WAR ON WANT

SIXTY YEARS FIGHTING GLOBAL POVERTY

Race to the bottom

Olympic sportswear companies' exploitation of Bangladeshi workers

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Our vision is a world free from poverty and oppression, based on social justice, equality and human rights for all.

Our mission is to fight against the root causes of poverty and human rights violation, as part of the worldwide movement for global justice.

We do this by:

- working in partnership with grassroots social movements, trade unions and workers' organisations to empower people to fight for their rights
- running hard-hitting popular campaigns against the root causes of poverty and human rights violation
- mobilising support and building alliances for political action in support of human rights, especially workers' rights
- raising public awareness of the root causes of poverty, inequality and injustice and empowering people to take action for change

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London N1 7JP

PLAYFAIR 2012

War on Want is a member of the Playfair 2012 campaign, a UK coalition of trade unions and labour rights organisations fighting for the rights of workers making sportswear for the London 2012 Olympics. www.playfair2012.org.uk

Preface

The Olympic Games are much more than a celebration of sporting achievement. As conceived by Pierre de Coubertin, founder of the modern Olympics, the Games embody the highest ideals of our common humanity: fair play, decency and respect for all. The London 2012 Olympics have reaffirmed this spirit, and promised us a Games whose "lasting legacy" will be lived out for years to come.

For multinational sportswear companies, the Olympics represent a unique opportunity to market their goods to worldwide audiences and to associate their brands with the spirit of the Games. No other sporting event offers such a positive image of capitalist enterprise in the service of a higher purpose. Yet behind the gloss and glamour, many of these same companies are failing to play fair with the very people who make their goods.

This report presents a detailed picture of the conditions faced by workers in Bangladesh, mostly women, who produce the sportswear sold by leading brands Adidas, Nike and Puma. All three companies have invested heavily in the Games: Adidas is the official sportswear partner of the London Olympics, while Nike is sponsor of a range of high profile teams including the USA and athletes such as Mark Cavendish and Paula Radcliffe. Puma's logo is emblazoned across the chest of the world's fastest man, Usain Bolt.

Based on our face-to-face interviews with workers producing their sportswear, Adidas, Nike and Puma are failing to uphold the Olympic ideals of fair play and respect. Five of the six factories covered by our research do not even pay their workers the legal minimum wage in Bangladesh, let alone a living wage that would allow them to meet their basic needs. Two thirds of the workers we spoke to work over 60 hours a week producing goods for the sportswear brands, again breaching Bangladeshi labour law. Many suffer abuse in the workplace, including sexual harassment and beatings.

War on Want has long worked in partnership with garment workers in Bangladesh, supporting their struggles while mounting high-profile public campaigns for decency and respect in the supply chains of British retailers. Through organising in the workplace, Bangladeshi trade unions like our partner the National Garment Workers' Federation have won significant improvements in their pay and conditions – including an 80% increase in the minimum wage for the lowest paid garment workers in 2010. Yet there is still a long way to go.

No companies should be allowed to wrap themselves in the Olympic flag unless they guarantee basic rights to all their workers. London 2012 is our opportunity to extend the Olympic spirit of fair play beyond the Games themselves, so that all those producing goods for sportswear brands in factories around the world can benefit, both now and into the future. Now that would be an Olympic legacy worth celebrating.

John Hilary
Executive Director
War on Want

Olympic values, Olympian profits

The Olympic Games are a celebration of human achievement, of fair play and of respect. This concept of the Olympics is deeply rooted – the Olympic charter states that it "seeks to create a way of life based on the joy of effort, the educational value of good example, social responsibility and respect for universal fundamental ethical principles."[1]

The modern Olympic Games are also much more than a sporting event. They are a shared global experience, with over four billion people expected to watch the London 2012 Games on television.[2] This enormous global audience attracts huge interest from corporate sponsorship and advertising, a now inescapable aspect of the Olympics. These companies aim not only to maximise the opportunity of enormous television audiences for the Games, but to ensure that their brand is associated with the positive values and ideals of the Olympics.

