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 or AAFA’s Nate Herman at nherman@aafafglobal.org.

**International Labour Organization (ILO)**

- Fair Recruitment Initiative
- Forced Labour, Modern Slavery, and Human Trafficking
- ILO Indicators of Forced Labour
- 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