apparel Export Promotion Council (AEP) has launched an industry-led pan-India programme on 'Driving Industry towards Sustainable Human Capital Advancement' (DISHA) here on Tuesday for the exporters with a view to guide the industries in meeting their compliance requirements.

District Collector M. Manjivani inaugurated the workshop. According to AEP chairman A. Sakthivel, the programme would encourage the members to follow better social practices, which could give them a competitive edge in the global market.

"It is an attempt to educate apparel exporting members on a code of ethics that covers all ethical social and environmental concerns including child labour, trafficked la-

THE PROGRAMME WOULD ENCOURAGE THE MEMBERS TO FOLLOW BETTER SOCIAL PRACTICES, WHICH COULD GIVE THEM A COMPETITIVE EDGE IN THE GLOBAL MARKET

bour, freedom of association, health and industrial safety. The programme will orient the exporters about the code compliance guidelines and industry safety. It will help them to leverage the platform for gaining solutions to their audit requirements. It will also reduce the burden of various exporters, who are facing multiple audit programmes," he added.

According to officials, the AEP has a target of enrolling a total of 400 units by the end of 2012 and 2,000 garment factories by 2017.

New code of conduct to boost garment exports

Jamie Mullick | TNN

New Delhi: Apparel Export Promotion Council (AEPC) and the textiles ministry on Wednesday launched a common code of conduct for the garment industry to encourage members to follow better social and labour practices and counter claims against the labour practices in India.

In the past, Indian exporters

have often had to face protests and restrictions as other countries have raised concerns related to child labour and working conditions in Indian garment and textile units. The industry as well as the government has termed these as non-tariff barriers to restrict imports of Indian products in European and American markets.

"This common compli-

ance code will not only give the opportunity for the industry to negate international claims against child labour promotion in the garment industry, but will also help to improve the image of the industry and win more international businesses," AEPC chairman Premal Udani said at a press conference. Driving Industry Towards Sustainable Human Capital Advancement (Disha)

is a programme that attempts to educate apparel exporting members on code of ethics that covers social and environmental concerns like child labour, health and industrial safety.

The programme will include formation of code of conduct based on international standards. Enrolled units will undergo an orientation and training programme.

Publication: Times of India	Date: 22.12.2011
Headline: New code of conduct to boost garment exports	Page Number: 20

Publication: Statesman	Date: 22.12.2011
Headline: AEPC initiative	Page Number: 07

AEPC initiative

NEW DELHI, 21 DEC: The Apparel Export Promotion Council (AEPC), today announced the launch of DISHA ~ Driving Industry Towards Sustainable Human Capital Advancement~ to encourage better social practices, which will give them a competitive edge in the global market. The initiative, sponsored by ministry of textiles, attempts to educate apparel exporting members on a code of ethics that covers all critical social and environmental concerns like child labour, health and industrial safety. sns

Publication: The Hindu	Date: 21.02.2012
Headline: Workshop	Page Number: 02

Workshop

Apparel Export Promotion Council will organise an orientation and enrolment workshop on DISHA-AEPC Common Compliance Code Scheme on February 21. The programme is to discuss the scope of the DISHA scheme, and compliance-challenges and opportunities for apparel industry.

Publication: New Indian Express	Date: 22.02.2012
Headline: Workshop	Page Number: 02

Workshop

AEPC will a workshop-cum-orientation for the exporters where they will be discussing DISHA (Driving Industry towards Sustainable Human Capital Advancement). In order to reduce the burden of multiple audits and guide the industries in meeting their compliance requirements, the Apparel Export Promotion Council is rolling out an industry friendly plan India programme on Compliance — DISHA. The programme aims at encouraging members to follow better social practices, which will give them a competitive edge in the global market where social compliance is increasingly becoming an important buying decision. This initiative by AEPC attempts to educate apparel exporting members on a code of ethics that covers all critical social and environmental concerns like child labour, health and industrial safety, etc. This programme on DISHA will be held on February 22 from 10.30 am at St Mark Hotel.

Publication: The Hindu	Date: 23.02.2012
Headline: Apparel Export Promotion Council	Page Number: -

Apparel Export Promotion Council:
Inauguration of workshop on 'Common compliance code scheme', Hotel Vijay Park, 2.30 p.m.

Publication: New Indian Express	Date: 23.02.2012
Headline: Apparel Export Promotion Council	Page Number: -

■ **Apparel Export Promotion Council:** Orientation cum enrollment workshop on "DISHA-AEPC Common Compliance Code Scheme", C V Sankar IAS, chief guest, Hotel Vijay Park, Jawaharlal Nehru Salai, Arumbakkam, 2.30 pm.

Weblink	http://timesofindia.indiatimes.com/business/india-business/New-code-of-conduct-to-boost-garment-exports/articleshow/11199024.cms
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New code of conduct to boost garment exports

NEW DELHI: [Apparel Export Promotion Council](#) (AEPC) and the textiles ministry on Wednesday launched a common code of conduct for the garment industry to encourage members to follow better social and labour practices and counter claims against the labour practices in India.

In the past, Indian exporters have often had to face protests and restrictions as other countries have raised concerns related to child labour and working conditions in Indian garment and textile units. The industry as well as the government has termed these as non-tariff barriers to restrict imports of Indian products in European and American markets.

"This common compliance code will not only give the opportunity for the industry to negate international claims against child labour promotion in the garment industry, but will also help to improve the image of the industry and win more international businesses," [AEPC chairman Premal Udani](#) said at a press conference. Driving Industry Towards Sustainable Human Capital Advancement (Disha) is a programme that attempts to educate apparel exporting members on code of ethics that covers social and environmental concerns like child labour, health and industrial safety.

Weblink	http://www.indiaonline.com/Markets/News/AEPC-set-to-launch-DISHA/5290304250
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AEPC set to launch 'DISHA'

India Infoline News Service / 17:47 , Nov 16, 2011

AEPC will also set up due audit and accreditation practices for complete observation of the Code.

The drive will aim at eradicating child labour practices within garment manufacturing industry and promote better safety and health practices Apparel Export Promotion Council (AEPC) is soon set to launch its well-nourished programme 'DISHA' - better known as Driving Industry Towards Sustainable Human Capital Advancement.

Being seen as one of the unique and committed steps towards eradicating child labour employment practices within the garment industry and complying with global standards, this programme will gradually educate apparel exporting members on Common Compliance Code, which they need to adhere in the areas of child labour, health and industrial safety. The programme is considered to be ambitious and significant for the garment industry, which is the second largest employment provider in India employing a huge amount of unskilled and semi-skilled labour.

To be coordinated and monitored in liaison with the Ministry of Textile, this programme will compulsorily seek compliance from garment manufacturers, particularly on child labour. The

programme will encourage members follow better social practices, which will make them globally competent in garment trade. With this programme, AEPC has attempted to align the industry's functioning according to globally accepted social practices; mainly pertaining to labour issues. The programme will initially educate its members on various codes they need to follow, suggest corrective plans for further improvement in the areas of labour, health and industrial safety.

Under the programme, each factory has to undergo rigorous third party audit programmes where international auditing agencies will be involved. Post audits and implementation of corrective suggestions by audit committees, factory owners can have accreditation from international agencies, which will make them competent in international business. This programme will ensure transparent labour, health and safety operations within garment industry. AEPC has kept a target of enrolling about 700 plus garment factories for initial orientation programme.

In recent past, Indian garment industry had garnered a global attention on the issue of child labour. The industry faced a big jolt when the countries like the US had cancelled certain import shipments alleging the Indian garment industry to be the promoter of child labour. Taking a serious note of this, the industry body had put in tremendous efforts to restore the lost confidence of international buyers. 'DISHA' will not only give the opportunity for the industry to negate international claims against child labour promotion in the garment industry, but also help overall imagery of the industry on global front and not the least, to win more international businesses.

Apparel Exporters' Trade Body also to rigorously check labour, health and safety issues within the garment industry - The Common Compliance Code to require garment manufacturers adhere to international norms.

The US allegation of Indian apparel industry promoting or using child labour did not go well with the trade body of apparel manufacturers. Sensitive to the issue, Apparel Export Promotion Council, the apex body of Indian garment exporters, has now decided to set 'no-tolerance' norms to ensure 'zero child labour' within the industry.

Besides the child labour practices, the body will also intend to ensure better safety and health practices within the industry. Being considered as the attempt of awarding more social face to the industry and encourage other industries to follow the suit, AEPC has set up a Common Compliance Code that will ask all its members to follow required norms in the areas of child labour, health and industrial safety.

AEPC will also set up due audit and accreditation practices for complete observation of the Code. It will help the garment manufacturers comply with global social standards and norms of International Labour Organization (ILO) pertaining to child labour and labour related aspects like health and safety. The Code will ensure members understand the risk and extent of child labour, health and safety issues, trafficking, forced labour, exploitation and identify/define possible guidelines and solutions.

Weblink | <http://m.economictimes.com/PDAET/articleshow/10787929.cms>

Apparel exporters to end child labour, cleanse supply

19 Nov, 2011, 0439 hrs IST, Shramana Ganguly Mehta, ET Bureau

AHMEDABAD: Censured for engaging child labour by global apparel brands, the Indian apparel export industry has decided to adopt zero tolerance on child labour and cleanse the supply chain.

The extensive auditing of the supply chain will make garments from India expensive by 5%, but will keep India off trade barriers owing to lack of compliance.

