



GoodWeave[®] International

Apparel, Fashion Jewelry and Home Textiles Standard

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Objectives

The broad aims of the Apparel, Fashion Jewelry and Home Textiles Standard “the Standard” are:

- To eliminate child labor, forced labor and bonded labor in high risk production sectors by ensuring compliance with the Standard and implementing effective and sustainable remediation procedures;
- To provide a coherent and consistent Standard that may be applied across all countries within the scope of the Standard, taking into account different production methods;
- To bring benefits to workers, particularly homeworkers, the most vulnerable actors in the supply chain;
- To facilitate transparent monitoring and verification of working conditions;
- To encourage positive changes in the community, particularly the reduction of child labor, forced labor and bonded labor and an increase in access to children’s education; and
- To provide an independent assurance through the GoodWeave label for consumers worldwide that producers meet the Standard.

Scope

The Standard lays out the principles and criteria by which the objectives are fulfilled. It addresses the conditions under which a product is made. It applies to the facilities seeking compliance with the Standard, and covers all workers and workplaces in which the products are made. The product scope of this Standard covers apparel, fashion jewelry and home textiles. This comprises the finishing and embellishment activities from receipt of raw material until the finished product and specifically includes all subcontracted processes and home work production units.

The GoodWeave license holder is responsible for the operations of its subcontracted units and workers and is encouraged to continuously monitor the compliance of the Standard at all levels of the supply chain.

The geographical scope of this Standard is intended to be the countries where GoodWeave operates: India, Nepal and Afghanistan¹. The scope of the Standard does not include the raw material supply chain².

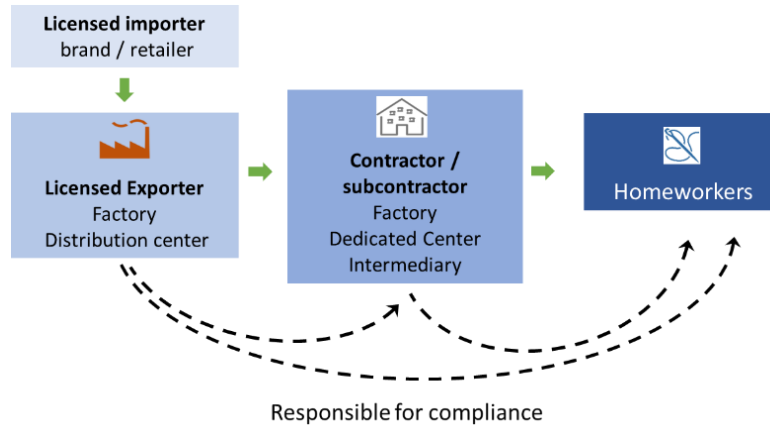
The Standard is limited to the production stages of embellished apparel, home textile products and fashion jewelry. The boundaries of the Standard are those processes for which the producer and its subcontractors are directly responsible:

¹ In the piloting phase this Standard is currently being field tested in India.

² For the purposes of this Standard raw cotton, yarn, and cloth, beads, buttons, thread and decorative notions, etc. are considered raw materials used in the production of the finished product. The production of these goods is outside the scope of the Standard.

- Where the main material for manufacture is bought, ready spun or dyed, the Standard is valid from the point of entry to the facility or home-based unit.
- Where all processes are carried out at vertically integrated manufacturing sites, as well as for other sites which use subcontractors, the scope includes the main site plus all subcontracted production.

Diagram 1: Apparel supply chain and compliance responsibility



Compliance with the Standard

The responsibility for compliance with the Standard lies with the licensed exporter and their contractors. Producers at all levels in the supply chain must be aware of and adhere to the Standard. Where home work is carried out, the contractor that has provided the work to the homeworkers is considered the employer and is responsible for ensuring the requirements are complied with (see diagram 1 above).

GoodWeave requires, at minimum, that producers always abide by national legislation and regional or sector-specific regulations on the topics covered by this Standard.

