

Fair Labor Association
Workplace Code of Conduct

- There shall be no **forced labor**.
- There shall be no **child labor**.
- No worker shall be subject to any form of **harassment** or **abuse**.
- No worker shall be subject to **discrimination** of any kind.
- Employers must provide a **safe and healthy working environment**.
- Employers must respect workers' rights to **freedom of association** and **collective bargaining**.
- Employers must pay workers **wages and benefits** in accordance with the law.
- Workers must not be required to work **excessive hours**.
- Workers shall be properly compensated for **overtime hours**.

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FAIR LABOR
ASSOCIATION™

One Sweatshop Is Too Many

Ending sweatshop labor is an enormous challenge with no single solution. But progress can be made if all stakeholders work together.

The Fair Labor Association is made up of companies, colleges, universities, and non-governmental organizations (NGOs) dedicated to protecting the rights of workers around the world. Since 1999, the Fair Labor Association has helped improve the lives of hundreds of thousands of workers by holding companies accountable to the **Fair Labor Association Workplace Code of Conduct**. By adopting the Code, Fair Labor Association members help root out sweatshop labor practices in the manufacturing of the products they buy and sell.

The Fair Labor Association holds companies and factories accountable and works with them to find sustainable solutions to unfair labor practices. Simply walking away from bad factories is not the answer. The Fair Labor Association's approach brings workers, factory managers, companies, and NGOs together to develop sustainable change based on respect for workers' rights.



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PROTECTING
WORKERS' RIGHTS
WORLDWIDE

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HOW DOES THE FAIR LABOR ASSOCIATION PROTECT LABOR RIGHTS?

Fair Labor Association members adhere to the **Fair Labor Association Workplace Code of Conduct**. Member companies are held making working conditions better for hundreds of thousands of workers around the world.

The Fair Labor Association protects workers by...

...Requiring internal monitoring. With Fair Labor Association oversight and review, member companies must establish internal systems for monitoring working conditions and maintaining Code standards.

...Conducting spot inspections. Fair Labor Association-accredited independent monitors conduct unannounced inspections at hundreds of factories in all parts of the world. All violations are publicly reported and flagged for immediate corrective action.

...Creating sustainable solutions. When inspectors find violations, the Fair Labor Association works with each company, factory, and its workers to develop sustainable solutions that promote continued compliance with the Code.

EL SALVADOR: FREEDOM OF ASSOCIATION

The Fair Labor Association learned of allegations of blacklisting against union members at a factory in El Salvador. In clear violation of their right to freedom of association, the factory refused to employ workers who were union members at their previous jobs. The Fair Labor Association conducted an audit, found the allegations to be true, and then conducted trainings for management and workers which produced a new policy of non-discrimination in hiring.

“ We believe that workers’ rights are human rights. The Fair Labor Association’s innovative, collaborative approach has created real, positive change and improved the lives of workers in all parts of the world.”

—MICHAEL H. POSNER,
PRESIDENT, HUMAN RIGHTS FIRST



...Verifying change. Solutions must be sustainable and must address root causes. Fair Labor Association’s independent monitors make follow-up visits to verify that factory reforms remain in place, and Fair Labor Association staff review each company’s performance every year.

...Issuing public reports. Based on inspections and monitoring, the Fair Labor Association publishes detailed annual reports on member companies’ compliance with the Fair Labor Association *Workplace Code of Conduct*.

...Addressing third party complaints. Anyone — a worker, advocate, company, or individual — can contact the Fair Labor Association to report Code violations at a factory supplying products to a member company. Complaints are confidential and are rigorously investigated. When violations are found, the Fair Labor Association publicly reports them and works with all stakeholders to find sustainable solutions.

A year later, Fair Labor Association-accredited monitors conducted an unannounced verification audit to ensure that the new policy and procedure were still operating. They found that the factory had in place written rules and regulations that prevented discriminatory hiring practices and was implementing them.

COMBATING SWEATSHOP LABOR

The Fair Labor Association joins forces with...

...Companies that are committed to respecting their workers’ rights. By joining together to maximize their impact on industry practices, Fair Labor Association members create the potential for lasting change at thousands of factories around the world.

Every company that joins the Fair Labor Association agrees to transparency and accountability, an essential contribution to ending sweatshop labor.

...Colleges and universities that are committed to fighting sweatshop labor by campaigning for fair treatment of workers in factories that manufacture all products bearing their names.

Fair Labor Association college and university members send a signal to students, the academic community, and the world that they will not support sweatshop labor.

SHANDONG PROVINCE, CHINA: WAGES

A Fair Labor Association monitor’s visit to a Chinese factory found underpayment of workers. Immediately after the violation was reported, member companies required the factory to make back payments to workers by the next pay period. However, Fair Labor Association’s advocacy on the workers’ behalf did not end there.

“ The Fair Labor Association gives colleges and universities an increasingly effective way to insist on fair treatment and improved working conditions in factories that manufacture products bearing their names.”

—ROBERT K. DURKEE, VICE PRESIDENT
AND SECRETARY, PRINCETON UNIVERSITY

...NGOs that work locally and globally to improve workers’ lives. Labor unions and NGOs dedicated to human rights, labor rights, religious freedom, consumer protection, and the environment expand the Fair Labor Association’s reach and effectiveness by bringing new ideas for greater accountability to the table.

Ending sweatshop labor requires advocacy and action. It requires sustainable compliance—strategies for quick response and plans for the long term. The Fair Labor Association has developed these capacities, and constantly seeks to multiply its impact by engaging new partners and working with others who share its goals.

Together, companies, colleges, universities, and NGOs give the Fair Labor Association a global reach, which produces an impact greater than the sum of its parts.

To guard against repeat violations, the Fair Labor Association helped companies mandate that wage policies be created, implemented, and communicated to workers. Under these new safeguards, workers are more knowledgeable and company monitors more vigilant. The end result was a sustainable solution to wage underpayment.