Panellists

Kalu (Surajmal San), 50 has been working in construction related activities for last 20 years. He engages around 10 to 15 workers and generally takes work at small sites.

Jagadish Prasad Saini, 45 is a petty contractor based out of Jaipur and engages around 10-15 workers at different sites based on requirement. At present he also engages in creating a construction plan.

Chuni Lal, 56 is working construction sector for last three decades. He engages around 20 to 25 workers and during lockdown has been supporting relief efforts at local labour nakkas too.

Chandra Devi is a member of the Gethu Workers led Think Tank. She would present about the various issues faced by Petty Contractors in Garment Sector during COVID-19.

Senthil (Name Changed) has an experience of working for more than two decades in the Garment sector. He has an experience of 10 years working in the Production department and 10 years as a sub-contractor in Tirupur, Tamil Nadu

Muthusamy is from Madurai in Tirupur company Garments he has been working for 15 years and as a sub-contractor for 14 yrs. He hails from Madurai and has an experience of 15 years of working in the Garment Sector as a sub-contractor in the Finishing Department (Quality Checking, Ironing and Packaging). As a sub-contractor he has more experience with export orders in the Garment Sector.

Arokiaraj hails from Dindigul and is a Floor-in-Charge in the Stitching Department. He has been working since the age of 10 in the Garment sector as he discontinued his education to support his family. Since early 2000s, he has worked in many Garment Mills in Tirupur and during his stint as a Sub-Contractor he has employed around 30 tailors in Tirupur.
Dimpy Dave works with Godrej properties’ CSR and has been working with construction workers and advocating labour rights. She is a professional in sustainability, human rights and urban development and a volunteering enthusiast.

Rishi Sher Singh has been associated with Twenty Fifty limited and is a supply chain specialist from the lens of business and human rights. As a key player in business and human rights for many years and he has the advantage of having seen how BHR developments have played out from inside companies, across regions and through a broad range of human rights challenges as well as stakeholder positions.

Som Thomas, IJM at present is the Director of Community Relations. He has vast knowledge and experience of working and advocating about the potential role of trafficking in supply chain.

Mr. Tom Thomas, Moderator, Praxis: Welcome to the 15th Webinar of the COVID 19 Voices from the Margins series. Praxis, primarily focuses on listening to community voices, basically participatory democracy. When you break it down, its essentially communities who voices of those who are not heard and bringing in to bear upon decisions that affect their lives and lives around. So the idea is to create dialogues between communities on the margins and others like journalists, policy makers, individuals. And the COVID-19 voices from Margins series is also an attempt at that. Fourteen webinars down the line we have heard a range of voices, migrant workers, nomadic and denotified tribes, entertainment sector workers, garment sector workers, students with special needs, people from North-East, sex workers, people using drugs, LGBTQI, adolescent girls, victims of child trafficking and so on. And internally we have been discussing and we realise the energy to continue these webinars twice a week, primarily comes from the collective enthusiasm of all of you. Collective enthusiasm we see in these Webinars, with large number of you coming back to join us and be regular attendees of these. Many of you have been giving the feedback about the usefulness of these webinars and how you find it refreshing to hear voices from the ground as oppose to experts. Because experts you can read opinions hear them on Youtube, on various social media channels, you can find their writing on a range from bookshelf to web. But when you come to the voices you hear in these webinars, they are not in these channels, unless we really look for them, we won’t be hearing these voices. And these voices are very important if we talking of holistic development of any society any country. What is heartening that many of you rare not just attending these, you have also been amplifying what you hear through tweeting, putting on Facebook, sharing it in your own ways, writing in newspapers so on and so forth and that way the reach of the webinar becomes exponentially higher and these voices do get amplified much higher and that’s extremely important. Thank you each of you who has been doing this and coming back to these seminars and also welcome to new ones who have never attended before. This 15th addition, India’s supply chain crisis is brought together by Praxis, Partners in Change, Gethu group and Labour Education and Development Society. We know the capitalism churns out underbelly and billionaires on one side and environmental and economical disasters on the other. Human rights is usually unheard concept as a general rule in supply chain. The long range of violations range from physical abuse including sexual abuse and much more and yet we know that most of the people who are in it these are their only choices. And that for a country that wants to become a tri trillion economy and without looking at key issues around supply chain and the human face of the supply chain, without looking at that it will
become a meaningless GDP or it will make other economic indicators meaningless. Having said that, today we will be joined in conversation with petty contractors, who are at the fulcrums of activity at the last mile. We are lucky to have contractors from both construction industries as well as garment sector today.