"There is a huge compliance fatigue in the Indian apparel export industry. Although catering to the global brands, apparel suppliers are yet to accept that compliance is an essential management practice. We would now reach out to labour contractors to remove child labour and get the supply chain of the suppliers audited so that the industry is not held ransom by our global buyers due to prevalence of child labour or bonded labour in the supply chain," said Chandrima Chatterjee of the Apparel Export Promotion Council.

AEPC has designed a compliance programme "Disha" (Driving Industry Towards Sustainable Human Capital Advancement) that would be implemented on the \$11 bn industry soon.

Disha will be coordinated and monitored in liaison with the Ministry of Textile. Global apparel buyers like H&M, Adidas, Next were part of the team that went behind consultations while drafting Disha.

Primark, Gap, M&S have had problems with their Indian suppliers in the past when the latter faulted on compliance. US, that gives 30% of business to the industry, blacklisted it for using child and forced labour and even cancelled certain shipments for non-compliance.

International Labour Organisation's Coen Kompier notes that excessive contract labour in North India, wages, freedom of association and supervisory practices are cause of concern. In the supply chain, which is mostly informal, child labour is a problem, especially at home-based work (embroidery), he adds.

Disha, essentially a faith-building exercise, will bring in rigorous third party audit programmes involving international auditing agencies in the supply chain. Post-audits and implementation of suggestions by the audit committees, factory owners can have accreditation from international agencies, which will make them competent in international business.

"Supply chain auditing will take into account the primary facility, sub-contractor, sub-sub-contractors, home-based work in villages and even slums. While small time exporters are believed to incur 5% extra cost due to compliance, it would be 1% for big export houses. The exporters would need to make their management more efficient," Chatterjee adds.

Disha will aid garment exporters understand and comply with global social standards and norms of International Labour Organization (ILO) pertaining to child labour and labour related aspects like

health, safety and also ensure that cases of trafficking, forced labour, exploitation are identified and plugged.

About 700 garment factories will be initially orientated for the programme. Kompier however, adds that auditing of the supply chain alone would not help.

"It has not resulted in major improvements over the past decade," he says adding that multinational buyers need to coordinate their compliance work, and establish linkages with public factory inspection authorities.

Weblink	http://news.in.msn.com/business/article.aspx?cp-documentid=5696704
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AEPC launches "Disha" to educate exporters on social concerns

New Delhi, Dec 21 (PTI) The Apparel Export Promotion Council (AEPC) today launched an initiative, sponsored by Textiles Ministry, aimed at encouraging garments units to adopt better social practices and make their items globally competitive.

The programme -- DISHA -- attempts to educate apparel exporters on a "code of ethics" covering all critical areas of social and environmental concerns like child labour, health and industrial safety. "We are not only looking at increasing our exporting base, but also improving the quality of products as this will give our exporters a competitive edge," Secretary in the Ministry of Textiles Rita Menon said here.

Under the scheme, Rs 2.5 lakhs would be spent per unit, while participants would be required to contribute Rs 25,000 each. The Textiles Ministry has allocated about Rs 6 crore for the first year (2011-12) of the programme, AEPC said.

The programme would continue till the end of the 12th Five-Year Plan (2012-17). In the first year, the scheme would cover 400 units in different parts of the country based on a cluster approach. Menon said some view the increasing requirement of social compliance of the Western markets as non-tariff barriers. With value realisation stagnant, increasing compliance requirements indeed pose a challenge for the manufacturers.

The move comes in the backdrop of the concerns raised by a few western countries like the US regarding usage of child labour in production of garments by some domestic units. The US and the European Union together account for 80 per cent of India's total apparel exports. Urging the industry to view this challenge as an opportunity, Menon said, "India is well placed to emerge as one of the most compliant sourcing destinations amongst the developing nations and this can be built upon as our biggest value proposition."

Under the programme, the units would be encouraged to adopt improved production systems and worker's productivity.

This would be followed by certification to ensure global acceptance of the certified units. The country's apparel exports stood at about USD 11 billion in the 2010-11 fiscal. Further, AEPC Chairman Premal Udani announced "Tex Trends India 2012" exhibition. The three-day fair, which would start start from January 19, would be held at Pragati Maidan. About 600 participants would display a wide range of items like apparel, home furnishing, silk, handlooms and handicrafts during the fair.

The exhibition is expected to witness 1,600 buyers from 160 countries including the US, UK, Japan, Spain and South Africa, the council said.

Weblink	http://www.just-style.com/news/garment-industry-code-of-conduct-launched_id113095.aspx
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INDIA: Garment industry code of conduct launched

India's Apparel Export Promotion Council (AEPC) has launched a new code of conduct for the country's garment industry, in partnership with its Textiles Ministry.

The initiative, known as DISHA - Driving Industry Towards Sustainable Human Capital Advancement - is designed to promote improved social and environmental practices among AEPC members.

It is also designed to meet the concerns of key export destinations, such as the US and the countries of the European Union, who have sometimes criticised Indian companies for their record on child labour, health and safety, and environmental practices.

Textiles Minister Rita Menon said the garment industry should view increasing compliance requirements as an opportunity, rather than a challenge, arguing that improving standards would make India's apparel sector more competitive on the global stage.

The programme will involve a team of experts analysing practices and offering guidance to businesses, and will be open to audit by international agencies.

The five-year initiative includes a Textiles Ministry budget of INR60m (US\$1.1m) for the 2001-12 period.

Weblink	http://www.adgully.com/marketing/apparel-export-promotion-council-to-launch-disha-to-encourage-members-for-better-social-practices.html
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[Apparel Export Promotion Council to launch DISHA; To encourage members for better social practices](http://www.adgully.com/marketing/apparel-export-promotion-council-to-launch-disha-to-encourage-members-for-better-social-practices.html)

Apparel Export Promotion Council - AEPC - an apex body of Indian apparel exporters announced the launch of 'DISHA' - Driving Industry Towards Sustainable Human Capital Advancement.

This programme will encourage members to follow better social practices, which will give them a competitive edge in the global market where social compliance is increasingly becoming an important buying decision. Sponsored by Ministry of Textiles, this initiative by AEPC attempts to educate apparel exporting members on a code of ethics that covers all critical social and environmental concerns like child labour, health and industrial safety, etc.

On this occasion, Smt Rita Menon, IAS, Secretary, Ministry of Textiles, Govt of India commented, "Some view the increasing requirement of social compliance of the western markets as Non Tariff Barriers. With value realization stagnant, increasing compliance requirements indeed pose a challenge for the manufacturers. However, I would urge the industry to view this challenge also as an opportunity. India is well placed to emerge as one of the most compliant sourcing destinations amongst the developing nations and this can be built upon as our biggest value proposition. It is imperative that the garment manufacturers understand the reputational risks associated with non compliance, as also the long term business merits of developing compliant workplaces."

Under the programme, root cause analysis and guidance will be given by a team of experts as part of the capacity building programme. A toolkit will be prepared based on the Common Compliance Code by which the enrolled units will undergo an orientation and training program. Remediation plans will be introduced and after monitoring the improvement, necessary certifications will be given. There will be international agencies that will be empanelled to audit the program.

AEPC has an ambitious target of enrolling a large number of garment factories for the initial orientation programme. The council will help the garment manufacturers comply with the global social standards and norms. 'DISHA' will not only give the opportunity for the industry to negate international claims against child labour promotion in the garment industry, but will also help to improve the overall image of the industry on the global front and not the least, to win more international businesses," added Shri Premal Udani, Chairman, Apparel Export Promotion Council

Weblink	http://export-hub.com/en/news-asia/217-south-central-asia-india/5059-exports-india-aepec-launches-disha-to-educate-exporters-on-social-concerns
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[Exports India: AEPC launches "Disha" to educate exporters on social concerns](#)

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The exhibition is expected to witness 1,600 buyers from 160 countries including the US, UK, Japan, Spain and South Africa, the council said.

Weblink	http://www.fibre2fashion.com/news/apparel-news/newsdetails.aspx?news_id=108336
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DISHA programme for Tirupur garment exporters

Apparel Export Promotion Council is all set to roll out an industry led pan India programme on Compliance - DISHA (Driving Industry towards Sustainable Human Capital Advancement) for the exporters, to guide the industries in meeting their compliance requirements through an orientation cum enrollment workshop.

The programme was inaugurated by Mr. M. Mathivanan, IAS, District Collector, Tirupur in the presence of Dr. A. Sakthivel, Chairman, AEPC; Mr. G. Karthikeyan, General Secretary, TEA; Mr. A. Aloysius, Executive Director- SAVE, Tirupur; other major NGOs, TRADE UNIONS and trade bodies & brands in Tirupur today at the Tirupur Exporters' Association Hall.

This program will encourage members to follow better social practices, which will give them a competitive edge in the global market where social compliance is increasingly becoming an important buying decision. Sponsored by Ministry of Textiles, this initiative by AEPC attempts to educate apparel exporting members on a code of ethics that covers all critical social and environmental concerns like child labour/trafficked labour, freedom of association, health and industrial safety, etc. DISHA programme and the website were launched by the former Secretary, Ministry of Textiles, Smt. Rita Menon in December 2011.

“This educative program will orient exporters about the code compliance guidelines and industry safety and will further help them to leverage this platform by gaining solutions in their audit requirements. It is envisaged that it will eventually reduce the burden of various exporters who are faced with multiple audit programmes. The huge response received from the Tirupur Textile fraternity has prompted AEPC to start the rollout programme from Tirupur itself. I would recommend all garment exporters in India to avail of this programme,” commented Dr. A Sakthivel, Chairman, Apparel Export Promotion Council.

