

GoodWeave

GENERIC STANDARD FOR THE RUG INDUSTRY

Draft version 2.4.2
Changes to document from version 2.4.1

Updated 28th June 2010

These changes follow suggestions and comments received during the first round of Public Consultation and final copy edits completed June 28th 2010.

Note:

Changes also include wording or spelling changes for clarity and consistency; however, these are not included in this overview except where the changes alter the meaning or context. Details of all comments from the Public Consultation and actions taken on them can be found in the spreadsheet Comment on GoodWeave standard v2.4.1 5th June 2010 available at www.goodweave.net/standard-development.

MAJOR CHANGES
Development of the Standard
Removed from the Standard and added to the Standard Development Public Summary, available on the GoodWeave website. (Partially retained as part of the Background section.)
New Standard Rationale and Initial Findings
Removed from the Standard and added to the Standard Development Public Summary, available on the GoodWeave website. (Reference to “cottage industry” retained by adding to the Scope section.)
Background
Reworded reference to ISEAL Standard Setting Code of Good Practice.
Objectives
Link between the mission of GoodWeave and the objectives (2 nd and 3 rd bullet points) stated more clearly.
Responsibilities for Adherence to the Standard
The main content has been removed and will form part of the Guidelines to the GoodWeave Generic Standard for the Rug Industry, which will be produced.
Standard Structure
Description of the Standard structure has been updated to reflect major changes.
Standard Principles
The format and presentation of the Principles has changed. The principles have been reordered such that Principle 5 covers working conditions with sub-headings for a) workplace conditions, b) wages, c) working hours and d) no harsh or inhumane treatment.
The top line wording for the principles has been changed in some cases as follows:
Principle 1 - No illegal child labour now reads - 1) No child labour is allowed
Principle 2 - Employment is freely chosen now reads - 2) No forced or bonded labour is allowed
Principle 3 - Freedom of association and collective bargaining now reads - Freedom of association and collective bargaining are recognised
Principle 6 - No discrimination is practised has been moved to become principle 4
Principle 5 - Now becomes - Decent working conditions are respected with sub-headings as noted above
Principle 9 - Negative environmental impacts of production are identified and minimised now becomes Principle 6

Principle 10 - Business processes are transparent and adhere to local regulations now becomes principle 7
The explanation of Core and Progress Requirements has been edited substantially for clarity (the meaning has not changed). Additionally, an explanation of the Principle Clarifications has been added.
Table of Principles, Clarification, Core and Progressive requirements
The format of the table has been changed to directly link the clarification points to the relevant Core and Progressive requirements.
Principle 1 – the clarification now includes reference to the relevant ILO conventions.
Principle 1 – the core requirement has been changed to read - Children below the age of 14 are not employed or allowed to work (where the national legal limit or end of compulsory school age is above 14, the higher age limit will be followed).
Principle 1 – the progressive requirement has been changed to read - Children below the age of 15 are not employed or allowed to work (where the national legal limit or the end of compulsory school age is above 15, the higher age limit will be followed).
Principle 1 – a core requirement has been added - There is a register of all workers under the age of 15 indicating their age and their work. Their conditions of work will be compliant with ILO conventions for work given to children below the age of 15.
Principle 1 – a footnote to the clarification point has been added to address child workers at home.
Principle 1 - a progressive requirement has been added - The employer allows at least part-time education for young workers.
Principle 2 – the clarification now includes reference to the relevant ILO conventions.
Principle 2 - a progressive requirement has been added - A confidential grievance procedure is in place.
Principle 3 – the clarification now includes reference to the relevant ILO conventions.
Principle 3 - a core requirement has been added - There is no discrimination against home workers' representatives or those who take up the task of organising workers.
Principle 3 - a progressive requirement has been added - Unions have access to the workplace and access to a meeting place.
Principle 5 – (all section) the clarification now includes reference to the relevant ILO conventions.
Principle 4 – (now principle 5a) - a clarification point has been added - Accommodation, if provided, is safe and hygienic and segregated from the factory or production area and from material storage areas.”
Principle 5 – (now principle 5b) - the core requirement has been changed to read- All wages and benefits are paid at or above the local minimum legal wage.
Principle 5 – (now principle 5b) – the progressive requirement has been changed to read - A “living wage” is calculated for the locality and/or industry and this is the minimum paid to workers. This is in accordance with guidance provided by GoodWeave which is reviewed regularly.
Principle 5 – (now principle 5b) - a core requirement point has been added - Payment is made directly to the worker.
Principle 5 – (now principle 5b) – a progressive requirement point has been added - Wage records are kept, which show repayments of loans advanced and length of repayment remaining. Loans agreements are signed are detailed with the percent interest and regular reports are made available to workers on outstanding balance.
Principle 5 – (now principle 5b) - a clarification point has been added - Short breaks in contracts do not constitute an interruption of contract for seniority purposes and continuity of employment must be maintained.
Principle 6 – (now principle 5c) - a clarification point has been added - Collective agreements may provide for overtime working in accordance to meet short-term business demand.
Principle 6 – (now principle 5c) – a core requirement point has been added - Employers must provide evidence of agreement to terms of employment, which includes working hours (in whatever form is most appropriate for the situation).

Where workers are not literate or do not understand the language used by the employer, an explanation is given in a form they can understand.
Principle 6 – (now principle 5c) – a clarification point has been added - Workers are free to refuse overtime without penalty.
Principle 7 (now principle 4) – the clarification now includes reference to the relevant ILO conventions.
Principle 7 (now principle 4) – a clarification point has been added – The employer will not discriminate against migrant workers.
Principle 7 (now principle 4) – a clarification point has been added - Reasonable accommodation for workers with disabilities is provided where relevant.
Principle 8 – (now principle 5d) - the clarification now includes reference to the relevant ILO conventions.
Principle 9 (now principle 6) - a clarification point has been added - At a minimum environmental impacts are in line with national regulations.
Principle 9 (now principle 6) - a clarification point has been added - Employers carry out environmental training to ensure an understanding of impacts and requirements.
Principle 9 (now principle 6) - a core requirement has been added - A list of rug-making ingredients and processes is made and ingredients are stored appropriately.
Principle 9 (now principle 6) - a core requirement has been added - Producers are aware of National regulations on environmental impacts.
Guidelines
Guidelines have been removed from the standard and will form part of the Guidelines to the GoodWeave Generic Standard for the Rug Industry which will be produced. A short paragraph referencing these guidelines has been added in Section 1.
Definitions
Definition of child amended following agreed changes to minimum age.
A definition of AZO dyes has been added.
A definition of licensee has been added.
A definition of wet processes has been added.
MINOR CHANGES
Title Page
Addition of note confirming English as the official language of the standard.
General
The word “should” has been replaced with “must” throughout the standard.
The term “employment agreement” has been used where relevant throughout the standard.
References – new reference documents have been added.