ILO 177 Convention on Home Work applies throughout the Standard regarding working conditions. The responsibility for meeting the Certification Requirements in these situations rests with the employer³ who has contracted the work with the home work unit.

GoodWeave provides guidance, examples and policies to address specific aspects of implementation (e.g. remediation and homeworker guidelines) and provide support for compliance⁴. This ensures that all parties involved in implementing the Standard are aware of their roles and responsibilities.

³ An employer can be the license holder, subcontractor or an intermediary working on the behalf of either.

⁴ GoodWeave policies and procedures can be found here: <https://goodweave.org/policies-and-procedures/>

GoodWeave Certification Label

In order for a product to receive a GoodWeave certification label, all producers and their subcontractors in the supply chain must adhere to the requirements contained in the Standard and be verified by GoodWeave. The exporter must be licensed with GoodWeave in order to be eligible for certification labels to be issued.




Production entities within the supply chain may also seek individual site certification without issuance of a GoodWeave label on the final product.

Standard Structure

This Standard consists of three Certification Principles covering the fundamental values: no child labor, forced and bonded labor, and the transparency needed to verify compliance. The Certification Principles are numbered A1 through A3 and are presented in a table format.

Under each Principle there is an Intent section which provides a clarification of the intent and the aim of the Principle. This is followed by the Certification Requirements which provide the details of what is expected of the producer in different types of production setups. 1) Exporter-licensee has direct relationship w/ importer; 2) (sub)contractor supplies to exporter or contractor through one or more links in the supply chain 3) homeworker has contract either with the exporter licensee or with a (sub)contractor.

The different types of production are represented by the following icons for easy identification:

	Exporter Licensee: Criteria in this section are applicable to the GoodWeave license holder and include exporters, which may be factories or finishing/distribution centers, where the exporter licensee has a direct relationship with the importer.
	Subcontractors: Criteria in this section are applicable to contracted production and include subcontracted factories and smaller production units such as Dedicated Centers (DCs), as well as intermediaries who act as a link between production units and homeworkers ⁵ .
	Homeworkers: Criteria in this section are applicable to homeworker production.

Application and Review Timetable

GoodWeave follows the *Standard Operating Procedure (SOP) Development of GoodWeave Standards Version 5.0, 9 August 2016* for the process of publishing, reviewing, revising and implementing changes to the Standard.⁶

Date of publication and subsequent reviews and revisions to be determined.

⁵ Intermediaries serving as labor brokers providing workers to factories are not included in this category. In this case, the employer is responsible for compliance with the Standard.

⁶ Please visit <http://www.goodweave.org/standard/standard-development> for more information about the standard development process.

Terms and Definitions

bonded labor or debt bondage: The practice of requiring someone to work to pay off a loan, when the value of his or her work greatly exceeds the value of the original loan. It arises from a pledge by a debtor of his or her personal services or of those of a person under his control as security for a debt, when the value of those services as reasonably assessed is not applied towards the liquidation of the debt or the length and nature of those services are not respectively limited and defined.

child⁷: Any person less than 18 years of age. This Standard follows the requirements of ILO Convention 138 Minimum Age by imposing a minimum limit of 14 years on any work, unless local minimum age law stipulates a higher age for work or the end of mandatory schooling, in which case the higher age shall apply.

Note: GoodWeave recommends that the minimum age for entry to work is progressively raised from 14 to 15 years old (13 years old for light work), but the Certification Requirements in the Standard follow the above definition.

child labor: Any work or economic activity which is likely to be harmful to the health or development of a child; or would prejudice their attendance at school, their participation in vocational or training programs approved by the competent authority, or their capacity to benefit from the instruction received. This includes the sale and trafficking of children and all forms of slavery or practices similar to slavery of children.