Tirupur is the leading exporting centre of knitted garments and undergarments. It is a well integrated cluster with maximum number of units into garment making followed by knitting, dyeing and bleaching, fabric printing, etc. “AEPC has also suggested in a memorandum submitted to DGFT this month that the apparel units which complete the Common Compliance Scheme of the Ministry of Textile and produce a certificate from implementing agency be entitled for double digit weightage on export made for Grant and Status.” added, Dr. A Sakthivel, Chairman, Apparel Export Promotion Council.

During the workshop, DISHA code of ethics were discussed. The enrolled units underwent an orientation and training program based on the code and guidelines prepared on the Common Compliance Code.

DISHA is the first of its kind public private partnership programme. The programme is being funded by

Weblink	http://www.thehindu.com/todays-paper/tp-national/tp-tamilnadu/article2922033.ece
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Ministry of Textiles, with 75% of the project cost coming from the Ministry. AEPC has a target of enrolling a total of 400 units by the end of this year and 2000 garment factories by 2017, with focus on small exporters. The council will help the garment manufacturers comply with the global social standards and norms.

A global edge with APEC's new compliance code

Following a new common compliance code developed by Apparel Export Promotion Council (APEC) could help textile producers gain a competitive edge in the global market, the APEC has said.

The APEC organised a campaign here on Tuesday to popularise the compliance code, named DISHA (Driving Industry towards Sustainable Human Capital).

DISHA encompasses codes of ethics covering all critical social and environmental concerns such as child labour, freedom of associations and health and industrial safety, among other parameters, Chandrima Chatterjee, director (compliance) of the AEPC, said.

“Compliance under DISHA code means the apparel manufacturers can get a competitive edge in the global market where more and more buyers are looking for social compliances before placing orders,” she said.

According to her, the DISHA has been structured to be an ‘India-centric’ code of compliance that is in accordance with the country’s labour laws. A Sakthivel, Chairman of AEPC, observed that the development of DISHA had reduced the burden on apparel exporters who faced multiple audit programmes. “The AEPC has a target of enrolling a total of 400 units under DISHA by the end of the year and 2,000 units by 2017,” he said.

Weblink	http://www.cottonyarnmarket.net/phpnews_1-3-0/news.php?action=fullnews&showcomments=1&id=9019
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Garment exporters ask US to lift non-tariff barriers

Indian textile exporters has urged the US Department of Labour to drop non-tariff barriers, assuring that the apparel export industry in India does not employ child labour.

The US government has placed restrictions on Indian readymade garment exporters. They have also threatened to increase non-trade barriers. Last week, a team from India, with representatives from Northern India Textile Research Association and Tirupur Exporters Association, held negotiations with the US Labour Department to drop these trade barriers. The industry has by and large managed to eradicate child labour, Mr Amarendra Sahoo, Secretary General, Apparel Export Promotion Council (AEPC) said in Chennai.

AEPC's programme to eradicate child labour, DISHA (Driving Industry towards Sustainable Human Capital Advancement), has helped the garment makers comply with global social standards and norms.

The programme, supported by the Ministry of Textiles, has been vetted by the International Labour Organisation. It will assess practices of export units, identify gaps and offer guidelines to plug those gaps. Annual appraisals, evaluations and certification are also part of the initiative.

DISHA will help exporters map their supply chain and take corrective action if need be. It will also help companies focus on internal systems and put in place internal procedures and processes, said Mr Anil Sahai, who is spearheading the DISHA initiative.

Mr Sahai is the CEO of T-group Solutions, a monitoring and consultancy services company for labour standards and working conditions.

Now AEPC is enrolling registrations from the exporters to be part of DISHA.

Weblink	http://fashionmember.com/blog/?p=6163
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DISHA is the first of its kind public private partnership programme. The programme is being funded by Ministry of Textiles, with 75% of the project cost coming from the Ministry. AEPC has a target of enrolling a total of 400 units by the end of this year and 2000 garment factories by 2017, with focus on small exporters. The council will help the garment manufacturers comply with the global social standards and norms.

Weblink	http://economictimes.indiatimes.com/news/news-by-industry/cons-products/garments/-/textiles/textile-ministry-sends-proposal-to-finance-ministry-for-loan-restructuring/articleshow/12061461.cms
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Textile Ministry sends proposal to Finance Ministry for loan restructuring

The [Textiles Ministry](#) today said it was in talks with the Finance Ministry to restructure Rs 1 lakh crore loans extended to the textiles sector.

"We are talking again to Finance Ministry (to recast textiles loans). It has suggested us that we need to look into the figures a little deeper," Textiles Secretary Kiran Dhingra said here.

The industry has been clamouring for relief from the government on the plea that high interest rates have hit-hard the silk, spinning and power-loom units.

The Secretary was talking to reporters on the sidelines of an [Apparel Export Promotion Council](#) (AEPC) function.

Finance Minister [Pranab Mukherjee](#) is scheduled to present the Union Budget on March 16.

Recently, the Textiles Ministry had consultations with RBI but the central bank had turned down the proposal to recast the loan, mostly from the PSU lenders, stating it would not be "the best international practice".

On the issue of social compliance code for garments manufacturers, Dhingra said, "I request 'Disha' management to take up small units initially and create awareness among them about issues like child labour and wages."

The AEPC has launched an initiative 'DISHA', sponsored by Textiles Ministry, aimed at encouraging apparel units to adopt better social practices and make their items globally competitive.

The programme attempts to educate apparel exporters on a 'code of ethics' covering all critical areas of social and environmental concerns like child labour, health and industrial safety.

The move comes in the backdrop of the concerns raised by a few western countries like the US regarding usage of child labour in production of garments by some domestic units.

Weblink	http://www.fibre2fashion.com/news/textile-news/newsdetails.aspx?news_id=108466
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Indian Textile Ministry submits plan for loan recast

The Ministry of Textiles, Government of India, has submitted its proposal to the Ministry of Finance for restructuring of loans amounting to Rs. 1 trillion, extended mostly by public sector banks to the textile sector.

Speaking on the sidelines of an event organized by Apparel Export Promotion Council (AEPC) in New Delhi, Textiles Secretary Krian Dhingra said that the Ministry is in talks with the Ministry of Finance to recast loans extended to the textile sector. She added that the Finance Ministry is probing further into the figures.

Indian textile industry has been urging for relief from the Government as high interest rates have affected the silk, spinning and powerloom units.

In fact, the textile sector started facing problems from October, 2010 onwards when there was a sudden surge in prices of cotton and cotton yarn. Subsequently, there was a substantial decline in yarn prices from April 2011 onwards owing to poor demand due to debt crisis in the Eurozone and a slowdown in the US economy, which together account for nearly 65 percent of the country's textile exports. These events led to a huge credit crisis in the textile industry.

The Textiles Ministry's submission of proposal gains significance in view of the forthcoming Union Budget, which is scheduled to be presented on March 16, 2012.

Last month, the Textiles Ministry had consultations with the Reserve Bank of India (RBI) for restructuring textile sector loans. However, the central bank had turned down the proposal saying such a step would not be in accordance with "the best international practice".

At the event, AEPC launched a Ministry of Textiles-sponsored initiative 'Disha', which is aimed at encouraging garment manufacturing units to adopt better social practices and to make their products internationally competitive.

The initiative was planned after some western countries like the US raised concerns regarding employment of child labour by some garment making units in India.

Under the 'Disha' programme, apparel exporters will be educated on a 'code of ethics', covering all significant environmental and social concerns such as health, industrial safety and child labour.

The Textiles Secretary requested the 'Disha' management to initially create awareness on issues like child labour and wages to owners of small garment manufacturing units.

Weblink	http://www.ciol.com/SMB/News-Reports/Govts-AEPC-compliance-program-for-SMEs/160760/0/
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Govt's AEPC-compliance program for SMEs

NEW DELHI, INDIA: The textile ministry has urged the small and medium enterprises (SMEs) in the sector to take advantage of the Apparel Export Promotion Council's pan India program on Compliance - DISHA (Driving Industry towards Sustainable Human Capital Advancement).

Inaugurating the program here on Monday, Kiran Dhingra, secretary, Ministry of Textiles said this program will make them more competitive and productive.

"This program encourages members to follow better social practices, which will give them a competitive edge in the global market where social compliance is increasingly becoming an important buying decision," Dhingra said.

She added that the program will guide industry in meeting their compliance requirements through a set of orientation-cum-enrollment workshops.

"I am sure that the larger part of the industry is already compliant...In fact, in this country, the pattern of manufacturer in textile is more decentralized and small. I would request the management of DISHA to give greater attention in getting the smaller units in to their code," she said.

It is essential to make these small units more competitive and productive via this compliance program, Dhingra added.

In an industry which is labour intensive, DISHA will aim to not just enhance productivity but will provide a better working environment to the workers, she added further.

The AEPC also said it is the first of its kind public private partnership program as they have targeted of enrolling a total of 400 units by the end of this year and 2000 garment factories by 2017, with focus on small exporters.

Weblink	http://zeenews.india.com/business/economy/textile-min-sends-proposal-to-finmin-for-loan-restructuring_42950.html
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Textile Min sends proposal to FinMin for loan restructuring

New Delhi: The Textiles Ministry Monday said it was in talks with the Finance Ministry to restructure Rs 1 lakh crore loans extended to the textiles sector.

