



# GoodWeave® International New Sectors Standard

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## Objectives

The broad aims of the New Sectors 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 certification for consumers worldwide that producers meet the Standard.

## Scope

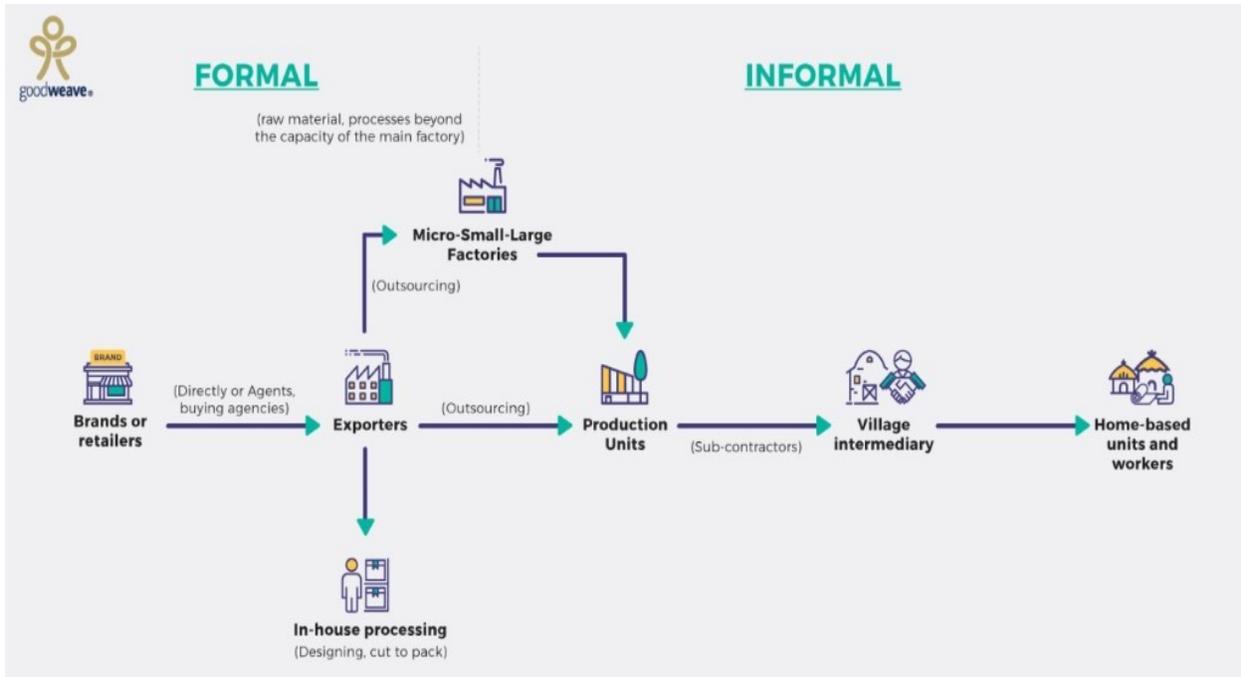
The Standard lays out the principles and requirements by which the objectives are fulfilled. It applies to the facilities seeking compliance with the Standard and covers all workers and workplaces in which the products are made. The product scope of this Standard is apparel, fashion jewellery and home textiles.

The GoodWeave license holder is the tier 1 supplier, 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 Afghanistan<sup>1</sup>.

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<sup>1</sup> In the piloting phase this Standard is currently being field tested in India.



Production processed covered by the standards

## Compliance with the Standard

The responsibility for compliance with the Standard lies with the license holders 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.

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.

GoodWeave provides guidance, examples and policies to address specific aspects of implementation (e.g. remediation and homeworker guidelines) and provide support for compliance<sup>2</sup>. This ensures that all parties involved in implementing the Standard are aware of their roles and responsibilities

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

<sup>3 2</sup> GoodWeave policies and procedures can be found here: <https://goodweave.org/policies-and-procedures/>

production unit management and owner (whether it is a facility of the exporter licensee itself or its sub-contractor units) are responsible for all processes carried out within the facility, regardless of whether it is listed under the scope for that product category.

The license holder is also encouraged to conduct due diligence to ensure that raw materials and components, which are outside the scope of the Standard, are procured from sources that are responsibly made.

## GoodWeave Certification

The Standard addresses the conditions under which the product was made.

