



Consultancy Opportunity

Build and evaluate wage data collection tool to improve wages for informal carpet workers

Introduction

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 program that brings visibility to global supply chains, provides assurance that certified products are free of child labor, and restores childhood to vulnerable children.

The Project

[GoodWeave International](#) (GoodWeave) is seeking to hire a technical advisor for a two-part consultancy to (part 1) build a piece-rate wage data collection tool, and (part 2) analyze the data gathered from piloting the tool with the purpose of improving wages for informal carpet workers in India and Nepal. The wage data collection tool and analysis will inform the ongoing revision of the [GoodWeave Standard](#) and the incorporation of minimum wages as a mandatory requirement.

Terms of Reference

Scope of work

GoodWeave and the consultant will review the scope of work describing the specific deliverables and deadlines. The scope of work may be adjusted, and additional tasks may be agreed and added to the scope as appropriate throughout the timeline of the consultancy. Note, the scope of work for this consultancy takes place over a 9 month period, with consultant completing part 1 during the first month of the project and part 2 during the final month. Between part 1 and part 2 GoodWeave will pilot the tool and collect data during a 6 month period.

Key activities include:

1. **Part 1:** Research and build wage data collection tool
January 2024
 - a. Conduct research on methodologies for calculating piece-rate wages, minimum wage laws, and living wage benchmarks for informal carpet workers in India and Nepal.

- b. Develop standard operating procedure and corresponding guidelines for auditors on how to efficiently and effectively assess wages during an audit or inspection, that includes
 - i. How to conduct interviews to collect wage data and what questions to ask (includes piece rate);
 - ii. Verification methods to ensure accurate information is provided by the interviewee;
 - iii. How to calculate minimum wages from piece rate payments (using assessment findings from a. above);
- c. Develop a tool for calculating piece rate wages so they can be effectively and consistently compared with minimum/living wage benchmarks across all GoodWeave operations.

2. **Part 2:** Analyze data gathered and refine data collection tool
September 2024

- a. Evaluate data collected over the 6 month pilot period. Evaluation to include:
 - i. Assessment of wages paid against minimum wage law and living wage benchmarks determined in Part 1a;
- b. Update auditor guidelines to communicate noncompliances and other guidance regarding minimum wage, living wage and piece rate calculations.
- c. Refine piece rate data collection tool.
- d. Report with key findings and observations regarding the wage research, collection tool and data analysis.

Deliverables

The consultant is responsible for delivering each specific task as stipulated below.

	Task	Deliverable
Part 1: January 2024	Desktop analysis on piece-rate calculation, minimum wage law, and living wage benchmarks.	Benchmark analysis report
	Guidelines for auditors on how to efficiently and effectively assess wages during an audit.	Guidance document
	Develop a tool for calculating piece rate wages so they can be effectively and consistently comparing with minimum wage requirements	Wage calculation tool
Part 2: September 2024	Evaluate data collected during pilot period and refine data collection tool	Finalized wage collection tool
	Presentation to GoodWeave	Final report and presentation to GoodWeave

Estimated total: 15-20 days total over 9 month period

Qualifications

- At least ten years of work experience that is clearly relevant – including experience working on issues surrounding piece rate, minimum wage laws and living wage.
- Strong and up-to-date experience in policy and practice surrounding establishment of minimum wage requirements in global supply chains. Experience in India and Nepal a plus.
- Understanding, and preferred practical experience, with social compliance auditing. Particularly around wages, working hours and benefits.
- Research skills, knowledge, and experience of both quantitative and qualitative methods.
- Capable of analyzing complex problems, evaluating the quality of different types of data, and producing pragmatic and workable solutions.
- Ability to express complex ideas - both in writing and orally – clearly and in plain English. Short-listed candidates may be required to provide examples of their written work.
- The consultant must be available for occasional evening or early morning calls, depending on where they are based.

How to Express Interest

Please submit an expression of interest to Sarah Hayes at s.hayes@goodweave.org by Friday December 9th, 2023. The expression should include a cover letter noting key qualifications and experience, examples of relevant deliverables outlined in this ToR, and a daily rate or proposed project budget. 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.