"We are talking again to Finance Ministry (to recast textiles loans). It has suggested us that we need to look into the figures a little deeper," Textiles Secretary Kiran Dhingra said here.

The industry has been clamouring for relief from the government on the plea that high interest rates have hit-hard the silk, spinning and power-loom units.

The Secretary was talking to reporters on the sidelines of an Apparel Export Promotion Council (AEPC) function.

Finance Minister Pranab Mukherjee is scheduled to present the Union Budget on March 16.

Recently, the Textiles Ministry had consultations with RBI but the central bank had turned down the proposal to recast the loan, mostly from the PSU lenders, stating it would not be "the best international practice".

On the issue of social compliance code for garments manufacturers, Dhingra said, "I request 'Disha' management to take up small units initially and create awareness among them about issues like child labour and wages."

The AEPC has launched an initiative 'DISHA', sponsored by Textiles Ministry, aimed at encouraging apparel units to adopt better social practices and make their items globally competitive.

The programme attempts to educate apparel exporters on a 'code of ethics' covering all critical areas of social and environmental concerns like child labour, health and industrial safety.

The move comes in the backdrop of the concerns raised by a few western countries like the US regarding usage of child labour in production of garments by some domestic units.

Weblink	http://www.indiaonline.com/Markets/News/Orientation-cum-enrollment-workshop-on-DISHA/5360841640
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Orientation cum enrollment workshop on DISHA

This program will encourage members to follow better social practices, which will give them a competitive edge in the global market where social compliance is increasingly becoming an important buying decision.

Apparel Export Promotion Council is all set to roll out an industry led pan India programme on Compliance - DISHA (Driving Industry towards Sustainable Human Capital Advancement) for the exporters, to guide the industries in meeting their compliance requirements through an orientation cum enrollment workshop.

The programme was inaugurated by M. Mathivanan, IAS, District Collector, Tirupur in the presence of Dr. A. Sakthivel, Chairman, AEPC; G. Karthikeyan, General Secretary, TEA; A. Aloysius, Executive Director- SAVE, Tirupur; other major NGOs, TRADE UNIONS and trade bodies & brands in Tirupur today at the Tirupur Exporters' Association Hall.

This program will encourage members to follow better social practices, which will give them a competitive edge in the global market where social compliance is increasingly becoming an important buying decision. Sponsored by Ministry of Textiles, this initiative by AEPC attempts to educate apparel exporting members on a code of ethics that covers all critical social and environmental concerns like child labour/trafficked labour, freedom of association, health and industrial safety, etc. DISHA programme and the website were launched by the former Secretary, Ministry of Textiles, Smt. Rita Menon in December 2011.

“This educative program will orient exporters about the code compliance guidelines and industry safety and will further help them to leverage this platform by gaining solutions in their audit requirements. It is envisaged that it will eventually reduce the burden of various exporters who are faced with multiple audit programmes.

The huge response received from the Tirupur Textile fraternity has prompted AEPC to start the rollout programme from Tirupur itself. I would recommend all garment exporters in India to avail of this programme,” commented Dr. A Sakthivel, Chairman, Apparel Export Promotion Council.

Tirupur is the leading exporting centre of knitted garments and undergarments. It is a well integrated cluster with maximum number of units into garment making followed by knitting, dyeing and bleaching, fabric printing, etc.

“AEPC has also suggested in a memorandum submitted to DGFT this month that the apparel units which complete the Common Compliance Scheme of the Ministry of Textile and produce a certificate from implementing agency be entitled for double digit weightage on export made for Grant and Status.” added, Dr. A Sakthivel, Chairman, Apparel Export Promotion Council.

During the workshop, DISHA code of ethics were discussed. The enrolled units underwent an orientation and

training program based on the code and guidelines prepared on the Common Compliance Code.

DISHA is the first of its kind public private partnership programme. The programme is being funded by Ministry of Textiles, with 75% of the project cost coming from the Ministry. AEPC has a target of enrolling a total of 400 units by the end of this year and 2000 garment factories by 2017, with focus on small exporters. The council will help the garment manufacturers comply with the global social standards and norms.

'DISHA' will not only give the opportunity for the industry to negate international claims of presence of child labour/trafficked labour in the garment industry, but will also help to improve the overall image of the industry on the global front and not the least, to win more international businesses. After training and impact assessment of all the units, necessary certifications will be given.

Two more workshops will be held in Bangalore and Chennai on 22nd and 23rd February, 2012 respectively.

Website- <http://economictimes.indiatimes.com/news/news-by-industry/cons-products/garments/-/textiles/textile-ministry-sends-proposal-to-finance-ministry-for-loan-restructuring/articleshow/12061461.cms>

Textile Ministry sends proposal to Finance Ministry for loan restructuring

NEW DELHI: The [Textiles Ministry](#) today said it was in talks with the Finance Ministry to restructure Rs 1 lakh crore loans extended to the textiles sector.

"We are talking again to Finance Ministry (to recast textiles loans). It has suggested us that we need to look into the figures a little deeper," Textiles Secretary Kiran Dhingra said here.

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The Secretary was talking to reporters on the sidelines of an [Apparel Export Promotion Council \(AEPC\)](#) function.

Finance Minister [Pranab Mukherjee](#) is scheduled to present the Union Budget on March 16.

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Website- <http://www.smetimes.in/smetimes/news/top-stories/2012/Feb/28/smes-to-benefit-from-aepcs-compliance-programme62447.html>

‘SMEs to benefit from AEPC’s compliance programme’

The government on Monday urged the Small and Medium Enterprises (SMEs) in textile industry to take advantage of the Apparel Export Promotion Council’s pan India programme on Compliance - DISHA (Driving Industry towards Sustainable Human Capital Advancement), which will make them more competitive and productive.

Inaugurating the programme in New Delhi on Monday, the Secretary, Ministry of Textiles, Kiran Dhingra said, “This program encourages members to follow better social practices, which will give them a competitive edge in the global market where social compliance is increasingly becoming an important buying decision.”

She added that the programme will guide industry in meeting their compliance requirements through a set of orientation cum enrolment workshops.

“I am sure that the larger part of the industry is already compliant...In fact, in this country, the pattern of manufacturer in textile is more decentralized and small. I would request the management of DISHA to give greater attention in getting the smaller units in to their code,” she said.

It is essential to make these small units more competitive and productive via this compliance programme, Dhingra added.

In an industry which is labour intensive, DISHA will aim to not just enhance productivity but will provide a better working environment to the workers, she added further.

In a similar tone, A Sakthivel, Chairman, Apparel Export Promotion Council also said, “This educative program will orient exporters about the compliance code guidelines and industry safety and will further help them to leverage this platform by gaining solutions in their audit requirements.”

“It is envisaged that it will eventually reduce the burden of various exporters who are faced with multiple auditing. DISHA programme has been successfully incepted in Tirupur, Bengaluru and Chennai,” he said.

“Besides Delhi today, we will have another workshop in Jaipur today too. With the enthusiasm seen among the exporters, we aim to achieve the target of covering 400 units by the end of the financial year. We are also coming up the stakeholder’s forum soon,” Sakthivel added.

AEPC also said it is the first of its kind public private partnership programme as they have targeted of enrolling a total of 400 units by the end of this year and 2000 garment factories by 2017, with focus on small exporters.

The programme is being funded by Ministry of Textiles, with 75% of the project cost coming from the Ministry.

Weblink:	http://www.indianexpress.com/news/apparel-export-council-holds-meet-in-city/920521/
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Apparel export council holds meet in city

In order to make exporters aware and also to make them meet international standards, the Apparel Export Promotion Council (AEPC) has led a nationwide programme on Compliance – Driving Industry towards Sustainable Human Capital Advancement (DISHA). The programme guides industries in meeting compliance requirements through orientation-cum-enrollment workshops.

This includes providing awareness regarding not to enroll child labour, how to ensure labour safety, health of employees and working hours. AEPC targets to enroll 400 exporters this year and 2000 by 2017, with a focus on small exporters under DISHA and later they will be trained through workshops and seminars. This was revealed at an introductory seminar held in the city today. Darshan Singh, ITS, Joint Commissioner (Ludhiana) Directorate General of Foreign Trade, was the Chief Guest. In his inaugural address, he appreciated the Council’s work on the DISHA programme and stressed on the need for compliance for this sector.

Weblink:	http://www.indiainfoline.com/Markets/News/DISHA-Orientation-cum-Enrollment-Workshop/5367568745
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DISHA Orientation cum Enrollment Workshop

Dr. A Sakthivel, Chairman, Apparel Export Promotion Council briefed about the programme and its relevance for the apparel industry.

Apparel Export Promotion Council's industry led pan India programme on Compliance - DISHA (Driving Industry towards Sustainable Human Capital Advancement) for the exporters has paced up. The programme guides industries in meeting their compliance requirements through a set of orientation cum enrollment workshops.

D.P. Pagar, Additional Commissioner of Labour, Govt. of Maharashtra was invited as the Chief Guest and during his inaugural address, he appreciated the council's work on DISHA programme and stressed on the need for compliance for this sector.

Dr. A Sakthivel, Chairman, Apparel Export Promotion Council briefed about the programme and its relevance for the apparel industry. He thanked CMAI for its support to the programme as he felt that the participation of the domestic industry will be critical for the success of this programme. "With FDI coming in the domestic retail sector, compliance will be equally critical for the domestic manufacturers. DISHA is relevant for the domestic industry and I urge the domestic manufacturers to participate in this programme," he added.

