



Asia Floor Wage Alliance - India

Urgent Call to Address Labor Rights Violations at Chelsea Mills LLP and Cease Suppression of the Garment and Allied Workers Union (GAWU)

July 2024

We at AFWA are gravely concerned over the ongoing mistreatment of workers at Chelsea Mills LLP and the company's active suppression of the Garment and Allied Workers Union (GAWU). We have received numerous reports that paint a disturbing picture of a workplace rife with exploitation, intimidation, and blatant disregard for workers' fundamental rights.

Reported Abuses and Violations:

- **Sexual Harassment and Gender-Based Violence:** Women workers are subjected to a hostile environment rife with verbal abuse, sexual harassment, and threats of violence. The termination of a woman worker who rejected a supervisor's advances and another worker who highlighted the company's failure to address the pervasive issue of gender-based violence.
- **Exploitative Labor Practices:** Chelsea Mills LLP imposes unrealistic production targets, enforced through verbal abuse, threats, and intimidation. Workers who fail to meet these arbitrary targets face demotions, forced leaves, or wage cuts, perpetuating a cycle of fear and exploitation.
- **Wage Theft and Discrimination:** The company routinely underpays workers and denies them their rightful earnings. Union members are specifically targeted with wage deductions and exclusion from overtime opportunities, a clear attempt to undermine their collective bargaining power.
- **Denial of Basic Rights:** Workers are routinely denied rest breaks and access to essential facilities like bathrooms and drinking water. This blatant disregard for their basic needs creates a degrading and inhumane work environment.
- **Systematic Suppression of GAWU:** Chelsea Mills LLP has engaged in a concerted effort to suppress the Garment and Allied Workers Union (GAWU). Union members face harassment, intimidation, and discrimination, violating their fundamental right to freedom of association and collective bargaining.

Our Demands:

- **Immediate Cessation of Anti-Union Tactics:** Chelsea Mills LLP must immediately cease all actions aimed at suppressing GAWU and violating workers' right to freedom of association. This includes halting discriminatory practices against union members, threats of job loss, and interference with union activities.



- **Respect for Workers' Rights:** The company must respect and uphold workers' fundamental labor rights, including the right to safe working conditions, fair wages, reasonable working hours, rest breaks, and access to basic amenities.
- **Elimination of Gender-Based Violence and Harassment:** Chelsea Mills LLP must take immediate action to address and eradicate the pervasive culture of sexual harassment and gender-based violence in the workplace. This includes conducting a thorough investigation of all reported incidents; implementing robust policies and procedures to prevent and address such violence; providing support and resources to survivors; and **reinstating with back pay any worker terminated due to reporting or resisting sexual harassment.**
- **Good Faith Negotiations with GAWU:** We urge Chelsea Mills LLP to engage in good faith negotiations with GAWU to address workers' concerns and establish a fair and equitable collective bargaining agreement.

We Stand in Solidarity with GAWU:

The ongoing violations at Chelsea Mills LLP are an affront to human dignity and a stark reminder of the urgent need for greater corporate accountability in global supply chains. We will not stand idly by while workers are subjected to abuse, exploitation, and suppression. We will continue to monitor the situation closely and advocate for the rights of these workers. We urge Chelsea Mills LLP to take swift and decisive action to address these pressing issues and demonstrate a genuine commitment to respecting workers' rights and fostering a safe and equitable workplace.