**Dheeraj, Praxis:** We spoke to 10-15 petty contractors in construction sector. It is important to see them as a separate category from big contractors. They are at the lowest in the supply chain. They mobilise labour and get the work done. At some level they also work there. It is not that if they are contractors they don’t work. Thirdly most of them are unregistered. Many government schemes, also those announced during the lockdown, don’t reach them. We have three panellists from construction sector who will present their experience - Kalu, Jagdish and Chunnilal.

**Kalu:** From past 20-22 years, I am working in labour. From the time of Holi, the work has stopped. The workers returned back on 12-14 and they work for two days and later the work was stopped. The insurance was given and announcements are being made. We are not provided. The big factories are also closed now. The workers are sitting idle. We have not got anything from the owners also. We have not got the payments that were due. Initially we have to work and then the payments are made. At the time of the payment we are being complained about the quality of the work. We see on TV that workers are walking back and it difficult to see that. Labour is not getting any benefits. We get ration for some civil society organization but nothing from government. If we were given a sum of Rs. 50,000 we can do some enterprises. Loans procedures are also not that easy.

**Jagdish:** There is exploitation of the labors and petty contractors. The money is taken by the builders largely and the responsibility and obligation for most of the things is on the petty contractors. In this the owners have to also pay to the workers, the petty contractors bear the burden. If the workers don’t get the payment- its contractors who face the brunt. The lockdown did not give any time to the labors. They could not go back home and now even if they go back home they don’t have money. If the government would have provided 36 hours, it would be easy for them to reach home. The government should have taken better care of it’s labour class and they should have given them time for few days to go back home. We want the government to reduce petty contractor licence minimum workers to 20 from 49. The petty contractors are also in a difficult situation and if the workers are not paid then how will they come to work. I would request the government to avail the petty contractors with license and provide membership limit to 15-30 people. The license that is being issued by the govt. I would request that it should be kept for minimum members. This will save from loss of money. There is need of some control on companies too.

**Chunnilal:** I came from Unaisi to Jaipur to work. I used to work in local factory. The work was available there. The company there also- we faced similar situation. Initially I have worked in construction. I have been into several sectors and have many workers under all the related works-brick, contracting with workers. Our work had been going good for many years. I was worker earlier and then I became petty contractor. It was easy to get work as we had good contact with everyone in construction line. Now the situation of the workers has become worse. They have lost all hopes. Now they can beg also, they have reached such a stage. The workers also faced challenges as the landlords are also not ready to giving any
relief in rent. Workers are sitting at home. They ask us to arrange for work. We don’t know when the work will start. The population who was working earlier is now sitting at home and not doing anything. They have no provision to arrange for money. The bonded labourers are kept inside the factories and they get what is being provided by companies. The company pay them Rs.1000-1500 for two people. The companies delay the payment for 6 months. The big companies don’t allow the outside persons to enter the companies so no one can know their situation. Workers are from various regions across country- Mysore, Maharashtra, Jharkhand, Kolkata.

Big company people employ workers as bonded labour. Their payment is delayed by over six months and that’s why they prefer to work with us as we take good care of them. The big company have not paid wages to the workers and they are struggling for food. During the lockdown and they want to go home.

The petty contractors also don’t have money that they can pay these workers. We have hardly savings of 2-5% so we also don’t have much amount, which we can extend as support. Also we face long delays and our situation is almost similar. The licence procedures are also difficult. It is not easy for them to reach to all the officials to get the license process done. No new licence is being issued to petty contractors and the process to get the licence is really difficult. The government assured that they will take care of workers but nothing was done.

There are many workers who now live under the shade of trees. The earlier payments are still not done. Payments amount of Rs. 1 lakh and Rs. 5 lakhs are due to be paid by the big owners. Also for government the petty contractors don’t exist.

