



ISEAL Community Member System Overview

Organisation Name	GoodWeave International
Year	2022
Version	1

1) The **STRATEGIES** our system employs to meet its sustainability objectives

Goodweave Vision and Mission: GoodWeave’s vision is a world free of child labor. GoodWeave works to stop child labor in global supply chains. Permanently.

Goodweave’s Strategic Plan: GoodWeave International’s strategic plan centers on one goal: to emancipate 30 million children from work by 2025.

Our Theory of Change: First we bring visibility to hidden workers and victims; second, we stop the abuse; finally we prevent recurrence by addressing root causes.

GoodWeave System: Goodweave has developed a system (our proven approach) to achieve its vision and mission that includes 5 components:

Component	Key activities
1. Harness market forces	<ul style="list-style-type: none"> *Licensing importing companies *Managing client relations/setting targets *Prospect development *Mobilizing company outreach to suppliers *Building the business case *Stakeholder advocacy
2. Clean up supply chains	<ul style="list-style-type: none"> *Licensing exporting companies for entire production *Mapping supply chain *Building risk profiles *Initial and annual audits *Unannounced inspections *Rescue/withdrawal of children *Centre-based or community-based (back at home) rehabilitation of children
3. Create educational opportunities	<ul style="list-style-type: none"> *Increase school readiness & enrolment of all rescued children *Pre-emptive education in at-risk communities linked to supply chains *Daycare & early childhood education for workers’ children

	<ul style="list-style-type: none"> *Child-friendly community led by communities themselves (education + advocacy) *Motivation & Learning Centers (bridge for children unable to enter school straight away) *Studies to understand impact of community-level prevention work *Methodology and capacity to track education progress of children entering school
4. Improve conditions for all workers	<ul style="list-style-type: none"> *Expanded standard audit *Monitoring progress principles *Guidance & resources to employers *Medical facilities for workers *Weaver skills training to support production quality & worker retention
5. Promote Best Practice	<ul style="list-style-type: none"> *Capacity Building programming in tea and brick sectors *Advocacy Strategy *Thought leadership through blogs, advocacy at major events *Engagement in coalitions advocating for legislation related to supply chain transparency

The GoodWeave System Scope and Geographic Application: Goodweave works in sectors and geographies that are of high risk for child and forced and bonded labor. The sectors currently included in the GoodWeave system are carpets, home textiles, apparel, fashion, jewelry, and accessories. The current geographies of operation are:

- Importer Licensees – 20 countries with a majority in North America and Europe.
- Producer Countries – India and Nepal

GoodWeave System - Stakeholders: The GoodWeave system is designed to uncover hidden supply chains that are most vulnerable to make use of child and forced labor practices, and therefore is applied to three levels of production: (1) The exporter (direct relationship with importer of product), (2) subcontractors, and (3) home-based workers. The producers are directly or indirectly influenced by the importers and brands who source/purchase GoodWeave labelled products. All of the above parties mentioned are affected stakeholders of the system. Additionally, one final stakeholder group that can be impacted by the GoodWeave system is the community members and families surrounding the businesses, who can benefit from responsible and ethical employment opportunities and access to GoodWeave social programs.

2) A description of the **STANDARD** that our system has developed

In 2016, GoodWeave’s certification standard was expanded beyond child labor to include requirements on forced/bonded labor and transparency. In 2019, the standard was further expanded to bring a number of progress criteria, including fundamental rights at work, decent work, and environmental impacts in to the core requirements.

The GoodWeave Standard Objectives (i.e. sustainability outcomes and impacts): The aim of the GoodWeave International Generic Standard is 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;
- 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;
- Bring benefits to workers, particularly home-based workers who are often the most vulnerable in the supply chain;
- Facilitate transparent monitoring and verification of working conditions;

- Encourage positive changes in communities by reducing child labor, forced labor, and bonded labor, and increasing children’s access to education; and
- Provide an independent assurance through the GoodWeave certification for consumers worldwide that producers meet the Standard.

