

## CALL FOR PROPOSAL 2021 IMPACT RESEARCH PROJECT

### ABOUT RJC

The Responsible Jewellery Council (RJC) is the world's leading standard-setting organisation for the jewellery and watch industry. It was founded in 2005 by 14 member organisations, ABN AMRO, BHP Billiton Diamonds, Cartier, World Jewellery Confederation, Diamond Trading Company (part of De Beers), Diarough, Jewelers of America, National Association of Goldsmiths (UK), Newmont Mining, Rio Tinto, Rosy Blue, Signet Group, Tiffany & Co., and Zale Corporation. We are a member organization, bringing together companies of all shapes and sizes, from right across the global jewellery supply chain. Our vision is a responsible world-wide supply chain that promotes trust in the global fine jewellery and watch industry. The RJC Code of Practices (COP) is the global standard for the responsible jewellery and watch industry, focusing on business ethics and responsible supply chains. Our COP covers all the primary minerals and metals used in the manufacture of jewellery: gold, silver, platinum group metals, diamonds and coloured gemstones (emeralds, sapphires and rubies).

### PURPOSE OF RESEARCH PROJECT

RJC has integrated a gender lens to various provisions of the 2019 COP – some of which more intuitively or directly address gender equality (such as non-discrimination), and others that may not be necessarily so obvious as to why women are in more vulnerable situations, such as working hours, where we call out the right to paid maternity leave and flexible working hours and arrangements. We aim to create a business environment where all women are considered equal, setting standards for what equality should look like in the industry.

RJC has sought to build awareness and prompt action amongst its members to address gender inequality in their business and supply chains via several supporting initiatives since 2020:

- Gender equality workshops and webinars
- Gender equality newsletters
- Gender equality working group
- Gender equality member survey
- Gender equality report
- Gender equality toolkit for SMEs

As part of its monitoring and evaluation (M&E) system, RJC regularly undertakes in-depth evaluations to understand the extent to which we are achieving the desired outcomes and impacts as articulated in our Theory of Change. Gender equality is a key component of our current Theory of Change, where 'Effective implementation of the standard and continuous improvement amongst members, leads to human rights being respected' is noted one of the desired outcomes and impacts. RJC is launching its new Theory of Change ('[Roadmap to 2030](#)') at the end of 2022. SDG 5 Gender Equality is one of the 6 priority SDGs for RJC and its members, and gender equality in certified member companies is noted as a medium-term outcome.



## RESEARCH QUESTION

RJC seeks to evaluate the outcome of the implementation of 2019 COP on improving gender equality across members compared with the 2013 COP. With particular focus on member practices related to COP provisions where specific gender dimensions were included in the 2019 version of the standard:

- o COP 15 - General employment terms
- o COP 16 – Working hours
- o COP 17 – Remuneration
- o COP 18 – Harassment, discipline, grievance procedures and non-retaliation
- o COP 22 – Non-discrimination
- o COP 23 – Health & Safety

Furthermore, the evaluation should seek to assess to what extent RJC's supporting initiatives have generated awareness and action on gender equality across RJC membership and contributed to changes in members practices.

## SCOPE

Given the breadth of RJC membership across the jewellery supply chain, we will focus our evaluation on companies in mining, cutting & polishing, and manufacturing fora only, where female representation in the workforce is traditionally low. The evaluation should include those members who have transitioned from the 2013 COP to 2019 COP in 2022, as they have recent experience of implementing the 2019 COP.

## KEY DELIVERABLES AND TIMELINES

It is anticipated that the research project should commence in September 2022 and conclude by December 2022.

The research team will write a brief report with the following components:

- o To what extent is RJC's 2019 COP and supporting strategies resulting in meaningful change in certified members with regards to gender equality?
- o What unintended effects (positive or negative) resulted from RJC's interventions?
- o What other factors (those within the control of RJC and external factors) could have influenced the results?

The draft version of the report will be reviewed by RJC, and a management response developed. The final and full report will be published on the RJC Impacts webpage, along with the management response from RJC.

## ISEAL COMPLIANCE

As an ISEAL member, RJC requires the research to be conducted in accordance with the [ISEAL Impacts Code](#), specifically the clauses related to Outcome and Impact Evaluation (8.5, 8.6, 8.7, 8.11, 10.2).

## RESEARCH TEAM CRITERIA

The project will be awarded to a research team that best meets the following criteria:

- o Research experience (conducting impact assessments or other types of evaluation or research) in the context of human rights/ gender equality
- o Understanding of the jewellery and watch industry and supply chains – ideally in the fora specified in the scope of this evaluation



- o Basic understanding of the RJC system and its standards

## BUDGET

The overall budget for the project is approximately £15,000 excluding VAT. Payment will be made upon completion and approval of the work by the RJC based on satisfactorily meeting the terms within this document. Approval will not be unreasonably withheld.

## PROJECT GOVERNANCE

RJC is the entity commissioning this research. RJC will be responsible for contracting the research team, monitoring progress, approving deliverables, and making payments upon satisfactory receipt of deliverable.

Bethan Robson Herbert, Senior Impacts Manager ([impacts@responsiblejewellery.com](mailto:impacts@responsiblejewellery.com)) is the key point of contact at RJC and will be responsible for the project and approval of deliverables.

## CONFIDENTIALITY

A non-disclosure agreement is required to cover any confidential information shared by RJC and its members with the researcher.

## APPLICATION PROCESS

Interested partners should send a short proposal detailing:

- (1) how your team meets the criteria (including links to past relevant work)
- (2) the proposed research approach for the research question
- (3) the project timeline
- (4) the budget

As part of the proposal to RJC, the research partner is required to submit a copy of their ethics guidelines, to demonstrate how potential risks associated with member's participation in the evaluation will be managed.

Terms of reference published: 12 July 2022

Deadline for submission of proposals: 5 August 2022