

GoodWeave

GENERIC STANDARD FOR THE RUG INDUSTRY

Draft version 2.4.3 Changes to document from version 2.4.2

Updated September 2010

These changes follow suggestions and comments received during the two rounds of Public Consultation, discussions by the Standards Committee following consultation and final copy edits.

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 v2.4.2 available at <http://www.goodweave.net/standard-development>.

CHANGES
Introduction
The section formerly titled Background has been updated and renamed Overview. Reference to RMI has been replaced with GWI in anticipation of the upcoming name change for the organization.
Objectives (Page 3-4) - Language from the previous draft linking the objectives to the organization's mission has been incorporated back in to this section and the Overview of Section 2 for clarity.
The GoodWeave Label (Page 5) - A new section has been introduced to clarify what level of performance is covered by the GoodWeave label.
Table of Principles, Clarification, Core and Progressive requirements
A numbering system has been added to the principles table to make referencing from the core and progressive requirements to the auditing checklists easier and clearer.
Principle 1 – “The producer will not engage in or support the use of child labour.” This principle clarification has been moved to the top and added to the definition of child labour. The related core requirements have been reordered accordingly.
Principle 1 – “1.PC3. The producer will use all available forms of identification to verify the age of workers.” This has been added.
Principle 1 – Reference to ILO Convention 90 (night work for young persons) has been added.
Principle 1 – Reference to ILO Convention 177 on home work has been added and applies throughout.
Principle 1 – “1.PR3. The producer allows young workers at least one day a week (apart from a free day) for any form of education he/she would like to follow.” This core requirement has been changed to a progress requirement.
Principle 1 – Wording added to core requirements as follows: “1.CR9. A list of the tasks, and identification of potential hazards of the tasks, that are carried out by young workers and the hours worked is produced.
Principle 1 – “1.CR10. All legal requirements are followed and documentation kept as prescribed by local and national law.” This progress requirement has been changed to a core requirement.
Principle 1 – Consistent with the wording in this principle, references to “illegal child labour” have been changed to “child labour” throughout the document. Where appropriate reference to illegal work of children (e.g. “children are not employed or allowed to work illegally”) have been retained.
Principle 2 – “2.CR5. Prices at shops on site that redeem tokens are no more than local prices.” This has been added.