For the London Games there are 25 official corporate sponsors and another 28 official corporate suppliers across industries as diverse as food, cars, banking and electronics. However, the Olympic Games are of particular significance to the global sportswear industry, where sponsorship of the Games, individual teams or athletes is worth hundreds of millions of pounds and is vital to maintaining a company's brand image.

While these companies all strive for the profile and association with the positive values of the Olympic Games, in practice the "respect for universal fundamental ethical principles" does not go much further than the companies' public relations and advertising. It has been over a decade since the major sportswear brands signed up to voluntary 'codes of conduct' in response to campaigns against the widespread exploitation and abuse of workers producing goods for them. Yet all too little has changed for the nearly two million workers producing goods for these three brands in some of the world's poorest countries.

Adidas has spent £100 million on the Olympics, securing its place as the only official sportswear partner of London 2012.[3] In return for its financial commitment, Adidas will clothe the 70,000 volunteers who help run the Games and has the sole rights to produce goods with the Olympic logo. Adidas hopes to achieve over £100 million in sales from its Olympic clothing lines alone. More importantly, it hopes to use the boost to its brand from the Olympics to overtake Nike as the UK's sportswear market leader – increasing sales across all of its product lines.[4] In addition to the partnership with the Games, Adidas is also the official sponsor of Team GB and a range of high profile British athletes including David Beckham, expected to play in the British football team, the 2009 world champion heptathlete Jessica Ennis, tennis player Andy Murray and the current women's 400 metre Olympic gold medal holder Christine Ohuruogu.

Adidas has more than 775,000 workers in 1,200 factories across 65 countries making its products.[5] Almost all of these jobs are outsourced, yet through its code of conduct and its relationships with its suppliers the company has enormous influence over their working conditions, and ultimately their lives.

Photo: Flickr, Shawn Carpenter

Nike is the world's largest sportswear brand, holding nearly a third of the global market for athletic footwear,[6] with global sales in 2010/11 totalling over £13 billion, earning the company over £1.3 billion in profit.[7] It secured its association with the Games through the official sponsorship of a range of high profile teams including the USA and athletes such as Mark Cavendish and Paula Radcliffe. This sponsorship aims to ensure the Nike 'swoosh' logo remains instantly recognisable throughout the world. Through its supply chains Nike influences the conditions of more than 800,000 employees in 700 factories across 45 countries.[8]

Puma's largest profile sponsorship deal is its relationship with Usain Bolt, arguably the highest profile athlete taking part in the 2012 Games as he defends his Olympic 100 metre and 200 metre titles. Puma's manufacturing is outsourced to over 350 factories, a majority of which are in developing economies, involving around 300,000 workers.[9]

Playing fair on pay?

Bangladesh is the fourth largest exporter of clothing in the world, with garments accounting for nearly 80% of the country's export earnings.[10] The reason so many multinational companies source clothing and sportswear from Bangladesh is simple: it has the lowest minimum wage in Asia, guaranteeing some of the lowest production costs in the world.[11] While low wages secure huge profits for the global sportswear industry, the more than three million workers in the Bangladesh clothing industry are left with an income that is often less than the living wage. A living wage is internationally recognised as one that covers the cost of basic necessities such as food, shelter, clothing, health and education.

Trade unions in Bangladesh have fought hard to secure fair wages and in 2010 achieved significant minimum wage increases for workers in the clothing and sportswear industries. The lowest paid garment workers gained an 80% increase, bringing their minimum earnings to 3,000 Bangladeshi taka a month. Based on the standard Bangladeshi working week the minimum wage for garment workers is the equivalent of earning 94p a day. Even after this increase, wages still fall far below the living wage. Adidas, Nike and Puma all publicly state that their suppliers must pay any national minimum wage, but none have yet committed to implementing a living wage for their workers.[12]

To assess the reality of workers' pay, our researchers visited six factories in Bangladesh each supplying either Adidas, Nike or Puma. At five of the six factories we visited the basic salary for the lowest paid workers did not even meet the minimum wage. At the factories supplying Adidas, the basic salary of the lowest paid workers was just 2,290 taka a month on average, just 72p a day. The overall average basic salary for all the workers was 3,775 taka a month, £1.18 a day.

