



Fair Labor Association Fact Sheet

- The Fair Labor Association (FLA) (www.fairlabor.org) is a nonprofit organization committed to protecting workers' rights, ending sweatshop labor, and improving working conditions worldwide.
- The FLA is a collaborative effort of colleges and universities, socially responsible companies, and non-governmental organizations (NGOs).
- The FLA Board of Directors comprises a chair and 18 members, equally divided among companies, colleges and universities, and NGOs. The Board of Directors is responsible for formulating FLA policy and for oversight and review of the FLA's work.
- Formally established in 1999, the FLA evolved from the Apparel Industry Partnership (AIP). The AIP, a task force made up of representatives of industry, government, NGOs, and trade unions, was formed in 1996. The AIP was created in response to a call by President Bill Clinton for businesses to address the need to establish standards for humane working conditions and to communicate to consumers about implementing those standards.
- The FLA holds affiliates accountable to its Workplace Code of Conduct, a clear set of guidelines, based on International Labor Organization (ILO) standards, outlining acceptable and fair working conditions in factories around the world.
- To verify that affiliated companies and the factories they use abide by this Code, the FLA has instituted a rigorous monitoring, remediation and verification system. The FLA accredits monitors to conduct unannounced Independent External Monitoring (IEM) audits in factories. Transparency is a core FLA value. Reports of all unannounced audits conducted during the year are posted on the FLA Web site.
- In 2006, the FLA conducted 145 IEM audits. Since 2002, the FLA has conducted 629 IEM audits.
- The Third Party Complaint mechanism allows any third party (individual or organization) to confidentially report to the FLA any labor violations they find in factories of FLA-affiliated companies. At the resolution of a Third Party Complaint, the FLA publishes a summary report on its Web site. Reports for 8 third party complaints were posted on the Web site in 2006 and early 2007.

- Originally focused on the apparel and footwear industries, the FLA has widened its scope to include a variety of products made for college and university licensees.
- Nearly 200 colleges and universities nationwide are currently affiliated with the FLA.
- Colleges and universities make a vital contribution to the FLA's work. Affiliated colleges and universities require their licensees to comply with the FLA Code of Conduct throughout their supply chains.
- The FLA is in the process of introducing FLA 3.0, a new generation of sustainable labor compliance tools. The 3.0 methodology goes beyond traditional monitoring for labor compliance to address and correct root causes of labor violations.
- FLA-affiliated companies, including collegiate licensees, fall under Participating Company, B, C, or D categories. Currently 20 leading brand-name companies are Participating Companies. Companies have a strong influence on factory management, and the FLA has learned that the most effective way to curb labor abuses is with their cooperation.
- In summer 2007, the FLA will upgrade its monitoring of FLA collegiate licensees by launching the Enhanced Licensee Program. The Enhanced Program is a set of online and offline tools, systems and trainings to help smaller licensees comply with Code obligations.
- The involvement of NGOs is fundamental to the FLA's work. Affiliated NGOs have helped to raise awareness and advance workers' rights worldwide. The NGO Advisory Council, currently comprising 33 members, helps facilitate the participation of local and international NGOs in the implementation of the FLA Code of Conduct in factories around the world.
- The FLA staff is headquartered in Washington, D.C. and also has a European office in Geneva, Switzerland. Regional Managers located abroad are responsible for conducting the FLA's work in South Asia; Southeast Asia; East Asia; Europe, Middle East and Africa; and the Americas.