



## **Synopsis: GoodWeave Generic Standard for the Carpet Industry**

GoodWeave works to end illegal child labor in the carpet industry and to offer educational opportunities to children in South Asia. The GoodWeave label is issued to rug manufacturers that adhere to GoodWeave's no-child-labour standard, agree to its independent verification and voluntarily join as licensees. GoodWeave is now seeking feedback on a new, expanded Standard.<sup>1</sup> This initiative reflects a growing recognition that addressing the core mission of ending child labour and giving every child an opportunity to go to school also requires addressing the interrelated issues of adult working conditions and environmental stewardship.

**Scope:** The Standard addresses the use of child labor and other social and environmental issues related to rug production as well as the transparency needed to demonstrate compliance. It covers rug making processes in factory, cottage industry and homework situations from receipt of raw material until the finished product, including all sub-contracted processes, such as weaving, washing and dyeing.

**Timelines:** The Standard is designed to take into consideration variations in producer capacity at the start of the relationship with GoodWeave. Once the Standard is finalized, existing licensees will have one year to implement the entry-level requirements (Core Requirements). These are the areas of the Standard which are most fundamental. In addition, a plan must be set in place for working towards the long-term requirements (Progress Requirements) with periodic review of progress. Based on feedback from producers, GoodWeave will evaluate what types of support programs are needed to aid in the implementation of the Standard.

The Standard is organized into seven principles, referenced below. Complete details are available in the full text of the Standard, available at [www.goodweave.net](http://www.goodweave.net).

### **Child Labour Prevention and Rehabilitation (Principle 1)**

At the heart of the GoodWeave program is the prevention and rehabilitation of child labour. This is not changing. Under the new Standard, producers will:

- Refrain from hiring workers under age 15.
- Register all workers age 18 and below, listing tasks carried out and hours worked, to ensure all laws covering young workers are respected.

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<sup>1</sup> In order to ensure the best international standards are met, GoodWeave is an associate member of the International Social and Environmental Accreditation and Labeling (ISEAL) Alliance, and is striving to meet its Codes of Good Practice. This includes multi-stakeholder consultations as a central part of the standard development process.

- Cooperate with any community-based projects GoodWeave organizes or supports, including withdrawing children from work and ensuring their education.

### **Working Conditions for Adults (Principles 2-5)**

Employers will need to demonstrate that good practices are respected for adult workers. This includes the issues of freedom to choose or leave employment, freedom of association, non-discrimination, health and safety, wages, hours worked and disciplinary practices.

Policies and systems may need to be developed or improved, including:

- Record keeping.
- Occupational health and safety systems.
- Documentation of terms and conditions of employment for all workers.
- Calculating wages, including piece rate equivalents in line with local minimum wages, working toward meeting living wage standards.
- Accommodating the needs of workers with special needs, such as maternity and disability provisions.
- Allowing workers to have access to confidential grievance processes.

### **Environmental Impacts (Principle 6)**

The focus for environmental issues will first be on identifying any negative impacts of production and ways to mitigate them. Chemicals, materials and processes used in production will need to be identified, including providing Management Safety Data Sheets (MSDS) and agreement to effluent testing. Each producer will work with GoodWeave to develop a plan for improving environmental impacts over time. GoodWeave will collaborate with producers and other partners to the extent possible to identify appropriate environmental measures for different types and sizes of production facilities.

### **Transparency (Principle 7)**

Producers will demonstrate compliance with the social and environmental criteria of the Standard by actively cooperating with GoodWeave's monitoring and inspections system. This includes registering all production sites, providing the necessary documentation during inspections, allowing inspectors access to production sites for random, unannounced inspections, and allowing inspectors to conduct confidential interviews with workers.

### **Implementation and Measurement**

GoodWeave is developing monitoring systems to ensure that producers are in compliance with the Standard. In order to achieve a credible and transparent system of certification decisions, a Certification Committee comprised of GoodWeave stakeholders will be formed to oversee certification decisions. GoodWeave will also measure outcomes and improvements.

For more information about the Standard, its development process, and to contribute to the stakeholder consultation, please visit [www.goodweave.net](http://www.goodweave.net).