In order for a product to receive a GoodWeave certification, all production units 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 the certification 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

The Standard lays out the principles, requirements and criteria by which the objectives are fulfilled.

The Standard is organized as follows:

- A. Certification Principles – The Standard is based on three Certification Principles covering child labour, forced and bonded labour, and the transparency needed to verify compliance. Under each Principle there is an Intent section which provides a clarification of the intent and the aim of the Principle. The Certification Principles are numbered A1 through A3.
  - Certification Requirements – Each Certification Principle is supported by several certification requirements. These are indicators of compliance with the principle, which producers must meet in order to demonstrate adherence to the Standard.
- B. Progress Principles – In addition to the requirements for certification, GoodWeave also sets criteria to measure progress against a broader set of related labour rights and environmental impacts.
  - Progress Requirement – Each Progress Principle is supported by several progress requirements. These are indicators of compliance with the principle.

C. Sector Specific Scope, Claims, and Labelling: GoodWeave developed a separate documentation for each product category covered by this Standard (home textiles, fashion jewellery and apparel), focusing on the elements which are specific to each sector.

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

	<p><b>Exporter:</b> Criteria in this section are applicable to the GoodWeave exporter which is also the license holder, may be factories or finishing/distribution centers and has a direct relationship with the importer.</p>
	<p><b>Subcontractors:</b> Criteria in this section are applicable to subcontractors, who provides the exporter with production inputs through one or more links in the supply chain; Subcontractors 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<sup>5</sup>.)</p>
	<p><b>Homeworkers:</b> Criteria in this section are applicable to the employers of homemaker production. Homeworkers have contract or agreement to work either wit the exporter or with a (sub)contractor, directly or through intermediaries</p>

## 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.<sup>6</sup>

*(Date of publication, implementation and subsequent reviews and revisions to be determined.)*

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<sup>5</sup> 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.

<sup>6</sup> Please visit 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.

**child<sup>7</sup>:** Any person less than 18 years of age, unless the laws of a particular country set the legal age for adulthood younger. (as per UNICEF Convention on the Rights of the Child <sup>3</sup>) 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. Child labor is different from child work, which refers to a positive participation of children in an economic activity under the guidance of parents/guardians, is not detrimental to their health or mental and physical development and allows a normal schooling.

**Dedicated Center (DC):** A centralized space designed to offer homeworkers a safe working environment that is in close proximity to their homes. Workers employed by a DC work either on the site or from 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. T

**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 company 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.

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<sup>3</sup> [https://www.unicef.org/crc/files/Guiding\\_Principles.pdf](https://www.unicef.org/crc/files/Guiding_Principles.pdf)

**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 production site.

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

**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. This includes the handling of hazardous chemicals flagged in international reference lists.

**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.

**informal sector/workers:** range of units engaged in the production of goods with the primary objective of generating employment and incomes to the persons concerned, operating at a low level of organisation. Labour relations are based mostly on casual employment. Recognizing that the risk of labour abuses is prevalent (and most of the time hidden) in the informal sector, this standard includes requirements for employer of homeworkers.

**intermediary:** An individual or entity who acts as a middleman between producers, supplying unfinished goods from the 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 (but is not responsible for the manufacturing processes (contrarily to contractors, who get the responsibility to complete a task, generally, outside the premises of a factory, DC or other worksite of the employer.)

**license holder:** 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 licensee."

**light work:** any work that should not be harmful to a child's health and development, and should not prejudice attendance at school, participation in vocational training , capacity to benefit from the instruction received and time for recreation and play (ILO Convention No.138, Article 7)

**producer:** An individual or company that owns the production process and is responsible for ensuring and demonstrating requirements of the Standard are met. Both license holders 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 components such as beads, buttons, thread and decorative notions are considered raw materials used in the production of the finished product. Suppliers of raw materials are distinct from subcontractors (see definitions).