Chandradevi from Gethu Workers led Think Tank shared the key findings of the dipstick study with petty contractors. She highlighted the challenges, issues and the future of the Petty contractors during and beyond COVID – 19. Most of these petty contractors are also workers; in the sense, they would also be working. It is not that they just earn from contracting”. That is the main difference between main contractors and petty contractors. The lockdown was announced on March 21, 2020 and all the workers received their wages up to March 24, 2020 for the work completed. Since then most of the companies have not been opened and very few companies have been working with 30% of their workforce. It has been more than sixty days from when the lockdown was announced and during these couple months none of the workers were provided with any advance or any kind of financial support. As petty contractors act as middlemen in connecting workers with companies, all of the petty contractors had suffered during the lockdown as there were financial support from the companies, banks or the Government. During the lockdown the petty contractors have been supporting their workers by borrowing loans and have been covering their medical, provision, rent and other expenses. Even companies functioning with 30% workforce have been paying very less wages to their workers. Even though the working time and pay is very less the workers under the petty contractors have agreed to work in these conditions as they do not have another option. Most of these workers are inter-state migrants and have migrated to Tiruppur for their survival. Only with the earnings from this work will they be able to pay their rent, instalments, medical expenses and cover their basic necessities. Currently the situation of the workers and the sub-contractors has become very questionable. The sub-contractors have been trying to enable work for their workforce by preparing masks or coats for Doctors and Nurses. Even with the production of masks and
other accessories the workers are not paid the right wages. Eg: if the cost of per mask is Rs.20 the workers have only been paid Rs.3 for it. The workers reported that we tried working on this for 20 days and the earning gained from this were even lesser than our wages. According to Tiruppur, most of these workers were paid by the petty contractors through “speed loans” with higher rates of interest borne by the contractor. Eg: If a contractor borrows Rs. 10,000 he would be charged Rs.100 per day as interest till the date of repayment. And most of the petty contractors in Tiruppur have been paying wages and covering the expenses of their workers through borrowing speed loans. Even before the lockdown the same condition prevailed among the contractors as most of the companies had delayed payments even for orders completed. During such times petty contractors would borrow speed loans to settle wages for their workers and repay it with interest when the companies deliver their payment. None of the schemes provided by the government during the lockdown were accessed by the workers nor the petty contractors. When workers had requested companies to provide them with work the companies agree to it and half way through starting the work the workers are informed that their wages per day on piece rate basis would be Rs. 3.80 rather than Rs. 8. When questioned by workers the companies responded that there are workers who are ready to work for the same wages and if this does not work, we will work with them. If this situation continues further, then most of the workers in Tiruppur would become bonded labourers or child labourers. The situation of what happens to these workers and their future has not been answered yet and if this continues then most of these workers would have to resort to unfavourable options considering their lack of income, livelihood and basic needs. The only solution to solving these issues is when government provided interest free loans and schemes that would benefit these workers.

**Senthil (name changed)** shared his experience about the issues and challenges faced by the sub-contractors during the lockdown. He has an experience of 15 years as a sub-contractor in Tiruppur and has sub-contracted nearly 10 companies with 300 workers. Since the lockdown I had received payment only from 6 companies till March 21, 2020 and 4 companies haven’t settled their payments as the materials haven’t reached the buyers and most of our suppliers have said that the payment would be given when they receive it. In the past 3 months for almost 27 labourers I have been unable to provide their payment for the work completed on piece rate basis concluding up to Rs.350000. This is not just my situation during the lockdown, there are up to more than one and a half lakh sub-contractors in Tiruppur and this has been the condition of all of them. We have been working with more than 1000 workers each with several departments of various companies. The labour provided to several departments would include spinning, knitting, weaving, cutting, sewing, power table, single machine and ironing. Most of the suppliers have been using sub-contractors to get labour for their work as the paperwork is less and the government formalities are less when contracted by the sub-contractors. Due to this most of the suppliers would be able to see higher profits and sub-contractors in between face the brunt of using their personal savings or money to their labourers due to delay in payments. We have to pay the wages to the workers every week but since the lockdown the sub-contractors have been borrowing money to pay their wages and provide provisions. as these workers are talented and experienced in their skill, we have been borrowing money to pay their wages and retain them. If the payments are even delayed for 15 days, we have to borrow speed loans at an interest of 15 % to 20 % for the 15-day period and this situation
Muthusamy hails from Madurai and has been working in the Garment sector for the past 15 years in Tiruppur. For the last 14 years as a sub-contractor I have been providing companies with contracts. There are around 150 workers working under me and since the lockdown most of the labourers have been affected as they do have wages. My workers and their families have been suffering due to this lockdown and they do not have any idea on how they would survive this situation. My workers and I in 6 companies have taken sub contracts and we have been preparing garments ranging from children to women. For the past 3 months we have not been able to pay our workers. Most of my workers are from Madurai and we have been helping them in accommodation, paying rents and advances. After the lockdown was announced only 3 companies have delivered their payments. Since the workers and their families have been struggling, we have taking care of their basic needs and expenses. Most of these companies have provided only half of their payments and to cover the advances for workers we have been taking speed loans with high interests. Eg: if Rs.10000 is borrowed for one week the interest would sum up to Rs.1000 and if it’s the principal is Rs.100000 then the interest would sum up to Rs.10000 for one week. In order for the workers and the company to survive we haven been borrowing loans and for the past 2 months only with these loans we have been able to provide money for them to pay their rents. We have been unable to provide advances for workers continually as the companies have also not been supporting us with the payments. With 6 companies in place only 2 companies have been consistently providing payments and if this continues, we do not know what would happen to the workers. Since the lockdown for 2 months we have supported them with their basic needs, rent and provisions but we have no clue on how long we can keep at this without the companies support or intervention. If this continues the situation of workers would lead to bonded labour or child labour due to their hunger and lack of food it might also worsen the case. To avoid this the government can provide the sub-contractors and small units with interest free loans or waive off electricity bills so that they could survive during this lockdown.