"I am happy that AEPC through its DISHA programme has established the Indian apparel industry's proactive and participatory approach to not just compliance but overall strategy for competitiveness, said Ashok G Rajani, Sr.Vice Chairman, AEPC, during the inaugural session.

Amarendra Sahoo, Secretary General, AEPC was also present during the workshop.

This program will encourage members to follow better social practices, which will give them a competitive edge in the global market where social compliance is increasingly becoming an important buying decision. Sponsored by Ministry of Textiles, this initiative by AEPC attempts to educate apparel exporting members on a code of ethics that covers all critical social and environmental concerns like child labour/trafficked labour, freedom of association, health and industrial safety, etc. DISHA programme and the website were launched by the former Secretary, Ministry of Textiles, Smt. Rita Menon in December 2011.

During the workshop, DISHA code of ethics was discussed. The enrolled units underwent an orientation and training program based on the code and guidelines prepared on the Common Compliance Code.

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'DISHA' will not only give the opportunity for the industry to negate international claims of presence of child labour/trafficked labour in the garment industry, but will also help to improve the overall image of the industry on the global front and not the least, to win more international businesses. After training and impact assessment of all the units, necessary certifications will be given.

The program has been conducted in Tirupur, Chennai, Bangalore, Jaipur & Delhi. The workshop in Delhi was inaugurated by Smt. Kiran Dhingra, IAS, Secretary, Ministry of Textiles on 27th February, 2012.

The next workshop will take place in Ludhiana (5th March,2012).

Publication: Economic Times - Gujarati	Date: 18.11.2011
Headline: Apparel Exporters to eliminate Child Labour, cleanse supply chain	Page Number: 02

એપેરલ નિકાસકારો બાળમજૂરી નાબૂદ કરશે

સાધાય ચેઇનમાં વ્યાપક ઓડિટિંગ કરાવશે અને શ્રમ રાંગેના આંતરરાષ્ટ્રીય નિયમોનું પાલન કરાવશે

બ્રમણા ગાંધીભાઈ સમઘડાવઢ

બાલ ઇ. હવે અમે બાલમજૂરી દૂર કરવા માટે લેબર કોન્ટ્રાક્ટરોનો સંપર્ક કરીશું અને સઘાયચેઈન વેઈનનું ઓડિટ કરાવશું જેથી સઘાય ચેઈનમાં બાલમજૂર કરે વેઈયા મજૂરોની હાજરીને કારણે વેઈક ખરીદકારો વાર્તાતીય ઇથેઈનને બાનમાં ના વઈ શકે."

એઈવીસીએ ટ્રાઈવિંગ ઈન્ટરક્ટી ટુવેલ સરટેનેશલ લ્યુન કૅપિટલ એ.ટુ.આનનેઈ "દિશા" નામનો એક કોમ્પાયનલ પ્રોગ્રામ તેયાર કર્યો છે જેનો ટૂંક સમયમાં જ પ્રોગ્રામ કોલરના ઉભોળ પર અમલ કરવામાં આવશે. કિશાનું સંકલન અને મોનિટરિંગ કાપક મંડાલય દ્વારા થશે. એચ એન એમ, અડિસલ, નેક્સ્ટ જેવા વેઈક એપેરલ ખરીદકારો દિશા તેયાર કરનાર ટીમનો ભાગ હતા.

વાર્તાતીય સઘાયચેઈન જેવારે નિયમપ્રાથમમાં ઊભા ઊભાયાં હતાં ત્યારે ખરીદકારો, વેપ. એમ એન એસને વાર્તાતીય સઘાયચેઈન સામે સમસ્યા ઊભી વઈ હતી. વાર્તાતીય ૩૦ ટકા એપેરલ નિકાસ અમેરિકામાં થાય છે, અમેરિકાએ બાલકો

કડક પગલાં



અમેરિકાએ વાર્તાતીય એપેરલ
(ઇથેઈનમાં બાલકો) અને બાલમજૂરીનો સંપર્ક કરીશું અને સઘાયચેઈન વેઈનનું ઓડિટ કરાવશું જેથી સઘાય ચેઈનમાં બાલમજૂર કરે વેઈયા મજૂરોની હાજરીને કારણે વેઈક ખરીદકારો વાર્તાતીય ઇથેઈનને બાનમાં ના વઈ શકે."

સામેલ કરવામાં આવશે. ઓડિટિંગ માટે અને ઓડિટ કમિટીના સૂચનના અમલ દ્વારા ફેક્ટરી માલિકો ઈન્ટરનેશનલ એજન્સીઓ પાસેથી એઈડિટિંગ મેગ્સી શકશે જે તેમને આંતરરાષ્ટ્રીય કારોબારમાં સઘાય બનાવશે.

વેટરન ઇમેરે છે કે, "સઘાય ચેઈન ઓડિટિંગમાં પ્રાથમિક સુવિધાઓ, સબ-કોન્ટ્રાક્ટર, સબ-સબ-કોન્ટ્રાક્ટરો, ગામડાં અને ગુપ્તપટ્ટીઓમાં વેચેલી થતાં કામ વરે બાલકોને ધ્યાનમાં લેવામાં આવશે. કોઈ કામ નાના નિકાસકારને નિયમ પાલન

કોનેન કોમ્પાયર નોરે છે કે ઉપર વાર્તાતમાં વધુ પડતા કોન્ટ્રાક્ટ લેબર, વેતન, અસુવિચારશીલતા અવલભતા અને સુપરવાઈઝરી પ્રેક્ટિસે વિતા ઊભી કરી છે. એટલા બધે અનોખાકારિક એવી સઘાય ચેઈનમાં બાલમજૂરી એક સમસ્યા છે તેમાં પણ માસ કરીને પરે થેતીને થતા કામમાં (એજોઈલી કામમાં).

દિશા મુખ્યત્વે વિધાય સંપાદન ક્વાલિટ છે, તે કડક થઈ પાઈ ઓડિટ પ્રોગ્રામ લાવશે જેમાં ઈન્ટરનેશનલ ઓડિટિંગ એજન્સીઓને સામેલ કરવામાં આવશે. ઓડિટિંગ માટે અને ઓડિટ કમિટીના સૂચનના અમલ દ્વારા ફેક્ટરી માલિકો ઈન્ટરનેશનલ એજન્સીઓ પાસેથી એઈડિટિંગ મેગ્સી શકશે જે તેમને આંતરરાષ્ટ્રીય કારોબારમાં સઘાય બનાવશે.

વેટરન ઇમેરે છે કે, "સઘાય ચેઈન ઓડિટિંગમાં પ્રાથમિક સુવિધાઓ, સબ-કોન્ટ્રાક્ટર, સબ-સબ-કોન્ટ્રાક્ટરો, ગામડાં અને ગુપ્તપટ્ટીઓમાં વેચેલી થતાં કામ વરે બાલકોને ધ્યાનમાં લેવામાં આવશે. કોઈ કામ નાના નિકાસકારને નિયમ પાલન

કરશે વધારાનો પ ટકા ખર્ચ કરવો પડશે જે મોટા નિકાસ જુઓ કરતાં એક ટકા વધુ થશે. તેનો અર્થ તે થયો કે નિકાસકારોએ તેમના મેનેજમેન્ટને વધુ કાંબંધ બનાવવું પડશે."

દિશા ગાર્મેન્ટ નિકાસકારોને બાલમજૂરી અને આરોગ્ય, સલામતી જેવા મજૂરને લગતાં પાસાં બાબતે ઈન્ટરનેશનલ લેબર ઓર્ગેનાઈઝેશન (આઈએલઓ)ના વૈશ્વિક સામાજિક માપદંડો અને નિયમો સમજવા અને તેનું પાલન કરવામાં મદદ કરશે અને ટ્રાઈકિંગ, બાલમજૂરીપૂર્વક મજૂરી, શોષણના કિસ્સા ઓલખાય અને તે અટકે તે સુનિશ્ચિત કરશે. યરૂઆતમાં ૭૦૦ ગાર્મેન્ટ ફેક્ટરીઓ તેમાં જોડાશે.

જોકે, કોમ્પાયર ઇમેરે છે કે, એકલા સઘાય ચેઈનના ઓડિટિંગથી મદદ નહીં મળે. તેઓ જણાવે છે કે, "છેલ્લા એક ઘણાકામાં તેનાથી કોઈ મોટો સુધારો થયો નથી. બહુરાષ્ટ્રીય ખરીદકારોએ તેમનું અનુભવાન કામ સંકલિત કરવું જોઈએ અને જાહેર ફેક્ટરી ઈન્સ્પેક્શન ઓથોરિટી સાથે સંબંધ ઊભા કરવો જોઈએ."