The GoodWeave Standard Principles and Requirements are designed to address the Standard Objectives above (i.e. relevant criteria) and are organized into two types:

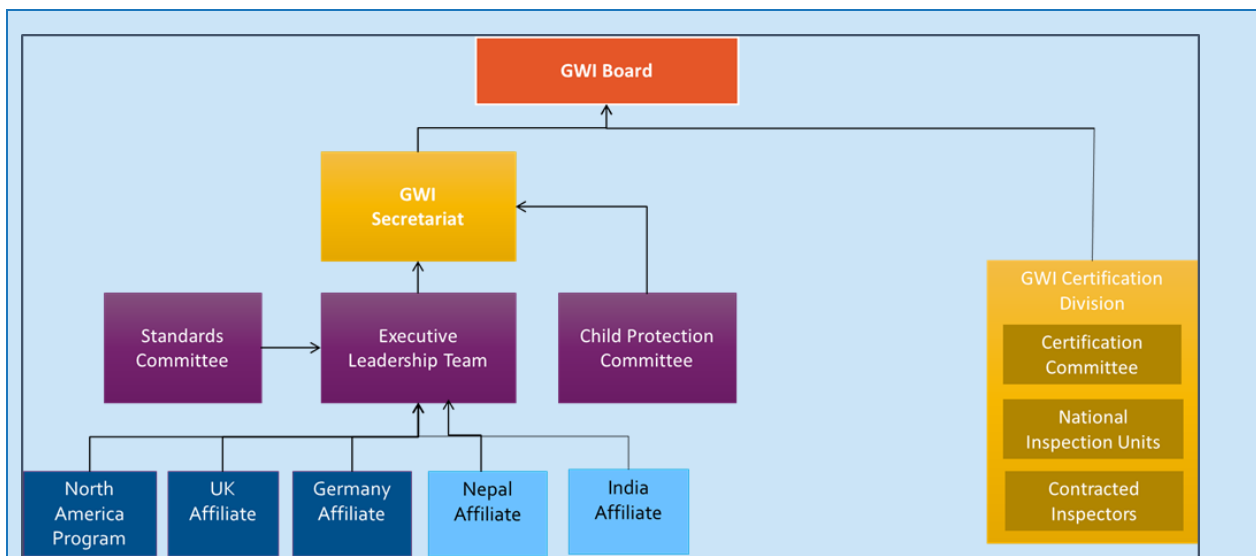
1. Certification Principles (no child labor, no forced or bonded labor and transparency): These principles and their associated requirements are core to the GoodWeave vision and mission and their fulfilment is required to achieve and maintain certification.
2. Progress Principles: In addition to the requirements for certification, GoodWeave sets criteria to measure progress against a broader set of related labor rights and environmental impacts. These “progress principles” are verified during the audit, but their fulfilment is not a requisite for certification. They are intended to guide producers in self-assessed progress on labor rights and environmental practices.

Performance Level: GoodWeave requires that, in order to be certified as being in compliance with this Standard, producers must comply with national legislation and regional or sector-specific regulations relevant to the certification principles set out in the Standard. When national legislation or sector regulations set higher requirements or ensure more favorable conditions for workers than those set out in the Standard, the higher requirements prevail, in so far that they are compatible with the international law on the subject.

The Standard is in line with international norms that include the ILO standards and the UN Convention on the Rights of the Child. Where national law prescribes a lower age range for defining young workers, national law shall be followed.

Using the Standard to Measure Performance: GoodWeave’s implements the Standard via audits and inspections that assess compliance with its Certification Principles at all worksites supplying partner brands. Audit teams collect digitized data, which GoodWeave uses to raise flag non-compliance to producers, provide corrective action plans to sites with non-compliances, and follow up / close out these non-compliances. This includes violations of child and forced labor sections of the Standard. GoodWeave’s Monitoring, Evaluation, and Learning function, in collaboration with its Standards department, reviews child labor data in real-time ensuring accurate completion of forms and timely remediation of cases. The departments also review longitudinal non-compliance data, diagnosing the most prevalent and significant non-compliances with the Standard, and assessing performance over time. Worksites where management has refused to address repeated major non-compliance are removed from licensed supply chains.