Dedicated Center (DC): A centralized space designed to offer homeworkers a safe working environment that is in close proximity to their homes.

embellished apparel: Clothing, garments, and/or wearable textiles that have embellishments such as beading, embroidery, and/or sequins that require hand work.

employed/employment: The position of being paid to carry out work. Other terms may also be used such as “engaged.” Employment may be formal or informal, and may occur with or without a written contract.

employer: The person or entity responsible for providing work. This may be an exporter or subcontractor, or an intermediary working on the behalf of either of these. The employer is responsible for ensuring that workplaces and the workers they provide work to in the case of homeworkers are in compliance with the standard. It is not restricted to formal employment relationships, and includes informal work.

exporter: The supplier producing, finishing or handling the finished products before exporting for sale. The exporter is the GoodWeave license holder and responsible for meeting the GoodWeave licensing requirements and ensuring the requirements in this Standard are met throughout its supply chain.

factory: A facility which includes some or all aspects of production of goods such as dyeing, weaving and finishing, and where all (or some) employees work at the facility. The term includes any production facility outside the home.

fashion jewelry: Decorative personal ornaments, such as earrings, necklaces, or bracelets, that are typically made from inexpensive metals, glass beads etc.

⁷ As defined by ILO Conventions 138 and 182 and the UN Convention on the Rights of the Child

forced or compulsory labor: All work or service that a person has not offered to do voluntarily and is made to do under the threat of punishment or retaliation or that is demanded as a means of repayment of debt.

hazardous work: Work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of the worker.

home textiles: Hand decorated textiles used in home furnishings such as beaded pillow cases, embroidered window coverings, decorated bedspreads, etc.

home work: Work carried out by a person in his or her home or in other premises of his or her choice, other than the workplace of the employers.

homeworker: A person who carries out work in his or her home or in other premises of his or her choice, other than the workplace of the employers. This includes subcontracted workers who are dependent on others for their work - including those who work for an employer, intermediary or subcontractor for a piece rate, and/or are not responsible for designing or marketing the product, but simply contribute their labor.

intermediary: An individual or entity who acts as a middleman between producers, supplying unfinished goods from the licensed exporter or their contractors to subcontractors or homeworkers to finish. They generally do not take ownership of the product.

labor broker: A person or entity who provides workers to a production site.

licensee: A producer, manufacturer or distributor of finished goods who is an exporter participating in the GoodWeave certification program and who is licensed based on demonstrating compliance with the Standard. Also referred to as the “GoodWeave license holder.”

producer: An individual or company that owns the production process and is responsible for ensuring and demonstrating requirements of the Standard are met. Both licensees and their subcontractors are considered producers.

piece rate or quota: Compensation based on a worker's quantitative output or production, usually an agreed sum per article of work turned out.

raw material: The basic material from which the finished product is made is considered a raw material. For the purposes of the Standard, raw cotton, yarn, and cloth as well as beads, buttons, thread and decorative notions are considered raw materials used in the production of the finished product.

remediation of child laborers: All support and actions necessary to ensure the safety, health, education and development of children who have been subjected to child labor, as defined above, and whose work has been terminated.

unannounced inspections: Surprise audits of a production unit. Unscheduled visits by the inspection team allow assessments of operations during a ‘typical’ day, in contrast to the potential artificial environment established for an announced inspection.

supplier: An external entity that supplies standard goods or services, as opposed to a contractor or subcontractor who commonly adds specialized input to deliverables. Also called a

vendor. This does not include other sites owned by the producer from which goods are transferred.

subcontractor: Any external entity or individual(s) in the supply chain that directly provides the exporter with specialized inputs integral to, utilised in or for the production of the final product.

worker: All types of workers, including migrant, temporary, seasonal, part-time, subcontracted, permanent workers and homeworkers. The term is not limited to factory workers but includes all other hired labor personnel (e.g. employees working in the company's administration). The term is limited to personnel that can join an association (e.g. union) and therefore normally excludes middle and senior management. Workers include those working full- or part-time on a fixed hourly, weekly or monthly basis and also include those who are paid on a piece rate for the amount produced.

young worker or adolescent worker: Children or youth under the age of 18 who are above the statutory minimum age for employment (14 or 15 years old). Also referred to as "young persons," they are restricted from certain working conditions, such as hazardous work.