**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	
<p><b>Intent:</b> 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.</p>	
<b>A.1.1</b>	<p><b>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.</b></p>
	<p>The exporter has a written policy on child labor that is in compliance with national legislation and this Standard.</p> <p>The policy is effectively communicated and all employees, management and workers, including in subcontracted units, are aware of, understand and follow this policy.</p>
	<p>The producer has a policy on child labor that is compliance with national legislation and this Standard.</p> <p>The policy is effectively communicated and all employees, management and workers are aware of, understand and follow this policy.</p>
	<p>The employer understands the child labor policy and national legislation.</p> <p>The employer ensures that homeworkers understand and follow this child labor policy and national legislation.</p> <p>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.</p> <p>Children may help their parents in the home under the following circumstances only when:</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• The child is supervised and guided by an adult member of the immediate family or legal guardian.</li> </ul>
<b>A.1.2</b>	<p><b>Notices are provided declaring that producers do not allow child labor</b></p>

	<p>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.</p>
	<p>The employer has written verification from the homemaker that they will not engage children in production beyond what is allowed in A.1.1.</p>
<p><b>A.1.3</b></p>	<p><b>The age of workers is verified to ensure that no children are employed or allowed to work illegally</b></p>
	<p>Verifiable records are kept of all workers in all production sites.</p> <p>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</p>
	<p>Ages of all children living on the premises of home production sites are recorded and verifiable.</p> <p>The employer and homemaker keep copies of these records.</p>
<p><b>A.1.4</b></p>	<p><b>Processes are in place for remediation in case child labor is found<sup>4</sup></b></p>
	<p>There is a remediation plan in place in case child labor is found.</p> <p>If child labor is found, producers work with GoodWeave and/or local remediation projects in cases where child labor is found</p>
	<p>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 homemaker, the community and GoodWeave on remediation projects.</p>
<p><b>Safe conditions for young workers</b></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 must ensure safe conditions for young workers, who should not be involved in hazardous work and should benefit from education/employment plans. The producer shall not expose young workers to situations that are physically, psychologically or morally hazardous, unsafe or unhealthy. This includes the</p>	

<sup>94</sup> GoodWeave Child Labor Remediation Policy can be found here: <https://goodweave.org/policies-and-procedures/>

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 shall be followed.

<p><b>A.1.5</b></p>	<p><b>Records are kept of young workers and the work that they do</b></p>
 	<p>There is a register stating the age of young workers under 18 years and the work they do. 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><b>A.1.6</b></p>	<p><b>Hazardous work is prohibited for young workers</b></p>
 	<p>Young workers are exempted from hazardous work (at a minimum from the tasks defined as hazardous by national 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 for young workers.</p> <p>Young 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 home workers understand that young workers must not engage in hazardous work, especially chemicals handling, 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><b>A.1.7</b></p>	<p><b>Education/employment plans are in place</b></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>



Where there are children or young workers who are subject to local compulsory education laws present in the home, the employer shows that no child or young person is working during school hours.

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

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**



Employers do not use any form of physical or psychological measures to prevent workers from leaving employment.



Workers are free to leave employment after a reasonable and agreed notice period without penalty and to work for another employer.

Workers are not required to lodge deposits or surrender original identity papers in return for work.



Homeworkers are not bound to work with one employer or contractor, and are free to work with other employers.

Homeworkers are not required to lodge deposits or surrender original identity papers in return for work.

The employer 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.

**A.2.2**

**Workers do not endure harsh, inhumane or inappropriate treatment**



Physical abuse, workplace violence, sexual or other harassment, verbal abuse or other forms of intimidation of workers are prohibited

A mechanism is put in place to deal with grievances, allowing also anonymous complaints

	
	<p>The employer ensures that homeworkers understand they should not endure physical, verbal or sexual abuse or harassment.</p>
<p><b>A.2.3</b></p>	<p><b>Producers do not restrict the movement of workers</b></p>
	<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>
	<p>Employers have a method to monitor the number of hours worked or pieces completed by homeworkers.</p>
<p><b>A.2.4</b></p>	<p><b>Employment agreements or contracts are provided in the most suitable form for the situation</b></p>
	<p>Employers have a written 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 state and national law.</p>
	<p>Employers have a written agreement in place with the homeworker on terms and conditions of employment.</p> <p>The agreement comprises the signature of the homeworker and of the employer.</p> <p>This agreement between employers and homeworkers is in a format and language the workers understand.</p> <p>The 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.</p>
<p><b>A.2.5</b></p>	<p><b>Workers are not bound to the job through their debt.</b></p>
	<p>The employer provides clear individual 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>

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.

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).

Payments are made in a form which respects the national law and is acceptable to workers.



The employer provides pay records to all homeworkers that specify wages paid for work completed and any deductions.

Pay records comply with national legislation and are understandable and are accessible to homeworkers.

The employer ensures that if loans are provided to homeworkers, interest rates are not at a level which leaves them in difficulty of repayment and binds them to the job.

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).