To put these wages in context, the average household we spoke to spent over 5,000 taka on food alone, nearly 2,000 taka on rent and a further 1,300 taka on healthcare, education and transport every month. Most of the workers lived in a single room with their families, sharing a kitchen and toilet with their neighbours.

RAHIMA'S STORY
AGE: 21
SUPPLYING: ADIDAS

Rahima grew up in a village where her father drove a rickshaw van to earn a living, but his income was not enough to provide for the growing family. Rahima came to the capital when she was 16 in search of a job to contribute to the family's income. In 2007, she started work at a factory and soon after married a rickshaw van driver and has one child.

The factory requires her to work for more than 12 hours a day, seven days a week and so she cannot spend time with her child. Working overtime is mandatory; her colleagues are beaten if they refuse to work more hours. Sometimes the factory does not pay the employees for three consecutive months, and if during this time a worker resigns they are not paid for that time at all. She says the managers constantly verbally and physically abuse the workers at the factory.

Bangladeshi garment workers sew t-shirts at a factory in Dhaka

Photo: AFP/Getty Images

In a situation where their basic salary is so much lower than the cost of living, 30-40% of all workers' total pay was made up through overtime. Workers have little choice but to work exhausting and demanding overtime in order to make their total pay cover the cost of living. The average worker's total pay including overtime was 5,600 taka; based on the average weekly hours they worked, this equates to just 16p an hour.

The pay and conditions experienced by the workers producing goods for Adidas, Nike and Puma stand in stark contrast to their spectacular sponsorship packages for Olympic athletes. Working for basic pay without overtime, the workers we spoke to would need to work for 870 years to earn the £320,000 sponsorship package Adidas agreed with Jessica Ennis.[13] This is dwarfed by the nearly 14,000 years that they would have to work to earn Puma's £5.1 million sponsorship package with Usain Bolt.[14] While the global sportswear brands are willing to pay a small fortune to the world's top athletes they remain unwilling to pay their workers a living wage.

The daily marathon

Low wages are not the only hardship that workers in the sportswear industry have to face each day. Excessive and exhausting working hours are the industry standard, where employees in factories supplying Nike, Adidas and Puma work hours that flout Bangladeshi law and the sportswear brands' own codes of conduct.

Bangladeshi labour law clearly sets a standard of a 48 hour working week, working eight hours a day, six days a week, and a strict maximum of 60 hours a week when overtime is included.[15] Workers are also entitled to one full day off each week.[16] In addition, Adidas, Nike and Puma all state in their codes of conduct for suppliers that employees should not work more than 60 hours a week including overtime, except in extraordinary circumstances, and that all workers must get at least one day off each week.

Our research reveals a very different picture. Two thirds of those we surveyed worked over 60 hours a week – in clear breach of Bangladeshi labour law and all three companies' policies. All the factories we visited that supply Adidas, Nike and Puma broke the law, illegally employing staff for over 60 hours a week.

The low wages workers receive often mean that overtime is essential in order to be able to provide for themselves and their families. At one factory supplying Puma nearly a third of the workers interviewed said they had done more than five night shifts in the previous month, often having to return to work the next morning.

SHAJEDA'S STORY
AGE: 19
SUPPLYING: NIKE

Shajeda works as a sewing machine operator making jackets for Nike. She has been working in the clothing industry for five years, having started work when she was 14. There are seven people in her family and she works to support two of her elderly relatives.

The factory requires her to from 7am to 4pm six days a week. But almost every day her floor manager bullies her and forces her to work overtime, on average an extra 12 hours each week.

"He uses the worst language you will ever hear. Many workers have quit because of him."