Certification Principles and Requirements

Principle A1: No child labor is allowed

Intent: The producer shall not engage in or support the use of child labor. All practices must conform to ILO Conventions 138 Minimum Age and 182 Worst Forms of Child Labour and national law at a minimum. Where national law or international conventions set a lower age limit for employment or work than the GoodWeave Standard, the higher age limit shall be observed. In situations where child labor is found, remediation procedures shall be put in place and no further recruitment or replacement of children is allowed. Wherever possible the producer or contractor should co-operate with local community initiatives to contribute to the establishment of social norms, good practice and/or functioning institutions to ensure that every child receives educational opportunities.

A.1.1 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.



The exporter has a written policy on child labor that is in compliance with national legislation and this Standard.

The policy is effectively communicated and all employees, management and workers, including in subcontracted units, are aware of, understand and follow this policy.



The producer has a policy on child labor that is compliance with national legislation and this Standard.

The policy is effectively communicated and all employees, management and workers are aware of, understand and follow this policy.



The employer (subcontractor) understands the child labor policy and national legislation. The employer ensures that homeworkers understand and follow this child labor policy and national legislation.

Where work is carried out in homes, homeworkers are made aware of the limitations on hours and type of work in which children and young workers can be involved, and are made aware of the specific dangers/hazards to children in the workplace.

Children may help their parents in the home under the following circumstances only when:

- The child's work does not jeopardize her or his attendance at school, and is not so demanding as to undermine her or his educational attainment.
- The work does not jeopardize the child's social, moral or physical development and does not constitute a hazard to the child's general health and wellbeing.
- The child is supervised and guided by an adult member of the immediate family or legal guardian.












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Homeworkers

A.1.2	Notices are provided declaring that producers do not allow child labor
 	The policy on child labor (and the relevant provisions of national legislation, if required by law) is displayed prominently in the workplace, in languages understood by all employees.
	The subcontractor has written verification from the homeworker that they will not engage children in production beyond what is allowed in A.1.1.
A.1.3	The age of workers is verified to ensure that no children are employed or allowed to work illegally
 	Verifiable records are kept of all workers in all production sites. All available forms and documents, including but not limited to birth certificates, dental reports, etc. shall be used as identification to verify the age of workers.
	Ages of all children living on the premises of home production sites are recorded and verifiable. The subcontractor and homeworker keep copies of these records.
A.1.4	Processes are in place for remediation where child labor is found⁹
 	There is a remediation plan in place if child labor is found. Producers work with GoodWeave and/or local remediation projects in cases where child labor is found.
	If children are found to be working in the home performing light work beyond that which is allowed in A.1.1, the license holder works with the subcontractor, the homeworker, the community and GoodWeave on remediation projects.
<p>Safe conditions for young workers</p> <p>“Young workers” or “young persons,” who are under 18 years old but above the minimum legal working age are restricted from certain kinds of work. The producer shall not expose children or young workers to situations that are physically, psychologically or morally hazardous, unsafe or unhealthy. This includes the children of workers who live in or regularly visit the factory compound or worksite. This is in line with international norms including ILO standards and the UN Convention on the Rights of the Child. Where national law prescribes a lower age range for defining young workers, this higher range shall be followed.</p>	
A.1.5	Records are kept of young workers and the work that they do

⁹ GoodWeave Child Labor Remediation Policy can be found here: <https://goodweave.org/policies-and-procedures/>