Headline: Apparel Exporters to eliminate Child Labour, cleanse supply chain	Page Number: 02
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ઈડીપીસી ગારમેન્ટ ફેક્ટરીમધ્યે રાબવિનાર 'દિશા' પ્રકલ્પ

બાલકામગારમુક્ત આણિ કામગારાંચા સુરક્ષિતતેસાટી

મુંબઈ : અપુ પ્રકાશ, કોવટ વાતાવરણ આણિ મોટચાંબરીબરચ કામગાંલા જુવેલેલી લહાન મુલ, હે ગારમેન્ટ ફેક્ટરીમધ્યે સર્વસાધારણપણે દિસગારે વાતાવરણ. માત્ર, હી પરિસ્થિતી બદલણ્યાસાટી ઈડીપીસી (અર્પલ એક્સપોર્ટ પ્રમોશન કાઉન્સિલ) યાંની પુઠાકાર ઘેતલા અસૂ ગારમેન્ટ ફેક્ટરી યા બાલકામગારમુક્ત આણિ આરોગ્યદાયી વાતાવરણ નિર્માણ વ્હાવે યાસાટી 'દિશા' પ્રકલ્પ દેશખરાતીલ ૭૦૦ હૂન અધિક ગારમેન્ટ ફેક્ટરીમધ્યે રાબવલા જાગાર આહે.

ખારતામધ્યે દુસરી મોઠચા પ્રમાણાવર રોજનાર દેગારી મ્હૂનૂ ગારમેન્ટ ફેક્ટરીકહે પારિલે જાતે. કુશલ વ અકુશલ કામગાર મોઠચા સંછયેને ગારમેન્ટ ફેક્ટરીમધ્યે કામ કરતાત. યા ફેક્ટરીમધ્યે બાલકામગારમુક્ત ત્યાચપ્રમાણે કામગારાંના સુરક્ષિત આણિ આરોગ્યદાયક વાતાવરણ ફેક્ટરીમધ્યે મિલાવે યાસાટી 'દિશા' પ્રકલ્પ રાબવલા જાગાર આહે. ગારમેન્ટ ફેક્ટરીમધ્યે કામ કરનારે વિગનકર-કામગાર યાંના આરોગ્યવિધયક સવયાંચે પ્રશિક્ષણ, ફેક્ટરીમધીલ આરોગ્યદાયી વાતાવરણ તસેચ ગુણવત્તેચ્ચા સંદર્ભાત

સૂચના કેલ્યા જાગાર આહેત. યા પ્રકલ્પાંતર્ગત આંતરરાષ્ટ્રીય ઓડિટીંગ એજન્સી યા ફેક્ટરીમધ્યે હોનાચ્યા સુધારણા, કામ, માલાચી ગુણવત્તા, કામગારાંચે આરોગ્ય, બાલકામગાર યાબાવત ઓડિટીંગ કરનાર આહે. ત્યાંનંતર આંતરરાષ્ટ્રીય ઓડિટીંગ એજન્સીચ્યા કમિટીને સુચવલેલ્યા ડાયવર્સ ફેક્ટરી માલકાંના વિચાર કરૂન તે અમલલાત આગાવે લાગનાર આહેત. આંતરરાષ્ટ્રીય બાજારામધ્યે વ્યવસાય વાઘીસાટી હે અત્યંત ડપ્યુક્ટ ઠરનાર અસૂ ગારમેન્ટચા ડર્જા ડેવાબૂન ત્યાંચી નિયાંત-કશી કેલેરી જાઈલ યાબાવત ઈડીપીસીચ્યા ડાયવેક્ટર ચંદ્રમા ચંટર્જી યાંની સાંગિતલે. આંતરરાષ્ટ્રીય બાજારાપેટેમધ્યે ખારત દેશ બાલ કામગારાલા પ્રોત્સાહન દેતો અશા પ્રકારચે મત ગેલ્યા કાઠી કાઢાત તયાર શાલે હોતે. ત્યામુઢે યૂસમઢૂન અનેક ઓર્ડર રદ શાલ્યા. ત્યાંચા ગારમેન્ટ ઈંડસ્ટ્રીલા મોઠચા પ્રમાણાવર ફટકા બસલા. દિશા પ્રકલ્પામુઢે ગારમેન્ટ ફેક્ટરીમધીલ બાલ કામગારી દૂર હોઈલ. ત્યાચપ્રમાણે આંતરરાષ્ટ્રીય પાતઢીવર ખારતાચી પ્રતિમા બદલણ્યાસહી મલત હોઈલ, અસા વિસ્વાસ ચંટર્જી યાંની વ્યક્ત કેલે.

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Headline: Textile sector pushes for sustainable labour practices	Page Number: 07

మానవ వనరుల నాణ్యతను పెంచుకోవాల్సిందే...



సదస్సులో పాల్గొన్న లేబర్ కమిషనర్ ఎస్.ఆర్.ఉమాశంకర్, తదితరులు

చిన్నకూరు, ఫిబ్రవరి 22 (ఆన్లైన్ ప్రతినిధి) : జాతీయ పరిశ్రమలో మానవ వనరుల నాణ్యతను గణనీయంగా పెంచుకోవాల్సిన అవసరం ఉందని

నగరంలో బుధవారం ఆపెల్ ఎక్స్ పోర్ట్ ప్రమోషన్ క్యాంప్ (అపెక్) ఆధ్వర్యంలో జరిగిన వర్క్ షాప్ పిలుపు నిర్మించి, ఈ వర్క్ షాప్ కార్యక్రమం కమిషనర్ ఎస్.ఆర్.ఉమాశంకర్ లాంఛనంగా ప్రారంభించారు. జాతీయ రంగంలో మనదేశం ప్రపంచవ్యాప్తంగా పలు దేశాల దృష్టిని ఆకర్షిస్తోంది

ని ఈ దిశలో దేశ కార్యక్రమం ద్వారా నాణ్యతను, ఉత్పత్తి అవసరమైన అనుకూల వాతావరణాన్ని పెంచుకోవాల్సిన అవసరం ఉందన్నారు. డ్రైటింగ్ టువార్డ్స్ సస్టైనబుల్ హ్యూమన్ కేపిటల్ ఆఫ్ ఇండియా (డి4) అనే అంశంపైనే ప్రధానంగా వక్రం ప్రసంగించారు. అనేక మార్గదర్శక సూత్రాలను ప్రతిపాదించారు. కార్యకర్తల సంబంధించిన సమస్యల కారణంగా ఉత్పత్తులపై ప్రభావం వదలడని అదే విధంగా మానవ వనరులను మరింత దీటుగా పూర్తి స్థాయిలో వినియోగించుకోవాల్సిన అవసరం ఉందని అపెక్ అధ్యక్షుడు డైరెక్టర్ బాలాజీ సూచించారు. 2017 నాటికి మరో 400 యూనిట్లను, 2వేల గార్మెంట్స్ ప్యాంప్లలో అపెక్ పరిధిలోకి తెచ్చేందుకు కృషి చేస్తున్నట్లు చెప్పారు. 1978లో ఏర్పాటైన తమ సంస్థకు దేశ వ్యాప్తంగా 40

కార్యాలయాలు ఉన్నాయని 8 వేల చిన్న మధ్య తరహా, బాధి జాతి ఎగుమతి సంస్థలు క్యాంప్ లో సభ్యులుగా ఉన్నాయన్నారు. ఈ వర్క్ షాప్ లో సంస్థ సెక్రటరీ జనరల్ డాక్టర్ అమరేంద్ర సోమ, గౌరవ చాన్ ఎక్స్ పోర్ట్ డివిజన్ డైరెక్టర్ జగదీశ్ హిందూజా తదితరులు పాల్గొన్నారు.



ప్రసంగిస్తున్న అపెక్ అధ్యక్షుడు డైరెక్టర్ బాలాజీ

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परिधान निर्यातकों की कार्यशाला

जयपुर . एपेरल एक्सपोर्ट प्रमोशन काउंसिल के दिशा कार्यक्रम के तहत सोमवार को यहां राज्य के परिधान निर्यातकों के लिए आमुखीकरण कार्यशाला हुई। कार्यशाला में प्रशिक्षकों ने औद्योगिक इकाइयों के सामाजिक, पर्यावरणीय सरोकारों की जानकारी दी। रीको के प्रबंध निदेशक राजेन्द्र भानावत, काउंसिल के अध्यक्ष डॉ. ए शक्तिवेल ने भी कार्यक्रम को सम्बोधित किया। इस तरह की कार्यशालाएं दो मार्च को मुम्बई और 5 मार्च को लुधियाना में भी आयोजित की जाएंगी।

इकाइयों को अभिप्रेरणा व प्रशिक्षण कार्यक्रम से कराया रू-ब-रू

जयपुर, (कासं): दिशा और एईपीसी की ओर से सोमवार को टोंक रोड स्थित एक होटल में दिशा ओरिएंटेशन कम एनरोलमेंट वर्कशॉप हुई। वर्कशॉप का मकसद लोगों को बेहतर सामाजिक तरीके अपनाने के लिए प्रोत्साहित करने के साथ-साथ उन्हें वैश्विक बाजार में प्रतिस्पर्धी उत्कृष्टता दिलाना है। वस्त्र मंत्रालय की ओर से आयोजित एईपीसी के इस वर्कशॉप में परिधान निर्यातक सदस्यों को एक आचार संहिता से परिचित कराया गया। वर्कशॉप में बालश्रम, तस्करी आधारित श्रम, संगठित होने की स्वतंत्रता, स्वास्थ्य व औद्योगिक सुरक्षा जैसे महत्वपूर्ण सामाजिक और पर्यावरणीय सरोकार विषयक चर्चा की गई। इस दौरान दिशा आचार संहिता पर भी चर्चा हुई। नामांकित इकाइयों को कॉमन काम्प्लायंस कोड पर तैयार संहिता और दिशा-निर्देशों के आधार पर अभिप्रेरण और प्रशिक्षण कार्यक्रम से रू-ब-रू कराया गया। आरआईआईसीओ के प्रबंध निदेशक राजेन्द्र भानावत ने दिशा कार्यक्रम पर परिषद के कार्य की सराहना की और इस सेक्टर में अनुपालना की आवश्यकता पर जोर दिया। एपेरल एक्सपोर्ट प्रमोशन काउंसिल के चेयरमैन डॉ. ए. शक्तिवेल ने परिधान उद्योग के लिए इसकी प्रासंगिकता की जानकारी दी। इस मौके पर गारमेंट एक्सपोर्ट्स एसोसिएशन ऑफ राजस्थान के प्रेसिडेंट राजाराम कंडोई, एईपीसी के वाइस चेयरमैन एच.के.एल. मागू भी मौजूद थे।