Payments are made in a form which respects the national law and is acceptable to workers.

**A.2.6 Labor brokers**





All production workers receive wages directly from the licensed exporter or registered contractor.

If the producer hires workers through a labor broker, the labor broker does not hold the contract with workers and is not responsible for paying their 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.

All costs associated with recruitment are borne by the employer.

**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 maintain documentation of and 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.

The information provided by producers must respect data protection laws and business confidentiality.

<p><b>A.3.1</b></p>	<p><b>Producers disclose a fully traceable supply chain for all production processes</b></p>
	<p>At the exporter level, all processes covered in the scope including and all subcontractors, intermediaries and homeworkers are listed and submitted to GoodWeave.</p> <p>This list is kept up to date every 6 months 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 an employer directly, or through an intermediary is hiring homeworkers, detailed information should be provided (e.g. village name, number of family members, children per household, and the intermediary, if applicable).</p>
<p><b>A.3.2</b></p>	<p><b>All production sites are registered</b></p>
  	<p>All production sites are registered with GoodWeave, including individual homeworkers, Dedicated Centers and subcontracted units used for specific elements of the whole process. Only production sites registered with GoodWeave are used.</p>
<p><b>A.3.3</b></p>	<p><b>Access is provided to relevant documentation and personnel during verification visits</b></p>
  	<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 Principles, Requirements and Criteria in this Standard.</p>

<b>A.3.4</b>	<b>Access is provided to facilities for unannounced inspections by GoodWeave</b>
	Producers at all levels of the supply chain allow access to production sites and to all relevant and necessary documents and personnel for unannounced inspections by GoodWeave approved personnel.
<b>A.3.5</b>	<b>Access is provided to workers for confidential interviews during verification visits</b>
	GoodWeave inspectors are able to interview workers in all factories, subcontracted units, DCs, and homeworkers without the presence of management, to ensure confidentiality. Employers do not retaliate against workers for providing information to GoodWeave about working conditions

## Progress principles and requirements

<b>Principle B1: No Discrimination is practised</b>	
<p>Intent: The producer should not engage in or support discrimination  All practices should conform with the relevant ILO standards (C100, C111, C156 and C183) and national law at a minimum.</p> <p>Where migrant work is legally permitted the producer will not discriminate against migrant workers. The producer should be sympathetic to the needs of the workers relating to religion, disability, gender, and union membership. No woman should be dismissed solely because she is pregnant.</p>	
<b>B.1.1</b>	<b>No discrimination is practised on the basis of race, colour, caste, national origin, social extraction, religion, education level, gender, age, marital status, sexual orientation, pregnancy, childbirth, disability, disease, union membership, political affiliation.</b>

 	<p>No discrimination is practised for recruitment, promotion, access to training, remuneration, allocation of work, termination of employment of workers</p> <p>Producers must ensure equality of opportunity or treatment in employment or occupation, and equal opportunities for male and female workers.</p> <p>Producers have a written policy about their recruitment practices, employment terms and disciplinary practices.</p> <p>Producers keep a record of all terminated contracts, including the reason for termination.</p> <p>Grievance/complaints can be made by workers on these aspects (see A.2.2)</p>
	<p>No discrimination is practised for recruitment, remuneration, allocation of work or termination of work for homeworkers</p>
<p><b>B.1.2</b></p>	<p><b>The special needs of workers are accommodated</b></p>
	<p>Producers address the needs of pregnant and nursing women workers.</p> <p>Reasonable accommodation for workers with disabilities is provided where relevant.</p>
<p><b>Principle B2: Freedom of association and collective bargaining are recognised</b></p>	
<p>All practices should conform with the relevant ILO standards (C87, C98, C135 and C154) and national law at a minimum. Workers, without distinction, have the right to join or form an association in the form of trade unions, workers' collectives or otherwise, and to bargain collectively. Where unions do not exist, workers have the right to access a representative workers' committee, which should adhere to the following principles to be functional: it should be democratic, predictable, equitable, transparent and compatible with the rights of workers.</p>	
<p><b>B.2.1</b></p>	<p><b>All workers have the right to join or form trade unions and to bargain collectively</b></p>
 	<p>Producers respect the right of all workers to form or join trade unions and to bargain collectively. They do not interfere in these processes</p> <p>No categories of workers are denied the right of association</p> <p>Elected workers representatives and workers involved in organizing activities are not discriminated against and are free to carry out their representative function in the work plan</p>
	<p>Home workers have the right to establish or join organizations of their own choosing; participate in the activities of such organizations and elect a representative.</p>