 	<p>There is a register stating the age of young workers under 18 years and the work they do.</p> <p>All legal requirements for young workers are followed and documentation kept as prescribed by local and national law and regulations.</p> <p>There is a list of the tasks carried out by young workers and potential hazards are identified to ensure that young workers are not engaged in hazardous work.</p>
	<p>Where there are young workers present in the home, the employer keeps a record of young workers and the work that they do.</p>
<p>A.1.6</p>	<p>Hazardous work is prohibited for young workers</p>
 	<p>Young workers are exempted from hazardous work (at a minimum including those tasks defined by law), night work and overtime.</p> <p>A risk assessment is performed to identify and mitigate potential hazards and create awareness on health and safety issues.</p> <p>Workers are allowed to refuse dangerous work without fear of retribution.</p> <p>The combined hours of daily transport, school and work time do not exceed the limit allowed by law.</p>
	<p>The employer ensures that home workers understand and that young workers are not engaged in hazardous work, night work or excessive working hours.</p> <p>Where there are young workers present in the home, the young worker is able to demonstrate they understand what is considered hazardous work and explain or provide examples of the kind of work they perform to ensure that no hazardous work is performed.</p>
<p>A.1.7</p>	<p>Education plans are in place</p>
 	<p>An education/employment plan is in place for all young workers who are subject to compulsory education laws to ensure the work does not interfere with their schooling.</p>
	<p>Where there are children or young workers who are subject to local compulsory education laws present in the home, the contractor shows that no child or young person is working during school hours.</p>

Principle A2: No forced or bonded labor is allowed

Intent: No one shall be forced or otherwise compelled to work. All practices must conform to the ILO Conventions 029 Forced Labour and 105 Abolition of Forced Labour and national law at a minimum. The following situations suggest that bonded labor may be taking place:

- There is no agreement with the workers for his/her work;
- The worker is not free to leave employment and work for another employer;
- The worker is not allowed to move outside or leave the workplace;
- The worker is not paid directly but pay goes to an agent, recruiter or parent under conditions that restrict worker freedom.

The Certification Requirements below outline the practices that ensure forced or bonded labor does not occur. If workers are recruited through an intermediary or labor broker, these same requirements apply to them as well.

A.2.1	Workers are not forced or otherwise compelled to work
 	<p>Employers do not use any form of physical or psychological measures to prevent workers from leaving employment.</p> <p>Workers are free to leave employment after a reasonable and agreed notice period without penalty and to work for another employer.</p> <p>Workers are not required to lodge deposits or surrender original identity papers in return for work.</p>
	<p>Homeworkers are not bound to work with one employer or contractor, and are free to work with other contractors.</p> <p>Homeworkers are not required to lodge deposits or surrender original identity papers in return for work.</p> <p>The employer or contractor ensures that no part of any homeworker's salary, payments or benefits is withheld in order to force such worker to continue working for the employer.</p>
A.2.2	Producers do not restrict the movement of workers
 	<p>Working hours are clearly specified.</p> <p>There is a time recording system in place where the beginning and the end of workday is registered for each individual worker.</p> <p>Workers do not have their freedom of movement restricted and are free to leave work premises at any time after a standard workday.</p>
A.2.3	Employment agreements or contracts are provided in the form most suitable for the situation









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Homeworkers

 	<p>Producers have a written or verbal employment agreement in place with the workers on terms and conditions of employment.</p> <p>This agreement is in a format and language the workers understand.</p> <p>The employment agreement includes at least the job description, working hours and pay rate, and meets at least the minimum wages as required by law.</p>
	<p>Employers or contractors have a written or verbal employment agreement in place with the homemaker on terms and conditions of employment.</p> <p>This agreement is in a format and language the workers understand.</p> <p>The employment agreement includes at least type of work and piece rate, quota or hourly wage, and documentation of these terms including the piece rate are kept by the employer or contractor.</p> <p>There is a recording method in place where homeworkers input the number of hours worked and pieces completed where relevant, each day.</p>
<p>A.2.4</p>	<p>Workers are not bound to the job through their debt and are provided with clear individual wage records, including in-kind payments (if any) and payments against company loans.</p>
 	<p>The producer provides pay records to all workers that specify wages paid, hours worked and any deductions.</p> <p>Pay records comply with national legislation and are understandable accessible to workers.</p> <p>Workers are not recruited using loans to their families that pressure young workers to remain in employment to pay off family loans.</p> <p>The producer does not provide loans to workers with interest rates at a level which leaves them in difficulty of repayment and binds them to the job.</p> <p>Wages are not withheld to force workers to work as a payment against a debt to the employer (including any penalties resulting in withheld wages).</p> <p>Payment in kind is only permissible when it constitutes partial payment for work performed and is allowed by law. Such payments are to be correctly valued and appropriate for the use of the worker and his/her family.</p>
	<p>The employer or contractor provides pay records to all homeworkers that specify wages paid for work completed and any deductions.</p> <p>Pay records comply with national legislation and are understandable and are accessible to homeworkers.</p> <p>Employers do not provide loans to homeworkers with interest rates at a level which leaves them in difficulty of repayment and binds them to the job.</p>