<p>Principle 3 – Wording change to core requirements as follows – “3.CR1. The producers maintain an open attitude toward the unionisation of the workforce and its workers’ participation in union activities and a positive approach towards dealing with any association that workers choose voluntarily to form or join.”</p> <p>And added – ”3.CR2. Producers make verbal and written statements to workers that they have the right to join an association.”</p>
<p>Principle 3 - The following requirement has been changed from progressive to core – “3.CR4. Producers allow unions or other workers’ organisations access to the workplace.”</p>
<p>Principle 3 – Wording change to progressive requirement as follows – “3.PR1. Producers provide access to a meeting place for unions or other workers’ organizations.</p>
<p>Principle 3 – “3.PR2. Home workers are given the opportunity to elect a representative specifically for homeworking.” This has been added.</p>
<p>Principle 4 – Reference to the relevant ILO standards has been added (C100, C111, C156, C159 and C183).</p>
<p>Principle 4 – The following requirement has been changed from progressive to core – “4.CR1. Producers have a written policy about their recruitment practices, employment terms, and disciplinary practices which is made available to all workers.”</p>
<p>Principle 4 - The following requirement has been changed from progressive to core – “4.CR4. Processes are in place to address the needs of pregnant women workers. These cover maternity leave, guidance on the type of work that may be undertaken during pregnancy and assurance of job security while pregnant. This follows requirements of national law but is at least 12 weeks.”</p>
<p>Principle 4 –The list of groups that may be the subject of discrimination in 4.PC2. has been presented as a bulleted list.</p>
<p>Principle 4 – The following requirement has been changed from core to progressive – “4.PR2. The producer stimulates through affirmative action the participation of disadvantaged groups at different levels in the company (including staff level).”</p>
<p>Principle 5a – This has been changed from Workplace Conditions to Workplace Safety and Health.</p>
<p>Principle 5a – Reference to the relevant ILO standards has been added (C155, C170 and C187)</p>
<p>Principle 5a - The following requirement has been changed from progressive to core – “5a.CR5. A member of the senior management team is appointed with responsibility for H&S management.”</p>
<p>Principle 5a – A new progressive requirement has been added – “5a.PR2. Workplaces with more than 20 workers establish a worker-manager committee that oversees occupational safety and health.”</p>
<p>Principle 5a – A new progressive requirement has been added – “5a.PR3. The producer reduces exposure to harmful materials by reducing the volume and toxicity of inputs in the production process.”</p>
<p>Principle 5a – Core requirement has been changed to a progress requirement – “5a.PR4. MSDS sheets are available for all chemicals used on site.”</p>
<p>Principle 5a – A new core requirement has been added – “5a.CR7. A list of all chemicals used on site, and the supplier, is available.”</p>
<p>Principle 5a – The following requirement has been changed from progressive to core – “5a.CR9. All new and current workers receive training in the Personal Protection Equipment (PPE) which they use.”</p>
<p>Principle 5a – Wording change to progressive requirement – “5a.PR6. Comprehensive training (e.g. methods for preventing and mitigating workplace hazards) is in place for H&S including updates to Personal Protection Equipment and other hazards suitable to the worksite.”</p>
<p>Principle 5a – The following core requirement has been reinstated – “5a.CR8. Basic first-aid provisions are in place.”</p>
<p>Principle 5b – Reference to the relevant ILO standards has been added (C95 and C131)</p>
<p>Principle 5b – The following wording has been incorporated into core requirements as relevant (consistent with the language elsewhere) - “Producers provide evidence of agreement to terms and conditions of employment for all workers (in whatever form is most suitable for the situation). It includes information the worker can understand about employment conditions with respect to...” This applies to wages, overtime work, lending/advances and apprenticeships.</p>

Principle 5b – The following requirement has been changed from progressive to core – “5b.CR10. Home workers are given a clear explanation of terms and conditions of employment before starting work (preferably a written agreement).”
Principle 5b – A new core requirement has been added – “5a.CR6. Pay calculations are given to workers.”
Principle 5b – A new progress requirement has been added – “5b.PR5. Record keeping on in-kind compensation is separate from wages, e.g. accommodation is charged as rent and not deducted directly from wages”
Principle 5b – A new progress requirement has been added – “5b.PR8. The accounting for wages is kept separate from loans and in-kind services.”
Principle 5c – Reference to the relevant ILO standards has been added (C1, C14, C30, C89 and C90)
Principle 5d – Reference to the relevant ILO standards has been added (C29, C105 and C158)
Principle 5d – Principle Clarification added – “5d.PC6. Disciplinary actions should not be in the form of public notices.”
Principle 5d - Principle Clarification added – “5d.PC4. The disciplinary system should be progressive, not punitive.”
Implementation
The section has been updated to better reflect RMI’s planning for the new inspection system. For clarity, references to the Certification Committee, auditors/inspectors, and GoodWeave have been used in place of undefined terms such as certifier, evaluator, etc. This section has been reformatted and edited substantially for clarity and consistency.
Random inspections – this has been expanded to incorporate references to the protocol for child labour remediation and the Response to the Discovery of Child Labour has been removed as a stand-alone section.
The section Identification of Non-conformities and Corrective Measures has been added. Step 11 now includes a requirement that there will be at least 2 notifications with a 10 day’s grace period before decertification takes place.
An addition has been made to the text concerning inspections on page 33 - random inspections may also be carried out where a major non-compliance has been identified with any principle.
Definitions
The definitions of grievance, producer and supplier have been added.
The definitions of employed/employment, factory, home worker, licensee and registered looms have been updated.
The following have been changed for consistency (where appropriate): <ul style="list-style-type: none"> - Use the word producer instead of company, factory, manufacturer or employer; - Use the word worker instead of employee; - Use the word association instead of union; - Use the word grievance instead of complaints.