



## **GoodWeave International**

### **Consultant for Benchmarking Social Audit Standards and Assurance Systems**

#### **Terms of Reference**

##### **Purpose**

GoodWeave is hiring a consultant to benchmark the [GoodWeave International Generic Standard](#) against independent sustainability and company-specific apparel standards and assurance systems used to assess social and labor conditions.

##### **About GoodWeave**

GoodWeave – a nonprofit organization founded in 1994 by Nobel laureate Kailash Satyarthi – is the leading global institution with a mission to end child labor, and forced and bonded labor, in global supply chains through a market-based holistic and authentic certification system. We bring visibility to global supply chains, provide assurance that certified products are free of child labor, and restore childhood to vulnerable children so they can laugh, learn, and play.

Over 25 years of harnessing market power through its work with brands, licensees, and exporters, GoodWeave has rescued over 6,000 children from labor, provided quality education to almost 26,000 rescued and vulnerable children, positively impacts millions more children, and reaches more than 80,000 workers. Most recently, GoodWeave has expanded into apparel, home textiles, fashion jewelry, bricks, and tea where its reach and impact continue to grow. GoodWeave’s impact goes beyond reach numbers as it has been a leading voice in positively influencing societal norms and behaviors to eliminate child and forced labor. As a full member of the ISEAL Alliance, GoodWeave complies with the [ISEAL Codes of Good Practice](#).

##### **Project Description**

GoodWeave’s emergent program in the apparel sector in India currently partners with major US and European brands to ensure their supply chains are free from child labor. The work goes well beyond tier 1 factories deep into outsourced production, including home-based embellishment work, and includes remediation and prevention.

To streamline, expand, sustain, and accelerate impact for children, GoodWeave seeks strategic alliances with other players conducting tier 1 supply chain assessments in the fashion industry to complement its deeper due diligence. The first step to achieving this is a benchmarking between GoodWeave’s Standard and assurance system and those of other social standards and company audit programs. The benchmarking would identify gaps and strategies to close them,

such that alignment can be achieved without compromising strong standards, full transparency, and rigorous monitoring.

The consultant will work closely with GoodWeave teams in Washington, DC, Germany, and India. GoodWeave staff will provide background and context about the GoodWeave System, including its Standard and the assurance processes in country, as well as share relevant material from partner companies and organizations. Additional work may be undertaken by the consultant, to assist with next stages of the project to involve broader operational benchmarking between GoodWeave and other organizations.

### **Scope of Work**

At the outset of this consultancy, GoodWeave and the consultant will review the scope of work describing the specific deliverables and deadlines, and update the scope of work as necessary. Additional tasks may be agreed and added to this initial scope as follows:

1. Read and understand the GoodWeave International Generic Standard and assurance system.
2. Review GoodWeave’s existing benchmarking tool developed for the International GoodWeave Generic Standard for Rug Producers, and revise it so that it is applicable to the new GoodWeave International Generic Standard, including the corresponding audit and inspection checklists and assurance system.
3. Research social audit standards used in the apparel industry to monitor for social and labor compliance, including those identified through the [Social Labor Convergence Project](#) and the [ITC Standards map](#).
4. Prioritize and recommend 2-3 social audit standards to use for benchmarking exercise.
5. Use the updated benchmarking tool based on the GoodWeave International Generic Standard to compare against agreed-upon apparel industry social audit standards and assurance systems, as well as specified company systems, and then document gaps, and strategies to close these gaps to align.

### **Project Deliverables & Timeline**

The consultant will develop the tools and supporting documents needed for ensuring high-quality comparisons between GoodWeave’s System and that of others. The deliverables and associated timelines are listed below. GoodWeave would like to have this completed within one month from the execution of the contract.

<b>Task</b>	<b>Estimated days for completion</b>
1. Updated benchmarking tool to incorporate GoodWeave International Generic Standard	1-2 days
2. Recommended list of competitive standards in apparel and relevant documents obtained.	2 days
3. “How to” guide on using the benchmarking tool developed.	2 days

4. GoodWeave International Generic Standard benchmarked against specified company-specific and broader social standards systems.	1.5 days each
5. Draft benchmark report on comparisons, highlighting gaps and recommendations to align.	1 day each
6. Deliver final consultancy report and presentation, detailing the outcomes of the assignment and recommendations	1-2 days

**Qualifications**

GoodWeave is seeking a consultant with previous practical experience conducting social compliance benchmarking as well as experience developing relevant audit and inspection assurance systems. Knowledge of the apparel industry preferred. Candidate must be fluent in English, possess strong analytical skills, and have a demonstrated track record of working with social compliance standards.

**Budget**

Competitive compensation based on experience.

**How to apply**

Please submit an expression of interest to Elisabeth Bystrom, Senior Program Officer, [elisabeth@goodweave.org](mailto:elisabeth@goodweave.org). The expression should include key qualifications and relevant experience. Submission should include a cover letter, detailed CV or resume outlining relevant background and experience, including writing samples relevant to standards benchmarking or similar work outlined in the scope of work. Shortlisted candidates will be invited to a second round application process. Consultants should declare all potential conflicts of interest. All information exchanged during the contract will be confidential as per GoodWeave’s confidentiality policy.