



## **Consultation Overview: GoodWeave Apparel, Fashion Jewelry and Home Textiles Standard**

**November 7 - December 31, 2017**

### **I. Overview**

GoodWeave is pilot testing its proven model and methodology in new sectors. As part of this expansion, GoodWeave is consulting with stakeholders on the development of a standard applicable to all tiers of production in the pilot supply chains. The draft Apparel, Fashion Jewelry and Home Textiles Standard covers all workers and workplaces in which embellished apparel, fashion jewelry and home textile products are produced. Initial studies in the sector revealed that:

- There is a need for improved supply chain transparency and regulation for informal and subcontracted workers;
- There are a lack of certification and verification initiatives for the most vulnerable workers (subcontracted workers and homeworkers); and
- GoodWeave's Certification Principles adapted from the rug industry standard apply in these supply chains.

In the Apparel, Jewelry and Home Textiles Sector, GoodWeave will fill a gap by:

- Providing supply chain transparency for subcontractors;
- Reaching most vulnerable workers;
- Regulating the informal sector; and
- Combining expertise in verification and certification at the homemaker level.

### **II. The Role of the Standard**

The Standard lays out the minimum requirements that producers in the supply chain are to adhere to and are certified against. Guidance, auditing criteria and verification protocols will be developed to support implementation of the Standard. Progress criteria may be developed in the future.

The GoodWeave approach is more than just a standard and certification process: GoodWeave has a holistic approach to fulfilling its mission to end child labor in global supply chains. This approach includes:

- ***Harnessing market forces***
  - Combining the power of consumers and businesses to ignite social change;
  - Partnering with brands to create products made without child labor;
  - Changing behavior and business practices, making “no child labor” a market requirement for producers.

- ***Cleaning up supply chains***
  - Applying clear and rigorous standards;
  - Verifying compliance by mapping & inspecting worksites all the way down to individual homes;
  - Ensuring compliance with random, unannounced, and frequent inspections as a powerful deterrent to exploitative labor practices.
- ***Creating educational opportunities***
  - Rescuing children is just the beginning toward a better life, followed by long-term support and remediation;
  - GoodWeave projects focus on education and learning for children in vulnerable communities.
- ***Improving conditions for all workers***
  - Fighting child labor by promoting better work for vulnerable adult workers and providing direct benefits to workers and families;
  - Long-term benefit for their employers through industry stability, employee loyalty, and productivity.

Prior to the drafting of the Standard, extensive field and desk research was conducted on the sector with a focus on Northern India. In addition, through projects and community outreach in target communities, GoodWeave has established programs to support an estimated 7,500 homeworkers and 6,000 children through Child Friendly Communities, school enrollment, medical camps and workforce training over the course of the pilot.

### **III. Key Features of the Standard**

The standard has important underpinnings. The first is that it maintains the intent of GoodWeave Principles: no child, forced, or bonded labor. It also aims to be transparent: the intent and objective of that standard are clear so producers know what they have to do for compliance and why.

#### **Certification Principles**

- ✓ No child labor is allowed
- ✓ No forced or bonded labor is allowed
- ✓ Conditions of work are documented and verifiable

The Scope Addresses:

- All facilities producing embellished apparel, fashion jewelry and home textile products, including:
  - Medium and large size factories (production and exporting facilities or subcontracted units);
  - Dedicated stitching centers and small factories; and
  - Home-based production.
- All workers and workplaces.
- All processing activities until the finished product.
- All subcontracted processes and homemaker production units.
- India, but also could apply to Nepal and Afghanistan.

License holders (producers, manufacturers or distributors of finished goods who are the exporter of record participating in the GoodWeave certification program and are licensed based on demonstrating compliance with the Standard) are held responsible for subcontracted units and workers. Note that the scope does not include the raw material supply chain.

#### IV. Process and Timeline

The following represents the timeline of the Apparel, Fashion Jewelry and Home Textiles Standard development process.



Stakeholder engagement is critical for a robust consultation process. Any stakeholder or member of the public is invited to submit comments. Targeted stakeholders include: production units, exporters, intermediaries, brands and retailers; relevant government and non-governmental and civil society organizations, trade unions, workers and worker representatives; other experienced voluntary standard setters; subject-matter experts; and funders.

Consultations are designed to be in compliance with ISEAL good practice: a minimum of 60 days for the first consultation and 30 days for a follow-up consultation.

- The first consultation took place April-June, 2017.
- This second consultation is taking place November 7-December 31, 2017.

Interested parties may submit comments via our survey, online at [www.goodweave.org/consultation-apparel-fashion-jewelry-home-textiles/](http://www.goodweave.org/consultation-apparel-fashion-jewelry-home-textiles/) or by emailing [standards@goodweave.org](mailto:standards@goodweave.org). All comments will be considered in the next revision of the Draft Standard (Version 1.0).

- Version 1.0 will be released in early 2018 for continued piloting and learning.

*This consultation follows GoodWeave’s Standard Operating Procedures, which are in compliance with ISEAL’s Standard-Setting Code—a set of good practice provisions for standard setting.*

## V. Results of the First Consultation

The first consultation feedback was gathered through survey responses, workshops, and meeting participation, through which 140 individuals took part. The following table identifies the key changes made to the Standard and describes the extent of the changes made with reference to feedback collected during the consultation period.

