

These measures do not guarantee that the carpet is free of child labour. They only prevent illegal child labour in the weaving process. However, plans are now underway to examine spinning, dying and clipping as well.

2.7 What are the criteria for selecting inspectors?

Initial recruitment of inspectors was done without formal criteria. The following criteria have been proposed for the next intake of inspection staff. They should:

- be graduates (15 years of schooling);
- be 35 years old or less;
- be physically fit in order to travel on foot for days in remote areas;
- have a reasonable working knowledge of written and spoken English;
- be capable of passing a written test on the subjects of child labour, the carpet industry, or current affairs, before being examined by a selection board.

2.8 How is applicant screening undertaken?

The RUGMARK licensee (the carpet exporter), has an arms length relationship to carpet production. Exporters hire contractors to provide carpet designs to desired specifications. The contractor hires loom owners to provide the carpets. The exporter receives a licence to use the RUGMARK trademark on the basis of providing a guarantee that the looms used to produce the carpets do not use child labour.

Every potential licensee fills out an application form in which the following is provided:

- complete list of all looms and sources from which carpets are obtained;
- evidence that all loom units have been duly registered with the Carpet Export Promotion Council;
- affidavits from all loom owners that they do not employ child labour and are paying to weavers at least the official minimum wages;
- an undertaking from applicant that he is paying to his loom owners at least the official minimum wages.

This is followed by an inspection by the professional inspectors of the RUGMARK Foundation and often by random checks by associated NGOs. When all documents and inspections have satisfied the criteria, then RUGMARK Foundation enters into a licence agreement with the applicant, granting him the right to use the certification Trade Mark. A licence fee of Rupees 5,000 is paid for the right to use the RUGMARK label.