3) How we maintain **RESPONSIBILITY** for decisions taken about and by our system



System Element	Design	Decision Making	Accountable
Standards	The Standards Committee reports to the Secretariat, and makes final decisions about the content of GoodWeave standards. The Executive Leadership Team appoints SC members to represent the key stakeholders for GoodWeave standards. This includes manufacturers, exporters, importers and retailers of carpets, home textiles, apparel and other relevant industries, as well as civil society, NGOs and other independent subject-matter experts representing child rights, elimination of forced and bonded labor, labor rights, gender and environmental protection.	Standards Committee	GWI Secretariat

<p>Monitoring, Evaluation, and Learning (MEL)</p>	<p>GoodWeave’s Monitoring, Evaluation, and Learning function resides within the Secretariat but supports GoodWeave country affiliate offices to achieve uniform tracking, definition, and reporting of organization-wide metrics. The MEL System is designed to assess GoodWeave’s Theory of Change, which is built out into an organizational results framework, featuring KPIs in each outcome area. Each quarter, the MEL Manager generates a dashboard of organization-wide data, organized according to the results framework.</p>	<p>MEL Manager</p>	<p>GWI Secretariat</p>
<p>Assurance</p>	<p>GWI-CD was established by the Board as a functionally distinct division of GWI with the specific responsibility of leading and coordinating the operation of the GoodWeave certification program globally, as outlined in the Licensing and Certification Policy. As the sole certification body of the GoodWeave system, GWI-CD retains decision-making authority on matters relating to certification, including overseeing inspection and monitoring in producer countries, which supersedes that of any other entity in the GoodWeave system. GWI-CD reports to the GoodWeave Management Team.</p>	<p>Certification Committee</p>	<p>GWI Management Team</p>
<p>Claims</p>	<p>As owner of the GoodWeave Mark, GWI is responsible to develop and protect all elements of its use and communication including but not limited to: the development of artwork; contracts and relationships with printers; and, procedures for printing and distribution to country offices.</p>	<p>Vice President, Communications</p>	<p>GWI Secretariat</p>

4) How our system's design demonstrates a **COMMITMENT TO IMPROVEMENT**

Facilitated by an external expert, GoodWeave refreshed its organizational Theory of Change and Results Framework in 2020. The Executive Leadership Team, MEL, Certification Division, and other Secretariat staff collaborated in a multi-phased review, leading to the final product. The results framework comprises outcome focused indicators that measure short and long term changes attributable to GoodWeave’s programming. These indicators are a necessary complement to existing dashboards of output indicators that capture the reach of the organization’s programs. Several of the results framework indicators are aspirational, including those measuring indirect impact, and the MEL department workplan includes gradual rollout of new KPIs, 8 of which became operational in 2021. In tandem, the dashboards and results framework generate insightful data on the outcomes of programming and inform the planning and adjustment of core GoodWeave programming.

Beyond indicator measurement, we initiate in-depth evaluations that analyze dynamics in labor markets and social conditions in communities. At both levels, we bring to the task of self-analysis the same rigor and scrutiny that we bring to the task of monitoring and evaluating supply chains and worker environments.

The GoodWeave system makes use of a centralized database, ChainPoint, that ensures consistent and accurate data is collected live from the field using standardized checklists/surveys via a handheld tablet. GoodWeave maintains a Confidentiality Policy and Child Protection Policy to ensure that information is protected. When data is analysed for M&E purposes, any such identifying personal information that needs to be protected is removed and aggregate data is reported. Additionally, the GoodWeave Data Sharing Protocol governs the procedures for data collection, storage and management. All policies and procedures mentioned above are publicly available (<https://goodweave.org/policies-procedures/>).