### Revisions to the draft Standard

Section	Changes	Rationale
<b>Scope</b>	<p>Scope of the Standard includes the processes for finished goods (embellished apparel, home textiles and fashion jewelry).</p> <p>In line with the GoodWeave Rug standard, raw materials are excluded from the scope.</p> <p>Raw materials are defined as raw cotton, yarn, and cloth, beads, buttons, thread and decorative notions, etc. as used in the production of the finished product. The production of these goods is outside the scope of the Standard.</p>	<p>Scope is focused on the outsourced processes which are the highest risk for child labor.</p>
<b>Compliance with the Standard</b>	<p>Added text to Compliance section:</p> <ul style="list-style-type: none"> <li>- Responsibility for compliance with the Standard lies with the licensed exporter and their subcontractors.</li> <li>- Where home work is carried out, the contractor that provides the work to the homeworkers is considered the employer and is responsible for ensuring the requirements are complied with.</li> <li>- Reference to existing guidance documents</li> <li>- Overarching statement that national legislation and regional and sector-specific regulations must be followed on topics in the Standard.</li> </ul>	<p>Adapted text from Rug Standard and included reference to policy and guidance documents in response to stakeholder feedback.</p>
<b>Certification Label</b>	<p>Included text on site certification in addition to full supply chain certification.</p>	<p>Providing options for businesses seeking partial supply chain certification for specific processes.</p>

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<p><b>Standard Structure</b></p>	<ul style="list-style-type: none"> <li>- Made processes for each type of production clearer, added intermediary under contractor category:             <ul style="list-style-type: none"> <li>• Licensed exporter: factory &amp; distribution center</li> <li>• Contractor/subcontractor: factory, dedicated center &amp; intermediary</li> <li>• Homeworker</li> </ul> </li> <li>- Removed reference to “levels” and factory size.</li> <li>- Diagram presented horizontally, added arrows to designate which parties are responsible for compliance with the standard.</li> </ul>	<p>Response to stakeholder feedback for better clarity on structure and role in compliance for the different categories of producers in the Standard.</p>
<p><b>Terms and Definitions</b></p>	<p>Added definitions for:</p> <ul style="list-style-type: none"> <li>- Hazardous work, homeworker, intermediary, raw material, remediation of child laborers, unannounced inspections</li> </ul> <p>Amended or corrected definitions for:</p> <ul style="list-style-type: none"> <li>- Dedicated Center, employer, labor broker, forced labor</li> </ul>	<p>In response to stakeholder feedback to provide better clarity in the standard.</p>
<p><b>Principle A1</b></p>	<ul style="list-style-type: none"> <li>- Intent section updated to make consistent with definitions.</li> <li>- Included written policy in requirements for licensed exporter and implementation of the policy in all three production types (A.1.1)</li> <li>- Added legal guardian for supervision in homeworker section (A.1.1)</li> <li>- Added reference to types of work allowed under A.1.1 in homeworkers requirement (A.1.2)</li> <li>- Suggestion to add guidance on which documents are acceptable for proof of age (A.1.3)</li> <li>- Updated footnote with link to policy documents</li> <li>- Clarified that the minimum age for work can differ by country, in regards to young workers (Safe conditions for young workers)</li> <li>- Reorganized requirements to group together documentation requirements (A.1.5) and prohibition of hazardous work (A.1.6).</li> <li>- Suggestion to add guidance on national law regarding hours of daily transport, hazardous work and include wording for improved worker safety (A.1.6)</li> </ul>	<p>Changes made in response to stakeholder feedback to add clarity to Standard. Some additions included from GWI Rug Standard.</p> <p>Guidance documents to be developed to support producer compliance</p>

<p><b>Principle A2</b></p>	<ul style="list-style-type: none"> <li>- Added examples of what may indicate bonded labor in intent section.</li> <li>- Added reference to recruiters and intermediaries and their responsibilities in the intent section.</li> <li>- Split requirements on freedom of movement in the workplace from A.2.1 into separate criterion, not applicable at the home work level (A.2.2).</li> <li>- Suggestion to add guidance to A.2.4 to define or give examples of proper valuation of in-kind payments.</li> <li>- Added requirements on wages including minimum wage (A.2.3), pay records and deductions/penalties (A.2.4)</li> <li>- Added requirements on labor brokers (A.2.5).</li> </ul>	<p>Stakeholder proposals to add requirements to address aspects of forced and bonded labor and evaluate Principle 2 to align wording and approach with ILO standards.</p> <p>Guidance documents to be developed to support producer compliance</p>
<p><b>Principle A3</b></p>	<ul style="list-style-type: none"> <li>- Wording amendments to clarify responsibilities in different production types (A.3.1)</li> <li>- Guidance suggested for A.3.3 with details on records required to fulfil compliance.</li> <li>- Added non-retaliation clause for workers providing information during interviews (A.3.5)</li> </ul>	<p>Improve clarity and understanding for compliance.</p> <p>Guidance documents to be developed to support producer compliance</p>
<p><b>Proposals not included in draft Standard</b></p>	<ul style="list-style-type: none"> <li>- Requirements related to living wage and piece rate calculations are not included in Principle 2, but will be addressed in Progress Principles which are to be developed in the next stage, adapted from the GoodWeave Standard.</li> <li>- Requirement on benchmarking interest rates to the prevailing market rate is not included in Principle 2 on loans and advances, due to field research indicating such a criterion would not be auditable.</li> </ul>	

## VI. Second Round of Consultation

Our intent for this second round of consultation is to validate with a diverse set of Stakeholders across the supply chain (and in the broader ecosystem) that the scope and the minimum requirements set out in the Standard are sufficient, appropriate and implementable; to surface any significant barriers to uptake of the Standard; and to identify any areas of material improvement to the content and structure.

For any questions or concerns, email [standards@goodweave.org](mailto:standards@goodweave.org).