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Headline: Workshop organized to promote exports	Page Number: 02

Publication: Rajasthan Patrika	Date: 28.02.2012
Headline: Orientation cum workshop on DISHA	Page Number: 08

दिशा ओरिएंटेशन कम एनरोलमेन्ट वर्कशॉप

दिशा ड्राइविंग इंडस्ट्री टुवाइस सस्टेनेबल ह्यूमन कैपिटल एडवांसमेंट



जयपुर, 27 फरवरी (कास)। निर्यातकों के लिए एपैरल एक्सपोर्ट प्रमोशन कार्डसिल के देशव्यापी अग्रणी कार्यक्रम दिशा (ड्राइविंग इंडस्ट्री टुवाइस सस्टेनेबल ह्यूमन कैपिटल एडवांसमेंट) ने गति पकड़ ली है। यह कार्यक्रम को सफलता के लिए और इस सेंटर में अनुपालना को आवश्यकता पर जोर दिया।

डा. ए. शक्तिवेल, चेयरमैन एपैरल एक्सपोर्ट प्रमोशन कार्डसिल ने कार्यक्रम के विषय में तथा को प्रोत्साहित करने के लिए है, जिससे उन्हें वैश्विक बाजार में प्रतिस्पर्धी उत्कृष्टता प्राप्त होगी, जहाँ कि सामाजिक अनुपालना, एक महत्वपूर्ण खरीददारी संबंधी निर्णय बनता जा रहा है। वरन् मंगलवत द्वारा प्रायोजित एईपीसी का यह कार्यक्रम परिधान निर्यातक सदस्यों को एक आधार संहिता से परिचित करता है जिसमें सभी महत्वपूर्ण सामाजिक और पर्यावरणीय सरोकार सम्मिलित हैं, जैसे कि बाल श्रम, तस्करी आधारित श्रम, संगठित होने की स्वतंत्रता, स्वास्थ्य एवं औद्योगिक सुरक्षा इत्यादि। दिशा कार्यक्रम और इसकी वेबसाइट को दिसम्बर 2011 में तत्कालीन सचिव वरन् मंगलवत श्रीमती रीता मेनन द्वारा लांच किया गया था।

कार्यशाळा के दौरान दिशा आवार संहिता पर चर्चा की गई। नामांकित इकाइयों को कॉमन कामन्वार्स कोड पर तैयार संहिता और दिशा निर्देशों के आधार पर अधिप्रेरण और प्रशिक्षण कार्यक्रम से परिचित कराया गया।

दिशा, सार्वजनिक निजी साझेदारी पर आधारित अपने प्रकार का पहला कार्यक्रम है। इस कार्यक्रम का वित्तपोषण वरन् मंगलवत द्वारा किया जा रहा है, जो परियोजना लागत का 75 फीसदी प्रदान करता है। छोटे निर्यातकों पर फोकस करते हुए इस वर्ष के अंत तक कुल 400 इकाइयों तथा 2017 तक 2000 परिधान फैक्ट्रियों को नामांकित करना एईपीसी का लक्ष्य है। परिषद परिधान निर्माताओं को मदद वैश्विक सामाजिक मानकों और नियमों को अनुपालना में करेगी। दिशा न केवल परिधान उद्योग बालश्रम, तस्करी आधारित श्रम की उपस्थिति के अंतर्राष्ट्रीय समुदाय के दावे को खारिज करने में उद्योग को मदद करेगा बल्कि वैश्विक मंच पर इस उद्योग को छवि निखारने तथा अधिकाधिक अंतर्राष्ट्रीय कारोबार प्राप्त करने में भी सहायक होगा। सभी इकाइयों के प्रशिक्षण और प्रभाव मूल्यांकन के के बाद प्रमाणपत्र दिए जाएंगे।

डा. ए. शक्तिवेल, चेयरमैन एपैरल एक्सपोर्ट प्रमोशन कार्डसिल ने इस संबंध में अपनी प्रतिक्रिया व्यक्त करते हुए कहा कि यह शैक्षणिक कार्यक्रम संहिता दिशा निर्देश तथा औद्योगिक सुरक्षा मानकों को अनुपालना हेतु निर्यातकों को अधिप्रेरित करेगा और उनकी अकेला अपेक्षाओं में समाधान प्राप्ति द्वारा इस प्लेटफार्म का लाभ उठाने में भी उनकी सहायता करेगा। यह सोचा गया है कि इससे विभिन्न निर्यातकों का लाभ उठाने में भी उनकी सहायता करेगा। यह सोचा गया है कि इससे विभिन्न निर्यातकों के लिए बौद्धिक काम किया जा सकेगा, जिन्हें बहुत अकेला कराने पड़ें हैं।

अधिप्रेरण यह नामांकन कार्यशाळाओं के माध्यम से उद्योगों को अनुपालना अपेक्षाएं पूर्ण करने में उनका निर्देश करता है।

रविन्द्र भानवत आईएएस प्रबंध निदेशक आरआरआईसीओ को मुख्य अतिथि के रूप में आमंत्रित किया गया और अपने उद्घाटन भाषण में उन्होंने दिशा कार्यक्रम पर परिषद के कार्य परिधान उद्योग हेतु इसकी प्रसंगिता के विषय में में सशिव जानकारी दी।

राजा राम कंडोई प्रेसिडेंट गारमेंट एक्सपोर्ट्स एसोसिएशन आर राजस्थान तथा एचकेएल मांगू बाहुस चेयरमैन एईपीसी भी कार्यशाळा के दौरान उपस्थित थे।

यह कार्यक्रम लोगों को बेहतर तरीके अपनाने

Publication: Rajasthan Patrika	Date: 25.02.2012
Headline: Pre-Budget memorandum by AEPC	Page Number: 19

एईपीसी ने दिया ज्ञापन

नई दिल्ली . भारतीय परिधान निर्यातकों की बढ़ती समस्याओं के लिए परिधान निर्यात संवर्धन परिषद (एईपीसी) ने वित्त मंत्री को डायरेक्ट टैक्स फ्रंट और इन डायरेक्ट टैक्स फ्रंट में कुछ बदलाव के लिए ज्ञापन दिया। ज्ञापन में परिधान उद्योग की समस्याओं व सुझाव के बारे में अवगत कराया गया।

Publication: Amar Ujala	Date: 06.03.2012
Headline: Guidelines for exporters	Page Number: 04

निर्यातकों को समझाई बारीकियां सेमिनार में दिशा स्कीम के फायदे गिनवाए

● अमर उजाला ब्यूरो

लुधियाना। अप्रैल एक्सपोर्ट प्रमोशन कार्डसिल (एईपीसी) की ओर से सोमवार को स्थानीय होटल में दिशा (ड्राइविंग इंडस्ट्री टुअडर्स सस्टेनेबल ह्यूमन कैपिटल एडवांसमेंट) स्कीम पर सेमिनार आयोजित किया गया। इसमें डायरेक्टर जनरल फारेन ट्रेड (डीजीएफटी) विभाग में ज्वाइंट कमिश्नर दर्शन सिंह मुख्य अतिथि के तौर पर उपस्थित थे। उन्होंने कहा कि इस स्कीम का छोटे निर्यातकों को लाभ होगा।

दिशा में बाल श्रम से परहेज करने, श्रमिकों को सेफ्टी, सेहत, काम करने की आजादी समेत कई पहलुओं पर फोकस किया गया है। इसके जरिए औद्योगिक इकाइयों में श्रमिकों को बेहतर माहौल देने का प्रयास किया गया है। उन्होंने निर्यातकों से अपील की कि सभी को दिशा में अपनी रजिस्ट्रेशन करा कर इसके नॉर्म्स के मुताबिक काम



लुधियाना में एईपीसी की ओर से आयोजित सेमिनार को संबोधित करते वक्ता।

करना चाहिए। एईपीसी के रीजनल चेयरमैन एचकेएल मागू ने दिशा की बारीकियों से निर्यातकों को अवगत कराया। उन्होंने कहा कि इसमें रजिस्टर यूनिट के लिए विशेष ट्रेनिंग एवं ओरिएंटेशन के कार्यक्रम तैयार किए गए हैं।

कार्डसिल ने इस साल के अंत

तक 400 इकाइयों को इसमें रजिस्टर करने का लक्ष्य रखा है, जबकि 2017 तक दो हजार गारमेंट इकाइयों को शामिल किया जाएगा। इस अवसर पर प्रीतम गोयल, अनिल सहाय, एसके जैन, सुखचैन सिंह, अमरेंद्र साहू समेत कई उद्यमी मौजूद रहे।

Publication: Dainik Sawera	Date: 06.03.2012
Headline: Apparel sector exporters urged to join DISHA programme	Page Number: 03