Arockiaraj shared about his journey in the garment sector as he had started when he was 10 years old by stitching buttons in a tailor shop and after 2 years. Only after 2 years I had been trained about the work and with 3 years of working experience in a tailor shop I then joined a mill in Tiruppur. Initially after joining the company the workers would not be promoted as contractors whereas certain regulations of the mills and the quality of the work done would be assessed. Mostly in Tiruppur, only 25 from a group of 50 would be promoted and mostly workers were from the borders of Tamil Nadu and Kerala and the salaries were considerably paid back then. This was the situation with us even before and after corona as most of the buyers would either cancel or put the orders on hold, which would cause delay in payments. When the payment for the orders is delayed in order to retain our operators, we get loans at high interest rates to pay their wages. According to Tiruppur loans are not provided on a monthly basis rather for 15 days or 1 week at the most. In these speed loans borrowed with the principal amount as Rs. 10000 for one week the interest would sum up to Rs.1000. We would receive only Rs. 9000 from them and repay
it as Rs.10000. Even if we are provided with salaries from our companies or not, we would definitely have to pay our workers their wages. In most of the company’s advances are not given for the workers even if half of the order is completed. With full completion of order also the payment is delayed and provided a week after its completion. Due to this the labourers or the owners would not suffer but the contractors as middlemen face the brunt as their profits would drastically reduce by paying interest for the loans borrowed. When this continues in certain situation this would exceed beyond profit as it would even affect my basic wages. With no orders the owners have taken no responsibility for their workers but this was also the case when companies earned huge profits. With profits the workers are denied from it but in case of any loss the companies do not hesitate to charge the workers for covering that loss. As a contractor it is impossible to explain it to the workers about this and instead many contractors like me would bear this expense on their behalf. With the piece rate system in place each operator would be paid based on the design as their job would extend to stitching clothes based on that design. Workers on contract basis are unaware of the work. We have to provide training to the workers and they are paid Rs. 220. These workers are trained to further become operators and would be divided into 5 categories A, A+, B, B+ and C. Initially based on the categories the wages start from Rs. 220 and from C to B Rs.225 and for ladies in A+ grade get paid Rs.350, A grade gets paid Rs. 300, B+ grade gets paid Rs. 280, B grade gets paid Rs. 250 and C grade gets paid Rs. 220. Since the lockdown the workers have been provided with no work and have been requesting contractors to provide them with some work. We recommend that the government should provide interest free loans or loans with lesser interest to survive this lockdown and also to support our workers.

Dimpy Dave: I totally acknowledge that only the workers but even the petty contractors are in the same line of where they do not have enough support to grow. All the panellists have been working for 15020 years but still they have not been able to grow enough what they are doing because of the whole cycle is going on where payments are not made on time, they are made responsible for the workers payment on time. They end up taking loans from the market. My experience for last two years what I have realised is to access the financial services, we have been trying that petty contractors get access to financial services instead of dependence on moneylenders. It is extremely difficult for them to access loans so they end up getting into loan cycles where they have to pay interest up to 25%. Even after ensuring that they get loans, even then they are facing difficulty in getting the loans. Focus a little larger govt. should be pushed to make loans accessible to smaller contractors. Secondly, the whole part about the migrant workers they are working with and the whole responsibility of the migrant workers falls on petty contractors who themselves are not strong enough to manage them. I strongly feel that bigger builders should take up the responsibility of registering the workers, providing basic labour camps facility or even ration supplies so that the burden on petty contractors is not so much. Delhi government opened up a portal last week to register the migrant workers. At the larger level we have involve construction companies, bigger builders and petty contractors at the same time.

