Ref: GJC/Child_Labour/P-2/2009-10/ 07367

To,

The Bureau of International Labor Affairs
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December 8, 2009

Dear Sir,

This has reference to your report on Department of Labor’s List of goods produced by Child Labor or Forced Labor 2009.

It is noted that prevalence of Child Labor in the Gem industry in India is mentioned on page 16 of the above report.

In this regard we wish to submit as per the following:

As per the bibliography of the report the references which are taken for the Indian gem industry is not specifically related to the child labour condition of Indian Gem Industry. Most of them are for the region specific or overview of the child labour in India prevailing in various industries. There is only one reference about Indian Gem industry and that too is about child labour in home based gem polishing industry of Jaipur. Here it is important to note that the home based gem polishing (engaging family members only) has been sensitized time and again though the involvement of child labour is non-existent. It is important to note that it is a traditional industry in Jaipur which is still following old tradition of passing the skill from old generation to young generation which is the teacher and disciple principle. This sometimes reflects as engagement of child labour to an outsider which is not the case, as skill training will be imparted as per tradition by the older generation to the younger generation in order to keep the skill set inside the family.

As per the website of United States Department of Labour, the section which provides the information about child labour in the Gem Polishing Industry in India is giving the information based on a survey which was done in the year 1991. In the past 18 years the industry has transformed upside down and is now an organized sector and there are no traces of child labour in the gem industry.

Your report has the potency of disturbing a socially relevant and sensitive sector of India based primarily in the geographical region of Jaipur with rich heritage which is centuries old. The Indian Gemstone Industry as per the survey done by IMRB in Nov./Dec. 2008, is employing 1.65 lakhs people, majority of whom come from poor & backward strata of the society whose livelihood through generations are dependant on the sector & the skill set that is acquired by them and passed on to generation one after the other.

Contd… Pg. 2/-
Further you may kindly note that:

- The Indian gem industry regularly conducts surveys / studies on the prevalence of child labor.
- 3 surveys at periodical intervals were carried out after 1993-94 when an anti-child labour legislation in the form of the Harkin-Brown Bill was tabled before the US Congress.
- Subsequently, The Gem & Jewellery Export Promotion Council commissioned field survey by A.F. Ferguson & Co one of the leading market research firm.
- The survey revealed reduction in levels of child labour employed in the industry from a weighted average of 3.18% in 1994-95 to 0.89% in 1998 to 0.53% in 2003
- The IMRB/BIRD study was conducted to ascertain the manpower in g&j industry and prevalence of child labour in 2009.
- Child labour nearly non-existent in the modern Gem & Jewellery Industry Scenario.

Copy of the presentation prepared by IMRB (BIRD) is enclosed for your reference.

GJEPC and its encouragement to local associations have played a pivotal role in eradication of child labour

- **Measures undertaken by GJEPC:**
  - Anti-child labour meetings with factory owners
  - Awareness campaigns, Leaflets / Pamphlets, distributed to various factories, hoardings
  - Co-operation with the Government of Gujarat in the child labour rehabilitation scheme

- **Measures undertaken by local associations**
  - Opened schools, Colleges and hospitals for weaker section
  - Conducted social welfare and disaster relief camps
  - Carried out developmental and educational activities

- **Effects of efforts put in by GJEPC**
  - Spreading of awareness among exporters, factory owners and workers

- **Contribution through Indirect measures**
  - Large section realising the importance of basic education
  - Supreme Court Order, imposing a fine of Rs. 20,000 on units (employing more than 100 artisans) employing child labour

You are requested to take note of the above facts and correct the document by taking out the Indian Gem Industry from your list of industries where child labor is prevalent.

Thanking you,

Yours truly,

Sabyasachi Ray
Executive Director

Encls: As above
Jewellery Industry of India

Report on Employment in Gems and
Child labour
Exercises were conducted in the manufacturing segment of gems and jewellery industry in India. An attempt was made to estimate the number of children working in the gems and jewellery industry. Of child labour in the country, carpet industry and agriculture are some of the sectors where there is a high prevalence. Silk cultivation, brass industry, fire works and match production, garment manufacturing, leather activities or exposed to hazards in which they are enslaved, forcibly recruited, prostitute, trafficked, forced into illegal engaged in more than light work and all children engaged in the worst forms of child labour. All children younger than 12 working in any economic activities, children 12-14 years old, labourers as defined by International Labour Organization (IL0) Conventions 138 (1973) and 182 (1999) define child labour. An overview.
During the study we interviewed:

- 35,000 employees (in-house employment)
- 44 gems processing units
- 147 diamond processing units
- 609 jewelry units

**Methodology**

1. Structured interviews with the manufacturing units
2. Observation module

Child labor estimation was carried out in two ways:
No interviewer observed children working in the manufacturing segment.

Interviewers were asked to watch the premises and note down their remarks on the questionnaire.

1.2 Interviewer Remarks

- In this exercise no respondent out of 609 interviewed mentioned people below 14 years are working with them.

Approximate number of people for each age group was captured.

- More than 50
- 41 to 50
- 31 to 40
- 21 to 30
- 15 to 20
- 11 to 14
- Less than 10

Age group asked in the question was:

Age group asked in the question was:

- Group of people working in their establishment
- In the structured interviews, question was asked to the respondents indicating the age

- T.1 Question in the questionnaire

Method T: Structured Interviews

Methodology
Jewellery Industry of India
Report on Employment in Gems and
Gemstones
It is estimated that Jaipur has approximately 1.25 lakh people employed in gemstones processing sector. Approximately 1.25 to 1.5 lakh jewellery units are present in this SEZ. Majority of the big gems and jewellery units in Jaipur are for the gems and jewellery (SEZ) Jaipur has special economic zone (SEZ).
Areas such as Ghantaghar, Ramganj have large presence of these units. Workers undertake activities such as cutting, polishing, etc. These tiny units are usually setup in home where family members as well as large units generally outsource their processing jobs to such small 'job work' units.

The Employment in the unorganized sector is dependent on the organized sector. The unorganized sector consists of large number of tiny, unorganized "Job Work" units. The gemstone industry (90% of Jaipur's business is dominated by these units) the large units from the organized sector contributes most to large export oriented organized manufacturers and number of small and tiny Job Work units.

The Gemstones processing industry in Jaipur is highly fragmented, consisting of some...
Jaisalmer: Gemstone manpower

Contract labour and job work employment

- Indirect employment
- Workers and non-workers (management & support staff) employed by the unit
Sample description of fieldwork in Jaipur
Jalipur: Majority of the respondents interviewed were owners / proprietors of the company.

Base: 44 units

Role of respondent in organisation

Owner / Proprietor / Partner / Senior members in company

68%

32%
Methodology: Quantitative phase
Therefore gemstone processing industry in India employed approximately 1.65 lakh.

Jaipur accounts for 90% of Indian gemstone industry.

Jaipur having approximately 1.45 lakh people involved in gemstone processing.

On extrapolation of data, we arrived at...

Through direct (employees) and indirect (contract and job work) employment, we found that they employ ~64,000 people.

Findings of the study