Her basic salary is 2,500 taka a month, well below the minimum wage, yet sometimes her overtime is unpaid. When it is paid she earns just 20p an hour. Even with another two members of her family working they struggle to cover the cost of housing, food and healthcare.

In many cases however, overtime is compulsory. If workers refuse to work overtime after a full working day, they are often marked as absent and have their pay for the whole day deducted. In one of the factories supplying Adidas workers reported their overtime being unpaid. Many of the workers we spoke to said that they are only informed that overtime is required at the end of their normal working day, disrupting their home and personal lives.

War on Want's previous research has shown the impacts of these excessive hours on workers in the clothing industry.[17] Workers face an increased risk of accidents due to exhaustion when working night shifts, and are concerned about long periods of separation from their children and families, a particular concern for breastfeeding mothers. The burden of long hours falls especially hard on women workers, who make up the vast majority of the Bangladeshi clothing industry and carry out unpaid domestic work which has to be completed before and after exhausting days in the clothing factories.

Photo: Flickr, Barry Yanowitz

Women hit hardest

Of the more than three million employees working in the 5,000 garment factories in Bangladesh, 85% are women. Many of the impacts of exploitation within the clothing industry, such as long hours, hit women harder than men, given the entrenched cultural norms in which women are responsible for domestic work as well as taking care for their families. The codes of conduct for Adidas, Nike and Puma do not require their suppliers to provide maternity leave or respect childcare responsibilities, only calling on their suppliers not to actively discriminate against women.

Given this lack of attention by the sportswear brands, it is little surprise that their supplier factories do not respect their workers' rights to maternity leave. By law all Bangladeshi women are entitled to 16 weeks' maternity leave on full pay for their first two children, once they have been employed for six months.[18] Almost all of the workers we spoke to were confused about their rights; some believed maternity leave was always unpaid. Of those who had recently had babies, some had received only two months' pay, some three months' and one just reported being given 'leave'.

SHUMI'S STORY
AGE: 35
SUPPLYING: NIKE

"In November I asked my manager if I could leave work early because I was feeling ill. My manager refused to let me go and sent me to the factory doctor who only gave me paracetamol. Finally he let me go, but only allowed me two days leave.

"When I returned to work I was still exhausted and fell asleep at my sewing machine. My manager slapped the table with a bang to startle me, I woke up shocked and terrified and began to cry. He shouted at me and told me to take a week off without pay. On coming back to the factory I was made to stand by the managers table for five hours as a punishment, then returned to work without being allowed to eat."

Day care facilities are vital to ensuring that children can remain with their families, as low wages mean that both parents usually have to work to provide for their family's needs. Every factory that employs more than 40 women is required by law to provide suitable

Photo: Tarif Rahman

A garment worker washing dishes at her home in Dhaka

Photo: Tarif Rahman

day care facilities,[19] over a quarter we spoke to said that the facilities were not usable. This frequently means that children have to be sent to stay with their grandparents, denying workers the opportunity to raise their own children.

Sexual harassment and discrimination are also widespread within the factories we visited. Many of the women we interviewed said that they had been threatened not to speak out or report any sexual harassment or discrimination in the factories. In spite of these threats, one in 10 of the female workers we spoke to told us she had either been forced to, or threatened with being made to, undress in the workplace. Another one in 10 reported they had experienced other forms of sexual harassment at work.

Some of the female workers also reported that the cloth worn over their clothes to cover the top of their chests, known as a dupatta, is often pulled away or pulled down by their supervisors, in order to make them work better at their sewing machines. This act is humiliating for women in Bangladesh, where the dupatta has long been a cultural symbol of modesty.

Such routine abuse, harassment and discrimination of women workers producing goods is the hidden injustice of Adidas', Nike's and Puma's global supply chains.

Dignity and respect?

RIGHT TO ORGANISE

Freedom of association, the right of workers to organise and bargain collectively, is an internationally recognised human right. It is recognised in the Universal Declaration of Human Rights and the core standards of the International Labour Organisation, and is the basic tool through which workers can defend and secure their rights. In their official codes of conduct for suppliers, Adidas, Nike and Puma all state that their suppliers must respect the right of workers to organise and bargain collectively for wages.