GoodWeave is in a continual state of learning, as each project and initiative we implement offers unique opportunities for insight. The organization recently implemented an After Action Review process, whereby project leadership staff from the Secretariat and implementing country office hold in-depth, semi-structured debriefs of project successes and learnings. GoodWeave documents and shares the results of AARs internally, and learning is distilled into subsequent program design processes. Additionally, the full Secretariat engages in annual review meetings, in which teams present and analyze results of the previous year, which teams then use for program planning and adaptation in the following program year. These discussions undergird the annual planning and target setting process. Regular site visits are also a core cog in the learning apparatus, in which the individuals and supply chain partners we serve can deliver direct input to country and/or Secretariat staff. COVID-19 has curtailed such visits in 2020 and 2021, but 2022 promises greater access to such communities.

5) How our standard or tool is monitored and reviewed to ensure its **RELEVANCE**

Minimise Barriers to Access: Any legally registered company producing, selling, and/or exporting products covered by the GWI standard is eligible to apply for a GoodWeave license. Currently all producers that are included in the GoodWeave program are located in countries that GoodWeave has partner organizations providing assurance and remediation, namely India and Nepal.

GoodWeave provides producer orientation and best practice training to the GoodWeave system via capacity building efforts.

Make Information Freely and Easily Accessible for Stakeholders: Information on the GoodWeave system is available on our website ([goodweave.org/proven approach](https://goodweave.org/proven-approach)). This includes information on:

- [The Standard](#)
- [Policies and procedures](#)

- [Impacts](#)
- [Monitoring and Evaluation](#)
- [Best Practices](#)
- [The GoodWeave Label](#)

Allow Stakeholders a Meaningful Voice in your System: GoodWeave includes stakeholder input into key areas of the assurance system:

- Strategic Planning (Country IMC Offices and Board of Directors)
- Standard development (e.g. the Standards Committee)
- Decision making (e.g. Certification Committee)
- Expert Committees (e.g. Child Protection Committee)

Goodweave also publicly invites all stakeholder input via a complaints and appeals procedure, and general feedback on policies and procedures (<http://goodweave.org/comments/>).

6) How the standard or tool is **IMPLEMENTED**

Consistent Interpretation: GoodWeave has developed a number of [guidance documents](#) to ensure consistent interpretation of the GoodWeave Standard, policies and procedures.

- Frequently asked Questions on the GoodWeave International Generic Standard
- Guidance for Users Complying with the GoodWeave International Generic Standard
- Templates for Users Complying with the GoodWEave International Standard

Accurate Results: The GoodWeave assurance system has been designed to ensure accurate results via our Inspection, Monitoring and Compliance (IMC) procedures that are implemented by the GoodWeave Country IMC Offices. The GWI Secretariat has the responsibility for the development, upkeep and implementation of IMC procedures which are periodically evaluated by an external oversight body (IOAS) to align with the requirements of ISO 17065.

Capacity and Competence for High-quality M&E: To ensure high-quality M&E information, GoodWeave International employs a full time Monitoring, Evaluation, and Learning Manager who works with both GWI Secretariat staff and Country IMC offices to ensure data integrity and credibility. The MEL manager also supports project managers with monitoring to ensure accurate and timely KPI measurement and reporting, including via Performance Monitoring Plans (PMPs). Each project has a PMP, created jointly by the MEL Officer, country office project manager, and Secretariat project manager. Use of PMPs has improved the consistency and reliability of GoodWeave data across projects.

The MEL Manager also conducts internal capacity building, such as staff training on data literacy, including how to use the Supply Chain Transparency Platform, interpretation of program dashboards, and data management in Microsoft Excel.

Claims are Supported: Licencees of the GoodWeave system are eligible to make use of the GoodWeave label and marks related to their eligible products. The GoodWeave marks are the best assurance that products purchased with the GoodWeave label are free of child labor. Claims made by GoodWeave on the impacts of our system are supported by an internal data dashboard that is extracted from our centralised database system. The MEL Manger provides an extra review of data and claims in brand and project reports to ensure consistency in language and content with the data dashboard, and signs off on external reports. GoodWeave’s communications department reviews and approves claims to ensure they meet the requirements of GoodWeave policies and procedures.