



**FAIR LABOR**  
ASSOCIATION®

AMERICAN  
**APPAREL &  
FOOTWEAR**  
ASSOCIATION

## **Commitment to Responsible Recruitment**

Resource List  
*as of June 7, 2019*

Please find below links to resources intended to assist companies in implementing the [Commitment to Responsible Recruitment](#) as well as help the larger apparel/footwear/travel goods industry in their efforts to reduce the risk of forced labor in their supply chains.

This resource page is intended to be a living document, and will be updated as new resources become available. Special thanks to FLA staff for assembling the initial page.

If you have questions or want to share a resource, please contact FLA's Shelly Han at [shan@fairlabor.org](mailto:shan@fairlabor.org) or AAFA's Nate Herman at [nherman@aafafglobal.org](mailto:nherman@aafafglobal.org).

### **International Labour Organization (ILO)**

- [Fair Recruitment Initiative](#)
- [Forced Labour, Modern Slavery, and Human Trafficking](#)
- [ILO Indicators of Forced Labour](#)
- [ILO Standards on Forced Labour – The New Protocol and Recommendations at a Glance](#)
- [List of ILO's fundamental conventions on forced labor and related recommendations](#)
- [ILO Definition of Recruitment Fees and Costs- Employers and Workers Obligations](#)

### **International Organization for Migration (IOM)**

- [IOM and Fair Labor Association Sign Memorandum of Understanding to Promote Ethical Recruitment, Protect Migrant Workers \(26 Mar 2019\)](#)
- [Ending Modern Slavery](#)
- [IOM's International Recruitment Integrity Systems \(IRIS\) Initiative](#)
- [IOM's Corporate Responsibility in Eliminating Slavery and Trafficking \(CREST\) Initiative](#)

## **U.S. Government Resources**

- U.S. Department of Labor
  - [Bureau of International Labor Affairs](#)
  - [Comply Chain](#)
- U.S. Department of State
  - [What is Modern Slavery?](#)
- U.S. Customs and Border Patrol
  - [Responsible Business Practices on Forced Labor Risk in the Global Supply Chain](#)
  - [Forced Labor](#)

## **Fair Labor Association Resources**

- [Addressing Risks of Forced Labor in Supply Chains](#)
- [Guidance on Supply Chain Mapping](#)
- [FLA Issue Briefs](#)
- [Training Toolkit on Addressing Child Labor and Forced Labor in Agricultural Supply Chains](#)
- [FLA Code of Conduct](#)
- [FLA Compliance Benchmarks](#) (Refer to Employment Relationship and Forced Labor Benchmarks)

## **Specialized Auditors and Organizations**

- [Impactt](#)
- [Verité](#)
- [Responsible Business Alliance](#)
- [Consumer Goods Forum](#)

## **FLA Accredited Companies with Public Codes and Benchmarks**

- [Nike Code & Benchmarks](#) (CLS)
- [PVH Code & Benchmarks](#) (Supply Chain Standards & Guidelines)
- [Adidas Code & Benchmarks](#) (Employment Guidelines)
- [New Balance Code & Benchmarks](#) (Standards Manual)
- [Patagonia Code & Benchmarks](#) & [Migrant Worker Standards](#)

## **Additional Resources**

- [Alliance 8.7](#)
- Business & Human Rights Resource Centre: [Forced Labour & Modern Slavery](#)
- [Corporate Human Rights Benchmark](#)
- [FLEX – Focus on Labour Exploitation](#)
- [The Freedom Fund – Supply Chains Initiative](#)
- [Global Slavery Index](#)
- [Institute for Human Rights and Business](#)
  - [Focus Area: Migrant Workers](#)
- [Interfaith Center on Corporate Responsibility \(ICCR\)](#)
- [Know the Chain](#)
  - [Three Sectors, Three Years Later: Progress and Gaps in the Fight Against Forced Labor](#)
- [Modern Slavery Registry](#) (UK Modern Slavery Act statements)
- [Slavefreetrade](#)
- [Stronger Together](#)
- [Verité](#)
  - [The Cost of a Job – Systemic Forced Labor in Asia and What Companies Can do to Eliminate It](#)
  - [Cumulus Forced Labor Screen](#)
  - [Responsible Sourcing Tool](#)
  - [Fair Hiring Toolkit](#)
  - [An Ethical Framework for Cross-Border Labor Recruitment](#)
  - [Forced Labor Commodity Atlas](#)
  - [Addressing the Retention of Identity Documents](#)
  - [Eliminating Recruitment Fees Charged to Migrant Workers](#)
  - [Undocumented Workers in the US Garment Sector: An Assessment and Guide for Brands](#)