Of the six factories we visited in Bangladesh, just one in seven of all the workers we spoke to reported that there was a trade union. After speaking with the workers it became clear why there was such limited unionisation: at three of the factories workers reported that colleagues had been fired for trying to organise. If Adidas, Nike and Puma are serious about respecting the rights of workers to organise, workers must be allowed to organise without fear.

Two thirds of the workers we spoke to said that their factory had a 'participation committee', often presented as an alternative to trade unions. These committees lack the independence vital to the effective representation of workers. Instead management exert a strong influence over them and the committees' representatives are not elected by the workers themselves. Rather than being a force to empower workers, they can become a tool of management to undermine them.[20]

Photo: NGWF

STATE OF REPRESSION

The Bangladeshi clothing industry has long been characterised by strong worker-led protests and resistance to exploitation, abuse and unsafe conditions. In a situation where Bangladeshi garment factories routinely fail to meet legal minimum standards on pay, working hours and conditions, worker organising is vital to securing their legal rights.

In reality workers' protests at garment factories have often been met with police brutality. Between January and June 2011, 430 workers were injured, largely by batons and rubber bullets, during five separate protests across the garment industry.[21] Campaigners and trade unionists have also suffered heavy-handed crackdowns from the state, with independent organisations closed down by the government and their officials charged with inciting worker unrest, beaten in police custody and threatened with being killed.[22]

AMBIA'S STORY
AGE: 28
SUPPLYING: NIKE

"A few months ago I was unable to fulfil my daily target. The floor manager yelled at me, swearing at me in front of my colleagues. I fought back for being addressed in such a rude manner and this reaction spurred my manager to keep scolding me.

He made me stand on the table to humiliate me and removed me from the work station.

"One day I felt very ill and asked for sick leave. For the three days that I was at home, my manager deducted these days' pay. Now, after a long fight with the management, I finally got transferred to another floor. All the workers are terrified of him. He threatens them, makes the cleaners insult the workers and makes the supervisors push the girls offensively."

VIOLENCE AND ABUSE

It is a fundamental human right that all workers should be able to live and work free from verbal and physical abuse. Adidas, Nike and Puma all require that workers should be treated with dignity and respect. We found little dignity or respect for workers producing goods in Bangladesh.

Of those we spoke to, nearly one in three had been verbally abused by their managers, one in four had been pushed while at work, one in five publicly humiliated and one in ten kicked or beaten. Some of the workers we spoke to reported having been denied access to toilets and several reported having been locked in the toilets as a punishment by their managers.

At one factory producing jackets for Puma, more than half the workers we spoke to had been beaten, kicked, slapped or pushed by their managers. One in three had had their hair pulled, been publicly humiliated or forbidden from going to the toilet as a punishment. At another making Adidas baseball caps two in five had been pushed by their managers and the same number threatened with being sent to jail.

An end to sweatshops

The exploitation and abuse of workers that underpin the profits of global brands like Adidas, Nike and Puma are based on their outsourcing of production to suppliers in poorer countries. This allows them to pass on risks to their suppliers and, more fundamentally, it often allows them to escape legal accountability for their actions.

As the sportswear brands do not own the factories, they do not have the same legal responsibilities for their workers, or for the management's actions. In addition, by outsourcing production to countries with low wages and weak labour laws, multinational companies can gain access to the cheapest possible workforce. Without a legal responsibility to respect these workers' human rights, the drive to maximise profits inevitably leads to suppliers being squeezed to increase production and drive down costs, forcing down workers' pay and conditions.

In response to campaigning during the 1990s against exploitation within the industry, the major clothing and sportswear companies adopted codes of conduct for their suppliers. This report shows that in practice these voluntary codes have done little to change the situation in the factories themselves. The result has been that companies can deflect criticism and defend their brand image, with little effort put into practical implementation.