<b>B.2.2</b>	<b>Producers communicate their right to association to workers and maintain an open attitude towards the unions/workers associations</b>
 	<p>Producers ensure that the right of association is communicated to workers in adequate language and forms</p> <p>Producers allow unions or other workers' organisations access to the work place.</p> <p>Producers provide access to a meeting place for unions or other workers' organisations when needed.</p>
	Employers ensure home workers know their right to association

Principle B3: Health and Safety

*Intent:* Workers' health and safety shall be protected. All practices must conform at a minimum with relevant ILO standards (C155, C170 and C187) and ILO recommendations (R164) and national laws and regulations. Work-related accidents should be prevented by minimizing hazards in the work place. Furthermore, no hazardous processes should happen in or nearby homes.

<b>B.3.1</b>	<b>Risk assessment, training and PPE</b>
 	<p>A risk assessment is performed to identify and mitigate potential hazards and create awareness on health and safety issues.</p> <p>Producers ensure that all workers receive training on H&amp;S and personal protective equipment (PPE); supply educational materials on its importance and require its usage (e.g. for those handling waste water, toxic dyes and/or chemicals, or operating dangerous machinery)</p> <p>A first-aid kit is available on site</p> <p>Workers handling chemicals get regular access to medical checks</p>
	The employer ensures that no hazardous work, especially handling chemicals, is performed in or nearby homes. The employer ensures that home workers understand potential hazards.

<b>B.3.2</b>	<b>Safety, security and evacuation procedures</b>
 	<p>Producers ensure that the production place floor is clean and organized.</p> <p>Producers ensure that passageways and exits are available and are maintained unobstructed during working hours.</p> <p>Producers ensure that appropriate fire alarm and safe evacuation procedures and training are in place.</p> <p>Electrical equipment is inspected on a regular basis.</p> <p>Workplaces have adequate lighting, heating, and ventilation.</p>

	First aid kit is available and medical checks are made regularly
<b>B.3.3</b>	<b>Vulnerable workers</b>
 	<p>The physical demands of the work should be adapted to be appropriate to the age; strength and ability of the person concerned.</p> <p>No hazardous work, especially handling of chemicals is performed by vulnerable workers (pregnant or nursing women; people with mental disabilities, people with chronic and respiratory diseases.)</p>
	<p>The employer ensures that home workers understand that vulnerable workers must not engaged in hazardous work,</p> <p>Where there are vulnerable workers present in the home, the vulnerable 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>
<b>B.3.4</b>	<b>Toilets, drinkable water</b>
 	All workers have access to drinkable water and clean toilet facilities and workers are allowed to use these facilities as needed in the work-place and living quarters.
<b>B.3.5</b>	<b>Living quarters</b>
 	<p>If producers provide workers with living quarters, the conditions and the infrastructure of the building ensures health &amp; safety, decency, privacy and security.</p> <p>Fire alarm and safe evacuation procedures and training are in place</p>
<b>Principle B4: Working hours, Wages and Benefits</b>	
Intent: All practices regarding working hours, wages and benefits should conform with the relevant ILO standards (C1, C14, C30, C89 and C90) and national law at a minimum.	
<b>B.4.1</b>	<b>Wages and Benefits</b>
 	<p>All wages and benefits (social security, sick leave, maternity leave, etc.) are paid at or above the local minimum legal obligations</p> <p>Producers make payments to workers at regularly scheduled intervals in a convenient way for workers.</p>

	<p>They document the payments with clear and understandable payslips and maintain records of wages and benefits.</p> <p>Where piece rate workers are employed, the wage records include the calculation in terms of piece work and how this compares to time worked.</p> <p>When possible, producers make effort to pay the living wage level calculated for the locality and/or industry.</p>
	<p>All wages and benefits (social security, sick leave, maternity leave, etc.) are paid at or above the local minimum legal obligations</p> <p>Producers make payments to workers at regularly scheduled intervals in a convenient way for workers.</p> <p>Where piece rate workers are employed, the wage records include the calculation in terms of piece work and how this compares to time worked.</p> <p>When possible, producers make effort to pay the living wage level calculated for the locality and/or industry.</p>
<p><b>B.4.2</b></p>	<p><b>Working hours are regulated</b></p>
 	<p>Producers comply with national and local legislation regarding working hours, overtime, and leave, and mention these in their agreement with workers;</p>
	<p>Employers have a method to monitor the number of hours worked and pieces completed by homeworkers</p>
<p><a href="#">Principle B5: Environmental Impact</a></p>	
<p>At a minimum the environmental impacts of production should be in line with national regulations. Processes should be ecologically sound, supporting sustainable methods at all production stages.</p>	
	<p>No azo dyes and no chemicals from the international lists are used. Emissions are controlled and reduced.</p> <p>Chemicals are properly labelled, stored and cleaned, information on chemicals are provided to workers in an understandable language/form</p> <p>Waste water is treated, and water consumption is reduced</p> <p>Waste is properly collected and separated</p> <p>Energy consumption is monitored and reduced.</p> <p>Greenhouse gaz emissions are monitored and reduced</p>

