



Industry Leadership on Human Rights

Since 2015, The Consumer Goods Forum (CGF) has led industry efforts to respect human rights in and eradicate forced labour from consumer goods supply chains. Learn more about the CGF's history of ambitious social sustainability work.

A Groundbreaking Resolution

In 2015, CGF CEO Board of Directors issued the industry's first-ever resolution addressing the urgent need for action on the endemic issue of forced labour. With millions of victims globally, forced labour is the most salient human rights impact in the consumer goods industry and requires immediate action at scale to be eradicated. The Social Resoution on Forced Labour reads:

"As the Board of The Consumer Goods Forum, we recognise our role as responsible businesses to respect and promote human rights and decent working conditions worldwide, in alignment with ongoing efforts such as the United Nations Guiding Principles on Business and Human Rights and other international frameworks including the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises and the recently launched UNSustainable Development Goals.

As part of our wider efforts to promote human rights and decent working conditions worldwide, we acknowledge the broad societal problem of modern slavery and we strive to eradicate forced labour from our value chains. We will also continue not to tolerate forced labour within our own operations. To do so, we will harness the power of collective action as an industry group to identify and address issues and geographies of shared concern, enhancing the efficiency of any individual company initiatives in this area.

In areas of shared concern, we will jointly develop specific action plans supporting the eradication of forced labour, in alignment with the widely embraced guidance provided by the United Nations Guiding Principles on Business and Human Rights. To achieve this ambitious goal, we will work closely with other industries, with governments and with civil society."

Three Priority Industry Principles

In 2016, CGF members developed the Priority Industry Principles (PIPs), which identify the three most common, yet problematic, business practices that can lead to cases of forced labour. In launching the PIPs, members stated:

"Forced labour is an unacceptable human rights violation that can take multiple forms, and must be addressed. While certain employment and recruitment practices may not initially appear problematic, in aggregate or combined with other forms of leverage, they can result in forced labour, particularly among vulnerable workers.

We will take active measures to apply these Principles across our global value chains and own operations, to cases where such practices may lead to forced labour. We will seek to apply these Principles to all workers regardless of their employment status, location, contractual arrangements or role. We will do this as part of our collective journey to advance the human rights of workers and positively shape global labour markets."

EVERY WORKER SHOULD HAVE FREEDOM OF MOVEMENT >>>>

The ability of workers to move freely should not be restricted by the employer through physical restriction, abuse, threats and practices such as retention of passports and valuable possessions.

NO WORKER SHOULD PAY FOR A JOB

Fees and costs associated with recruitment and employment should be paid by the employer, not the employee.

NO WORKER SHOULD BE INDEBTED OR COERCED TO WORK

Workers should work freely, aware of the terms and conditions of their work in advance, and paid regularly as agreed.

Download Implementation Guidance on the Priority Industry Principles Here

A Global Call to Action



In June 2018, the CGF called upon businesses around the world to play their part in the fight to end all forms of forced labour. Issued during the 2018 Global Forum on Responsible Business and Recruitment, a Business Call to Action was made alongside the International Labour Organization, the International Organization for Migration, and with the support of the Institute for Human Rights and Business, and is a strong affirmation of our members' commitment to strive to eradicate forced labour from global supply chains and continue not to tolerate forced labour within own operations. The call to action was announced by former CEO of Mars, Incorporated, Grant F. Reid (left).

"As partners in the fight against forced labour, and in collaboration with governments, United Nations agencies, and civil society organisations, we are today calling for businesses around the world to play their part in ending this global scourge.

The Consumer Goods Forum (CGF), in alignment with the International Labour Organization (ILO), the International Organization for Migration (IOM) and supported by the Institute for Human Rights and Business (IHRB), stand united in our commitment to respect human rights and to strive to end all forms of forced labour in line with ongoing efforts such as the United Nations Guiding Principles on Business and Human Rights and other international frameworks including the United Nations Sustainable Development Goals. With an estimated 25 million victims of forced labour today, we acknowledge the need for multi-stakeholder collaboration to end this global issue. No one company, industry or government can solve this problem alone. As such, we are calling on members of the CGF and all businesses around the world to take action today with key institutions and partners, and:

- **Register** with grave concern the scale of this global problem and emphasise the need to accelerate action at both national and international levels to eliminate it;
- **Recognise** that important progress has been made in countering the problem worldwide; but that significant challenges remain across countries and industries;
- **Acknowledge** the intersection of forced labour with international labour mobility, unethical recruitment practices and the unique vulnerability of migrant workers;
- **Acknowledge** that governments have the responsibility to protect human rights, including ensuring that national laws and regulations protect against forced labour;
- **Understand** that business has a responsibility to respect human rights in its value chains and own operations and can play a key role in combatting forced labour;
- **Stand together** in our commitment to combat the exploitation of human beings for the purposes of compulsory labour through the use of force or other forms of coercion, fraud or deception;
- **Commit to mainstream the CGF's Priority Industry Principles against forced labour:**
 - Every Worker should have freedom of movement
 - No Worker should pay for a job
 - No Worker should be indebted or coerced to work
- **Aspire to work towards the eradication of worker-paid recruitment fees** in the next ten years by implementing the Employer Pays Principle championed by the IHRB led Leadership Group for Responsible Recruitment.

Together, we must lead the way in the fight against this unacceptable form of exploitation once and for all."

Progress and Collective Action

In 2020, we launched our Human Rights Coalition to drive accelerated, collective action to address human rights impacts — particularly forced labour — in consumer goods value chains. Our members are ensuring respect for Workers' rights by implementing and improving due diligence practices and advocating for enabling policy environments to protect human rights. Learn more and join us at www.tcgfsocial.com.