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Homeworkers

	<p>Wages are not withheld to force workers to work as a payment against a debt to the employer (including any penalties resulting in withheld wages).</p> <p>Payment in kind is only permissible when it constitutes partial payment for work performed and is allowed by law. Such payments must be correctly valued and appropriate for the use of the worker and his/her family.</p>
A.2.5	Labor brokers
 	<p>All production workers receive wages directly from the licensed exporter or registered contractor.</p> <p>The producer does not hire workers through a third party or broker who holds the contract with or is responsible for paying workers' salaries and benefits. The labor broker does not collect fees or take payment (cash, documents, wages, etc.) from the worker as a condition for their recruitment.</p> <p>All costs associated with recruitment are borne by the employer.</p>




Principle A3: Conditions of work are documented and verifiable

Intent: In order to ensure that conditions of work are verifiable, producers must administer business practices, which are transparent towards GoodWeave and adhere to all relevant local and national laws and regulations at all levels of the supply chain. Exporters must meet all GoodWeave requirements for licensing, which includes:

- All company registration and tax documents (as applicable) are completed.
- All associated GoodWeave license fees are paid.

Licensees must be able to show a fully traceable supply chain for the production processes and register all production sites with GoodWeave.

Producers must ensure all workers covered by the Standard are aware of its content and implementation processes, and should share knowledge to help improvement in the industry.

A.3.1	Producers disclose a fully traceable supply chain for all production processes
	<p>At the exporter level, all processes and all suppliers, subcontractors and intermediaries are listed and submitted to GoodWeave.</p> <p>This list is kept up to date and any changes in the supply chain recorded.</p>
	<p>Producers provide information to GoodWeave identifying all suppliers, subcontractors and intermediaries used.</p>
	<p>In the case where a producer directly, or through a contractor is hiring</p>














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Homeworkers

	<p>homeworkers, detailed information should be provided (e.g. village name, number of family members and children per household).</p> <p>In the case of home work, the employer (producer or contractor) that has contracted work with the unit is responsible for ensuring the Certification Requirements are met with respect to every home work unit.</p>
A.3.2	All production sites are registered
  	<p>All production sites are registered with GoodWeave, including individual homeworkers, Dedicated Centers and subcontracted units used for specific elements of the whole process.</p> <p>Only production sites registered with GoodWeave are used.</p>
A.3.3	Access is provided to relevant documentation and personnel during verification visits
  	<p>Producers at all levels of the supply chain allow GoodWeave inspectors access to all relevant and necessary documents and personnel in order to verify compliance with the Certification Principles and related Requirements in this Standard for certification purposes.</p>
A.3.4	Access is provided to facilities for unannounced inspections by GoodWeave
  	<p>Producers at all levels of the supply chain allow access to production sites for unannounced inspections by GoodWeave approved personnel.</p>
A.3.5	Access is provided to workers for confidential interviews during verification visits
  	<p>GoodWeave inspectors are able to interview workers in all factories, subcontracted units, DCs, and homeworkers without the presence of management, to ensure confidentiality.</p> <p>Employers do not retaliate against workers for providing information to GoodWeave about working conditions.</p>



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Homeworkers