

Section 5 - Appendices

Appendix 1 - References

The Standard has been developed with reference to the following documents:

Internal Documents

- Researching the Content of a Comprehensive New Standard for the Hand Made Rug Industry – Research Paper March 2007
- The Rug Industry Certification Standard - Draft for Pilot March 2007
- RMI International New Standard Pilot Project in Nepal – Maurice Hitchen Final Report Sept 2009
- RMI Child Labour Policy (2009)

External Documents

GoodWeave has referred to other related standards, reports and guidelines to ensure consistency of approach, these include:

- STEP label
- FLO standards **Generic Fairtrade Standards for Hired Labour** -Current version: 01.12.2008 and **Generic Fairtrade Standard for Small Producers' Organizations** - Current version: 01 January 2009
- SA 8000:2008
- **ETI home worker guidelines: recommendations for working with home workers** Published by ETI (July 2006)
- WRAP (Worldwide Responsible Apparel Production) + Facilities Handbook
- Clean Clothes Campaign
- Sedex requirements
- **Home workers Code of Practice Committee (2001)** *Changing fashion: the story of the No Sweatshop label.*
www.nosweatshoplabel.com/downloads/NoSweatReport.pdf
- **Unni, Jeemol and Rani, Uma (2005)** *Impact of recent policies on home-based work in India.* UNDP HRDC Discussion Paper Series 10, UNDP.
- **ISO/DIS 26000**
- **California Gold Sustainable Carpet Standard** Prepared by Department of General Services April 25, 2006
- **Transfair USA Standard Apparel and Textiles**
- **FLO Child Labour Position Paper**

The Standard also follows the relevant ILO standards:

Note: Whenever these ILO standards have been ratified by the country, they form international obligations on the country and become part of national law.

Child Labour

C138: Minimum Age Convention, 1973 and R146: Minimum Age Recommendation, 1973

C182: Worst Forms of Child Labour Convention, 1999 and R190: Worst Forms of Child Labour Recommendation, 1999

C90: Night Work of Young Persons (Industry) Convention (Revised), 1948

Forced Labour

C29: Forced Labour Convention, 1930

C105: Abolition of Forced Labour Convention, 1957

Freedom of Association and the Right to Collective Bargaining

C87: Freedom of Association and Protection of the Right to Organise Convention, 1948

C98: Right to Organise and Collective Bargaining Convention, 1949

C135: Workers' Representative Convention, 1971

C154: Collective Bargaining Convention, 1981

Safe and Healthy Working Conditions

C155: Occupational Safety and Health Convention, 1981 and its Protocol of 2002

C184: Safety and Health in Agriculture Convention, 2001

R164: Occupational Health & Safety in Agriculture

C187: Promotion Framework for Occupational Safety and Health Convention, 2006

C170: Chemicals Convention, 1990

C77: Medical Examination of Young Persons (Industry) Convention, 1946

Wages

C131: Minimum Wage Fixing Convention, 1970

C95: Protection of Wages Convention, 1949

Working Hours

C1: Hours of Work (Industry) Convention, 1919

C30: Hours of Work (Commerce & Office) Convention, 1930
C89: Night Work (Women) Convention (Revised), 1948
P89: Protocol of 1990 to Convention 89
C14: Weekly Rest (Industry) Convention, 1921

Discrimination

C100: Equal Remuneration Convention, 1951 and R90: Equal Remuneration Recommendation, 1951
C111: Discrimination (Employment & Occupation) Convention 1958, and R111: Discrimination (Employment & Occupation) Recommendation, 1958

C156: Workers with Family Responsibilities Convention, 1981

Regular Employment

C95: Protection of Wages Convention, 1949
C158: Termination of Employment Convention, 1982
C175: Part Time Work Convention, 1994
C177: Homework Convention, 1996

Benefits

C175: Part Time Work Convention, 1994
C183: Maternity Protection Convention, 2000
C177: Home Work Convention, 1996 and R184: Home Work Recommendation, 1996
C159: Vocational Rehabilitation & Employment (Disabled Persons) Convention, 1983 and R168: Vocational Rehabilitation & Employment (Disabled Persons) Recommendation, 1983

Appendix 2 - Definitions

AZO Dyes

Azo dyes or azocolourants are dyes which when broken down release aromatic amines. They are known to be easily broken down by intestinal microorganisms into their constituents, some are restricted by the EU as they contain one of 22 carcinogenic amine groups. (The azo bond can be cleaved by a wide variety of bacteria.)

Child

ILO Conventions Nos. 138 and 182 and the UN Convention on the Rights of the Child define “child” as any person less than 18 years of age.

This Standard follows the requirements of ILO C138 by imposing a minimum limit of 14 years age 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.

The Standard also follows ILO Convention No. 182 and prohibits any work, which harms health, safety and morals of children under the age of 18 years.

See also Young Workers

Employed

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.

Employment Agreement

This may also be known in individual facilities as an Employment Contract or Appointment Letter. Whatever term is used, as a written document this is a legal contract of agreement to the roles and responsibilities of both employees and management. The document must be signed by both parties to demonstrate agreement to its terms.

Factory

A facility which includes some or all aspects of rug production from goods in, through dyeing, weaving and finishing, and where all employees work at the facility. To include any production facility outside the home.