उद्योग को नई दिशा देने के लिए 'दिशा' की शुरुआत

लुधियाना, 5 मार्च (महिन्द्रा): अपैरल एक्सपोर्ट प्रमोशन कौंसिल की ओर से निर्यातकों और उद्योग को सही दिशा देने के लिए एक नया कार्यक्रम दिशा (डिजाइनिंग इंडस्ट्री टूवर्ड सस्टेनेबल ह्यूमन कैपिटल एडवांसमेंट) शुरू किया गया है। इस कार्यक्रम के बारे में उद्योगपतियों एवं निर्यातकों को जागरूक करने के लिए एक सैमीनार का आयोजन किया गया।

जहाँ निर्यात के दर्जनों बड़े घरानों के प्रतिनिधियों को इस संबंधी जानकारी दी गई कि किस तरह श्रम कानून तथा उद्योग परिसर में श्रमिकों की सुविधा हेतु क्या-क्या प्रावधान रखे जाएं ताकि लेबर की क्षमता को उचित ढंग से प्रयोग रके सही उत्पादन किया जा सके। समारोह में मुख्यातिथि संयुक्त आयुक्त दर्शन सिंह ने कहा कि इस दिशा कार्यक्रम में जो भी औद्योगिक घराने शामिल हुए हैं उसका 75



कार्यक्रम के दौरान मंच उपस्थित गणमान्य लोग।

प्रतिशत खर्च कपड़ा मंत्रालय द्वारा किया जाएगा। इस अवसर पर बताया गया कि इस कार्यक्रम का उद्देश्य औद्योगिक घरानों एवं निर्यातकों को महंगे दर पर सलाहकार नियुक्त करने से रोक कर ऐसे कार्यक्रम में सभी प्रावधानों बारे जानकारी देना है।

समारोह में अपैरल एक्सपोर्ट प्रमोशन कौंसिल के वाइस चेयरमैन (उत्तरी) एच.के. एल. मागो ने कहा कि इस वर्ष कौंसिल द्वारा ऐसे कार्यक्रम आयोजित करके 400 औद्योगिक घरानों को जोड़ने का लक्ष्य रखा है।

Publication: Pahredar

Date: 06.03.2012

ਦਿਸ਼ਾ ਔਰੀਅਨਟੇਸ਼ਨ - ਕਮ- ਅਨਰੋਲਮੈਂਟ ਵਰਕਸ਼ਾਪ ਦਾ ਆਯੋਜਨ

Headline: DISHA orientation cum enrollment

Page Number: 05

workshop organized

ਲੁਧਿਆਣਾ (ਜਤਿੰਦਰਪਾਲ ਸਿੰਘ): ਨਿਰਯਾਤਕਾਰਾਂ ਲਈ ਅਪੈਰਲ ਐਸਪੋਰਟ ਪ੍ਰੋਮੋਸ਼ਨ ਕੌਂਸਲ ਦੇ ਰਾਸ਼ਟਰ ਪੱਧਰੀ ਮੋਹਰੀ ਪ੍ਰੋਗਰਾਮ ਦਿਸ਼ਾ ਨੇ ਗਤੀ ਫੜ ਲਈ ਹੈ। ਇਸੇ ਲੜੀ ਨੂੰ ਅੱਗੇ ਤੋਰ 'ਤੇ ਉਦਯੋਗਾਂ ਦੀ ਕਮਜ਼ੋਰੀਆਂ ਨੂੰ ਖਤਮ ਕਰਨ ਅਧੀਨ ਦਿਸ਼ਾ ਔਰੀਅਨਟੇਸ਼ਨ ਕਮ- ਅਨਰੋਲਮੈਂਟ ਵਰਕਸ਼ਾਪ ਦਾ ਆਯੋਜਨ ਕੀਤਾ ਗਿਆ ਜਿਸ ਵਿੱਚ ਸ਼੍ਰੀ ਐਸ ਦਰਸ਼ਨ ਸਿੰਘ ਐਸ. ਟੀ. ਐਸ. ਜੁਆਇੰਟ ਕਮਿਸ਼ਨਰ ਡੀ. ਜੇ. ਐਫ. ਟੀ. ਲੁਧਿਆਣਾ ਉਚੇਚੇ ਤੌਰ ਤੇ ਸ਼ਾਮਲ ਹੋਏ ਜਿਨ੍ਹਾਂ ਨੇ ਦਿਸ਼ਾ ਪ੍ਰੋਗਰਾਮ ਤੇ ਪਰਿਸ਼ਦ ਦੇ ਕੰਮਾਂ ਦੀ ਸ਼ਲਾਘਾ ਕੀਤੀ



ਅਤੇ ਇਸ ਸੇਕਟਰ ਵਿੱਚ ਜ਼ਰੂਰਤਾਂ ਵੱਲ ਜ਼ੋਰ ਦਿੱਤਾ। ਪ੍ਰੀਤਮ ਗੋਇਲ ਨੇ ਕਿਹਾ ਕਿ ਘਰੇਲੂ ਉਦਯੋਗ ਦੀ ਭਾਰੋਦਾਰੀ ਇਸ ਪ੍ਰੋਗਰਾਮ ਦੀ ਸਫਲਤਾ ਲਈ ਅਹਿਮ ਹੈ।

ਵਿਦੇਸ਼ੀ ਨਿਵੇਸ਼ 'ਤੇ ਘਰੇਲੂ ਫੁਟਕਲ ਖੇਤਰ ਵਿੱਚ ਆਗਮਨ ਦੇ ਨਾਲ ਘਰੇਲੂ ਉਤਪਾਦਕਾਂ ਲਈ ਇਹ ਪ੍ਰੋਗਰਾਮ ਸਮਾਨ ਰੂਪ ਵਿੱਚ ਮਹੱਤਵਪੂਰਨ ਹੋਵੇਗਾ।

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ਦਿਸ਼ਾ ਔਰੀਅਨਟੇਸ਼ਨ - ਕਮ- ਅਨੌਰਲਮੈਂਟ ਵਰਕਸ਼ਾਪ ਦਾ ਆਯੋਜਨ

ਲੁਧਿਆਣਾ, 5 ਮਾਰਚ (ਜਤਿੰਦਰਪਾਲ ਸਿੰਘ): ਨਿਰਯਾਤਕਾਰਾਂ ਲਈ ਅਪੋਰਲ ਐਸਪੋਰਟ ਪ੍ਰੋਮੋਸ਼ਨ ਕੌਂਸਲ ਦੇ ਰਾਸ਼ਟਰ ਪੱਧਰੀ ਮੋਹਰੀ ਪ੍ਰੋਗਰਾਮ ਦਿਸ਼ਾ ਨੇ ਗਤੀ ਫੜ ਲਈ ਹੈ। ਇਸੇ ਲੜੀ ਨੂੰ ਅੱਗੇ ਤੋਰ 'ਤੇ ਉਦਯੋਗਾਂ ਦੀ ਕਮਜ਼ੋਰੀਆਂ ਨੂੰ ਖਤਮ ਕਰਨ ਅਧੀਨ ਦਿਸ਼ਾ ਔਰੀਅਨਟੇਸ਼ਨ ਕਮ- ਅਨੌਰਲਮੈਂਟ ਵਰਕਸ਼ਾਪ ਦਾ ਆਯੋਜਨ ਕੀਤਾ ਗਿਆ ਜਿਸ ਵਿੱਚ ਸ਼੍ਰੀ ਐਸ ਦਰਸ਼ਨ ਸਿੰਘ ਆੀ.ਟੀ.ਐਸ. ਜੁਆਇੰਟ ਕਮਿਸ਼ਨਰ ਡੀ.ਜੇ. ਐਫ.ਟੀ. ਲੁਧਿਆਣਾ ਉਚੇਚੇ ਤੌਰ ਤੇ ਸ਼ਾਮਲ ਹੋਏ ਜਿਨ੍ਹਾਂ ਨੇ ਦਿਸ਼ਾ ਪ੍ਰੋਗਰਾਮ ਤੇ ਪਰਿਸ਼ਦ ਦੇ ਕੰਮਾਂ ਦੀ ਸ਼ਲਾਘਾ ਕੀਤੀ



ਅਤੇ ਇਸ ਸੇਕਟਰ ਵਿੱਚ ਜ਼ਰੂਰਤਾਂ ਵੱਲ ਜ਼ੋਰ ਦਿੱਤਾ। ਪ੍ਰੀਤਮ ਗੋਇਲ ਨੇ ਕਿਹਾ ਕਿ ਘਰੇਲੂ ਉਦਯੋਗ ਦੀ ਭਾਗੇਦਾਰੀ ਇਸ ਪ੍ਰੋਗਰਾਮ ਦੀ ਸਫਲਤਾ ਲਈ ਅਹਿਮ ਹੈ। ਵਿਦੇਸ਼ੀ ਨਿਵੇਸ਼ 'ਤੇ ਘਰੇਲੂ ਫੁਟਕਲ ਖੇਤਰ ਵਿੱਚ ਆਗਮਨ ਦੇ ਨਾਲ ਘਰੇਲੂ ਉਤਪਾਦਕਾਂ ਲਈ ਇਹ ਪ੍ਰੋਗਰਾਮ ਸਮਾਨ ਰੂਪ ਵਿੱਚ ਮਹੱਤਵਪੂਰਨ ਹੋਵੇਗਾ।

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