## Scope, Claims and Labelling for Woven Home Textiles

### **Intent:**

GoodWeave applies the same Principles and Requirements across the sectors described in the New Sectors Standard.

These principles are to be combined with the Sector Specific Scope, Labelling and Claims specifications, which that are tailored to the specific context of each product. This document presents the specific Scope, Claims and Labelling for the product category of woven home textiles.

### **Scope**

This Standard covers the production stages of woven home textiles, such as bedspreads, furnishing fabrics, curtains, rugs, placemats, cushion covers, poufs, throws, table covers, (bed, bath and households) linen, and other home textiles. It includes products that are made using a hand woven or semi-mechanized process such as tufting. It excludes products that are constructed from machine-made fabrics.

The Standard applies to the processes, workplaces and workers within the supply chain of the GoodWeave license holder.

This includes all processes which are carried out in the licensee holder's own facilities, as well as sub-contractor units at all levels of the supply chain, whether through direct sourcing or indirect sourcing, from receipt of raw materials until the finished product.

Suppliers of raw materials and components are distinct from sub-contractors. The Standard does not cover processes carried out by suppliers, who provide raw materials or components:

- Raw materials are unprocessed, natural or man-made materials (e.g. cotton, wool, silk) used in the production of the final goods.
- Components are materials used to build a product such as fabrics, buttons, zippers, beads, and other embellishments or accessories.

The Standard covers factories as well as other small / medium / large units, distribution centers, dedicated centers, intermediaries and home worker production units. It embraces formal as well as informal production sites.

The Standard applies to the following production processes:

- Weaving (hand weaving and semi-mechanized weaving)
- Knitting
- Tufting
- Felting
- Yarn opening
- Latexing
- Backing
- Binding
- Embossing
- Clipping

- Washing
- Packaging
- Designing/Sampling
- Finishing
- Ironing
- Cut-Make-Trim (CMT)
- Stitching
- Washing
- Dyeing
- Printing
- Buttoning
- Value addition (e.g. embroidery, embellishment, bead work, patch work; lace work, fringing, etc.)

The geographical scope of this Standard is intended to be the countries where GoodWeave operates: India, Nepal and Afghanistan<sup>5</sup>.

## Labelling and claims

The GoodWeave certification is a process certification attesting to the conditions under which the product was made. The certification claim is that no child labour, and no forced or bonded labour was used in the production of the certified product, that conditions of work are verifiable through the supply chain, and that commitment is made towards protection of workers' rights and the environment.

In order to receive the certification label, licensed exporters and their subcontractors must comply with the Standard. Compliance with the Standard is verified through the inspection and monitoring program (insert link for relevant document) and approved by a Certification Committee which will initiate issuance of the label.

Only licensed exporters (and importers in rare circumstances) are eligible to receive and use the GoodWeave certification label. Other parties in the supply chain, such as retailers and producers not supplying directly to a licensed importer, may be authorized by GoodWeave to promote their affiliation with GoodWeave using authorized communications materials in line with the GoodWeave Trademark Policy; however, they are not eligible to request issuance of certification labels.

New certification labels may only be issued to approved exporter licensees by the authorized GoodWeave Affiliate or Program in the country of production upon receipt of a label request. The label request must be accompanied by appropriate documentation (e.g. request form, purchase order) as specified in the GWI-CD operating steps and procedure manuals indicating the finished product is for export to a licensed importer. Documentation is kept to ensure every GoodWeave certification label can be traced to the individual importer and exporter licensees to which they were issued.

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<sup>5</sup>In the piloting phase this Standard is currently being field tested in India.