Forced Labour

All work or service that is extracted from any person under the menace of any penalty for which said person has not offered himself/herself voluntarily, including such work or service which is imposed as a means of repayment of debt.

Homework

The definition of homework is based upon the ILO definition (C177, Article 1) which states:

- (a) the term homework means work carried out by a person, to be referred to as a home worker,

1. in his or her home or in other premises of his or her choice, other than the workplace of the employer;
 2. for remuneration;
 3. which results in a product or service as specified by the employer, irrespective of who provides the equipment, materials or other inputs used, unless this person has the degree of autonomy and of economic independence necessary to be considered an independent worker under national laws, regulations or court decisions;
- (b) persons with employee status do not become home workers within the meaning of this Convention simply by occasionally performing their work as employees at home, rather than at their usual workplaces;
- (c) the term employer means a person, natural or legal, who, either directly or through an intermediary, whether or not intermediaries are provided for in national legislation, gives out home work in pursuance of his or her business activity.

Home Workers

United Nations Development Programme (UNDP) distinction between home-based work and homework is used. Under this distinction, the term home-based workers is a comprehensive term which encompasses all those who work at home. This group is divisible into three broad categories including:

1. Business people and well-paid professionals working from home;
2. Own-account workers - workers who design and market their own products, but cannot be considered to be running small businesses;
3. Subcontracted or dependent workers - those who work for an employer, intermediary or subcontractor for a piece rate, who are not responsible for designing or marketing the product, but simply contribute their labour.

Home workers then are a subset of home-based workers, those found in the third grouping. Home workers for the use in this Standard, will be deemed to be workers (a more general term than employee) and entitled to the same rights and benefits as other workers, a worker who is dependent on others for their work.

Inspection

A visit made to a workplace by an authorised organisation or individual for the purpose of checking whether a code of practice is being applied. The essence of an inspection is that it is a discrete activity (rather than a continuous one) conducted in a thorough, critical manner.

Licensee

In this Standard the term “licensee” is used to refer to rug producers/manufacturers participating in the GoodWeave certification programme.

Living Wage

Wages paid for a normal work week shall always meet at least legal or industry minimum standards and shall be sufficient to meet the basic needs of personnel and to provide some discretionary income.

Registered Looms

This includes all looms used to produce GoodWeave rugs, at all sites associated with any/every stage of the production process. All looms must be registered as a requirement of the licensing process and when there are changes.

Rights

In this case the rights referred to are those outlined under the UN Declaration of Human Rights and in the international Conventions and Recommendations cited in the Standard.

Rug / Carpet

For the use in this Standard the term rug or carpet means a stand alone article. This can be any size or made of any material. Wall-to-wall tufted carpeting cut to size would be included because how it is made is more important than how it is used.

The Standard refers only to hand-made rugs or carpets, not to those produced by a wholly mechanical process.

The raw material from which rugs are manufactured is not specified and can include wool, cotton or silk, or other materials.

Verification

In the context of codes of labour practice, verification concerns the impartial examination and certification of claims made about the actual observance of code provisions by suppliers or of claims made about the activities that a company undertakes to give effect to its code. The essence of verification is about the credibility of public claims.

Verification implies a re-examining of the evidence in order to establish that previously reported results are accurate). The terms audit and assurance may also be used in this way.

Wet Processes

Any part of carpet production processes in which water is consumed and/or waste water is generated.

Workers

The term “workers” refers to all types of workers, including migrant, temporary, seasonal, part-time, subcontracted and permanent workers. “Workers” is not limited to factory workers but includes all other hired labour personnel (e.g. employees working in the company’s administration). However, the term is limited to personnel that can be unionized and therefore normally excludes middle and senior management.

Workers include those working full or part time on a fixed hourly, weekly or monthly basis but under permanent continuous contract or terms. It will also include those who are paid on a piece rate, being paid by the amount produced.

Young Workers

Children between the ages of 15 years and 18 years of age may also sometimes be referred to as Young Persons, when they are admitted to the regular work force. Restrictions are still placed on their working conditions (in particular with regard to hazardous work).

Glossary of Terms

H&S – Health and Safety

ILO – International Labour Organisation

MSDS – Material Safety Data Sheet

PPE – Personal Protective Equipment

Appendix 3 – Overview of GoodWeave Standard against other related standards

Std Element	ETI	SA 8000	FLA	LABEL STEP	FLO Hired worker	MPS	WRAP	ISO 26000
No Child labour	x	x	x	x	x	x	x	x
Employment is freely chosen	x	x	x	x	x	x	x	x
Freedom of association and collective bargaining	x	x	x	x	x	x	x	x
Working conditions are safe and hygienic	x	x	x	x	x	x	x	x
Fair wages will be paid	x	x	x	x	x	x	x	x
Working hours are not excessive	x	x	x	x	x	x	x	x
No discrimination is practised	x	x	x	x	x	x	x	x
Regular employment is provided	x							
No harsh or inhuman treatment is practised	x	x	x	x	x	As part of discrimination	x	x
Environmental impacts of production are identified and minimised				x	x		x	x
Business processes are transparent and adhere to local regulations	as implementation principle		responsibility is on retailer	in terms of transparency with workers	x	Documentation included	x	x
Rug Industry				x				