

Interregional Tripartite Workshop on Employment and Working Conditions in the Gemstone Cutting and Polishing Industry

Bangkok

20-22 November 2001



Background

- Proposal for normal ILO sectoral meeting in 2000-02 not supported
 - ◆ But support for a small meeting if resources could be found
- SECTOR and IPEC agreed joint funding of small workshop
 - ◆ In conjunction with ICEM Diamond and Gem Section congress
 - ◆ i.e. significant “in kind” contribution from ICEM



Scope

- Cover range of issues

- ◆ Employment
- ◆ Working time
- ◆ Training
- ◆ New technology
- ◆ Child labour



Scope (ii)

- Small group of representative countries
 - ◆ Save costs by having English only
- Deal with both diamonds and gemstones
 - ◆ Recognize significant differences
- Exclude mining and conflict diamonds



Purpose

- Discuss the topics
- Exchange views and experiences
- Identify major issues
 - ◆ For Governments, Employers, Workers' organizations, ILO
- Develop suggestions for follow-up action by each of them



Working method

- Informal
- Presentations by resource persons
- Input from participants and observers
 - ◆ The key to a successful meeting
- Split into working groups to “brainstorm”
- Groups report back to the Workshop
- Develop recommendations, including suggestions for follow-up action



Recommendations

- Must have full involvement to address issues
 - ◆ From mining, through gemstone production to trading & retail sales
 - ◆ i.e. all the stakeholders
 - ◆ All future ILO activities should take this into account



Employment, working conditions, OSH, training

- Tripartite collaboration in monitoring
- Increase capacity of E & W organizations
 - ◆ So can increase membership & influence
- Review & amend labour laws & regs.
 - ◆ Outside monitoring
 - ◆ Take informal industry into account
- Identify & eliminate OSH hazards & risks
- Explore sectoral agreements



Child labour

- Unacceptable; cannot be justified
- Risks jeopardizing industry reputation
- All work to eliminate child labour
 - ◆ Set time limits
- Verify removal & monitor
- Don't disadvantage children or families
- Enforce minimum age, workplace standards
- Provide access to education



ILO activity

- Organize broad-based meeting to address key issues
 - ◆ Prior to holding full sectoral meeting (2004-05)
- Collect & disseminate info on best practice
- Assist meet ILO *Declaration*
- Promote ILO codes of practice
 - ◆ Ambient factors; chemicals



ILO activity (ii)

- Prepare practical handbook on OSH
 - ◆ Directed towards SMEs
- Explore feasibility of setting up tripartite sectoral boards
 - ◆ National, regional or international



ILO activity (iii)

- Support programmes to eliminate child labour
 - ◆ Make gemstone industry an opportunity for Decent Work
- Help create networks to combat child labour in gemstone cutting & polishing



And then?

- Maintain contacts made
 - ◆ And build on them
- Approach ILO and donors for support in follow-up activities
- Expand exchanges of information
- Seek ICEM support
 - ◆ Continue to work closely together