Rishi Sher Singh, Twenty-Fifty Ltd: Two emergent things coming out of discussion. One is about the money in the business whether it is through the lack of orders or payments, which have to go, or whether it is about the loans. Second is the well-being of the people. Whether they have the basic essentials or do they have basic healthcare, or its also linked to
the employment conditions. Things could go back to worse, like we see child labour and bonded labour, modern slavery becoming quite rampant in the situation. I think these are the bigger blocks that people are suffering. I will talk about business side. Petty contractors side, there is lack of transparency, as we are seeing. They have been so many layers that businesses have not known till what level people are impacted. Time has come to look at the transparency side of it whether it is using technology or other methods. Also businesses are ensuring labour standards are met. These are tough times but basic labour standards have to be kept about minimum wages, working hours, working conditions etc. that is why large businesses can do a lot for their supply chains. Also identifying vulnerable groups. We need identify vulnerable groups. Women and children are facing the most pressure. So understanding who is impacted whether localised, whether state based, whether based on certain category of people etc. Businesses should ensure prevention of exploitation. How that can be done. Whether wages, employment, skills, what kind of checkpoints businesses can bring in. But the biggest challenge is about health and safety of people engaged with petty contractors. Even during demonetisation reaching out to these informal groups is very challenging. Somewhere a mechanism has to be developed by government or businesses by coming together so that we can identify.

**Som Thomas, IJM**: Chunnilal described classic bonded labour conditions. Main contractors delays payment, in order to force the labourers to stay on and work for him alone. And they are not allowed to meet people from the outside world. Others are not able to come in and check about their working conditions. Chadra Devi concerned about petty contractors getting into bondage. At the beginning of IJM’s work to get people to understand what is bonded labour was a challenge. So the good thing is people are using the word. What is concerning that now it has become so common place. Bonded labour is abolished and the word itself needs to go. So certainly in cases like this, where bonded labour is a crime and these incidences have to be reported and entire theme of this meeting introducing petty contractors as interlocutors in the whole process is really good. Like Rishi said transparency is an issue especially they scattered and disparate construction and garment sector, petty contractors can become a way of accessing these workers collectively. It is a good initiative and if Partners in Change can take this up further and invisibility that is there of these petty contractors should go. They should be visible. It is good that some of them are asking for licenses.

Once conversations start and context of visibility, then making people aware of trafficking are opportunities of making them aware of their rights. For eg. an individual worker in garment sector either stitching or button they also have rights. They have their right to work for someone else in case of extra time and not be prevented from doing that. If they want to sell their product to someone in their own design they cannot be prevented from doing that all these kinds of forums can be used profitably and in a good way these will be good conversations to take forward. Chunnilal saying about bondage and nobody doing anything about it will be sad. Each such case should be taken up. There are authorities to whom these can be taken up. Sometimes the bondage maybe hidden. The worker maybe in one place because he took a loan and family member is the one is trapped and forced to work against their will somewhere. Or a worker is stuck somewhere due to false promises and all these should be discussed. The variety in panellists is unique and things need to be set right in solidarity with the workers. This platform also can be used to inform other people about
other provisions such as Unorganised Workers Social Security ACT 2008, nobody even knows about it or talks about it which talks about an electronic ID card that should be portable across the country. These issues are need to be put forward by the representatives of construction workers or any labour union. The lack of use of these provisions, inaccessibility of these provisions, who do not have any identity as construction workers, all these things are need to be over with. If we can talk to petty contractors and draw them into solidarity, that will be wonderful. But there is always a chance that industry can try to manipulate situations, so that they work for more power. I think, there is power when people are united and especially this group who are not working in a particular factory or something of this sort where uniting them under any organisation is difficult, the least we can do is to inform them about their rights through such channels to go forward to the Government. In cases of the survivors of the bonded labourers, their voices are gradually becoming stronger. It works best when the community speaks for itself.

Question & Answer session

**Question:** Yes, but to be able to organise, in these dire conditions is a huge challenging task. The system has made it an individual struggle, and has not and will not allow workers' organisation/unions to come up. What does Chandra Devi think?

**Answer:** We have not seen such a worse situation before. It has affected us to a great extent. People have now felt the need for unions and experienced the consequence due to lack of organisation/union. I hope people will definitely come together. We should come forward to withstand the current situation.

**Question:** Don't you think true CSR in today's conditions (even before) would be to actually build proper housing for workers? They construct for others to enjoy, but no assurance of having a decent roof over their heads?

**Answer (Dimpy):** I think this is a very important question to be raised and as Rishi said that, migrant workers are provided with many facilities wherever they are working now because I think that is big challenge to overcome now across the construction industry. In terms of the housing for the migrant workers, it could be back at home where they belong to they need to be back home and CSR, builders need to look into that and figure out various facilities for the migrant workers to reside.

**Tom** adds that a construction group based out of Chennai, Alacrity Foundations, was set up to ensure a building for construction workers. Their own constructors build houses for middle class around the cities. They are no longer in business due to circumstances that is beyond their control. But some of their literature should be available online which was really outlining the old philosophy and practicality of the construction work. Their work shows that one can be in big business and be ethical at the same time. So, that could be a good reference.

**Question:** Wouldn’t reporting make situation difficult for the petty contractors and even more for the workers below them? How much are they and their family protected?

In such a socio-economic ecosystem, what role do petty contractors play in overcoming this challenge, be it a pandemic or no-pandemic? Do they facilitate this process regularly or are dependent on unions to do this?
Answer: The complainant has to be the people who are affected and they have to willingly sustain the compliant so that they can work through NGOs like us and Jan Sahas or Aajeekika Bureau or the District level authority to get help. Typically there is State help line for labours and National number is 155214. They should be together to help. But information has to be given out and then authority should investigate and help in terms of raid and rescue. Now my assumption is if you have been treated badly in a place, it may not be worth continuing in it. Now this is a difficult time because of the pandemic, but jobs are available in the market, and I think they will have the courage to leave and work for someone else so that it becomes a little easier for them to be motivated. 20,000 rupee should be provided for every individual bondage labourers in this difficult time. There is protection available and in case of threat, same agencies are available, the police are there. We or you can complaint to the police for protection. Once there is a determination to proceed with the complaint, so much could be done. We have to fight them until it is defeated. We can do that step by step together to fight this.

Question: In such a socio-economic ecosystem, what role do petty contractors play in overcoming this challenge, be it a pandemic or no-pandemic? Do they facilitate this process regularly or are dependent on unions to do this? Not addressed to any particular panellists, but want some insights especially from the contractors

Answer: Unions importantly might help us. But with owners doing this there will not be much change. Only if buyers pay the owner they can help us but if they are not paid no change can happen.

Concluding Remarks

Pradeep, Partners in Change: Som has already put things in perspective. To add on to that I thought of 3 things. Rs 1. 1 lakh crore has been allocated as part of the pandemic situation and we know that petty contractors are not registered and also indebted completely through the local money-lenders and probably through the main contractors who might have access to loans and etc. This is not a small number as in Tamil Nadu, there are around 2 lakh petty contractors and almost 25 lakh who are engaged with textile sector. Therefore, I think that almost 28 lakh of contractors are in need of the relief system that Government has announced. There is a need for immediate advocacy for them.

Second, interventions that are happening in terms of human rights level in general or CSR level, or big brands, it starts from the top and then goes to the employees and then to the vendors and stops just before the petty contractors. Similarly those interventions are happening in the trade union level, starts from the workers, labourers, formal workers and just stops before it reaches to the petty contractors. So, there are not many intervenes focusing on particularly this petty contractors. Therefore, there is a need for us to look at this innovatively and find out the ways to engage with them. There I would need some help from later on Som or others.

Third, somewhere we also feel that the brands are not transparent about this sector or this level of supply chain, and the way the narrative also created in the business and human right, as if these have come to an existences on their own. It is very clear that they are formally groomed by the companies and big brands to exist. They are allowed to exist to
outsmart the existing systems whether it is GST or anything that are beneficiaries of the big brands. When we are developing the actions of national business and human rights, somewhere there is a need to know how to approach this sector.

So these three advocacy points need to be focused on in the next two weeks.

**Tom:** Closes the webinar by thanking all and announces about upcoming webinar.

All recordings and minutes can be found here: http://www.praxisindia.org/covid19.php