In addition to their codes of conduct Adidas, Nike and Puma are all members of the Fair Labor Association, an initiative founded in 1999 with the stated intention of improving working conditions around the world. However, the association has no sanctions on its member companies, only working with them to support and verify "corrective action plans". Without real teeth, such as the power to fine companies, it is little wonder that working conditions remain so poor. Furthermore, while global sportswear companies like Adidas and Nike sit on its board, the workers whose lives they are aiming to improve and the trade unions who represent them have no place in the organisation's governance. The abuse of workers documented in this report raises the question of whether such corporate-dominated initiatives exist only to present the appearance of concern and accountability rather than deliver any meaningful improvements in working conditions.

Pressure by campaigners on the global sportswear companies can force them to improve their behaviour. However, to ensure that companies have to respect workers' rights they must be held accountable for the impacts of their actions throughout their global supply chains to independent, transparent and effective regulators, not just their shareholders.

One of the most important ways of holding corporations to account is to ensure that those affected by violations of their human rights have access to justice. There are huge barriers for people outside the UK to accessing justice through the courts, such as the excessive costs of any legal action. To ensure that they can access justice a new institution is needed to hold companies to account for their actions, without these barriers.

War on Want is calling for the UK government to introduce a Commission on Business, Human Rights and the Environment. It would have the powers to investigate and settle complaints made by or on behalf of those affected by UK companies' operations in other countries, and give them access to redress. The UN special representative on business and human rights, John Ruggie, has also called for the introduction of new national mechanisms to

provide redress for companies' human rights abuses in other countries.

For the workers in the global sportswear industry, it will be by organising that they can secure real improvements in pay and conditions. In Bangladesh, War on Want is proud to work with the National Garment Workers' Federation, which has successfully campaigned for an 80% increase in the minimum wage in 2010, and secured improvements from factories such as providing workers with official documents and regular payment of wages. Through solidarity and partnerships with workers' organisations in countries producing goods for the UK high street, we can help to ensure that the workers themselves can secure their dignity, rights and better lives for themselves.

BOYCOTT?

War on Want is not calling on consumers to boycott brands or retailers that use exploitative sweatshop labour, as this could lead to job losses for the very workers we are aiming to support. Bangladeshi workers do not want the companies to be boycotted, but to change their practices. So instead we call on the public to take political action to change the system that allows ongoing exploitation, rather than just changing their shopping habits.

Photo: Carmen Klammer

Take action

1. Demand Adidas, Nike and Puma treat Bangladeshi workers with respect
Adidas, Nike and Puma will gain enormous commercial benefit from the added publicity and association with the values of the Olympics. At the same time their profits are made by exploiting cheap labour in countries like Bangladesh.

Write to the CEOs of Adidas, Nike and Puma demanding that they take concrete steps to ensure:

- Factories they source from in Bangladesh pay their workers a basic salary of at least the living wage.
- Supplier factories in Bangladesh end compulsory overtime.
- A positive environment for trade union organising throughout their suppliers in Bangladesh.

Herbert Hainer, CEO Adidas
c/o PO Box 1512, Chelmsford
Essex, CM1 3YB

Mark Parker, CEO Nike
Camberwell Way, Sunderland
Tyne and Wear, SR3 3XN

Franz Koch, CEO Puma
The Heals's Building, 4th Floor,
196 Tottenham Court Road
London, W1T 7LQ

2. Write to your MP calling for government action
Action by individual companies can help improve workers' conditions, but it does not solve the systemic problem. New mechanisms are needed to hold companies to account for their human rights abuses abroad and to give their victims access to justice.

Write to your MP and ask them to:

- Write to Kenneth Clarke, Secretary of State for Justice, calling for the introduction of a Commission on Business, Human Rights and the Environment to hold corporations to account.
- Join the All Party Parliamentary Group on International Corporate Responsibility: Business, Human Rights and the Environment.

You can find your MP's contact details at www.theyworkforyou.com and find out more about the proposals for a new commission at www.corporate-responsibility.org

Send copies of any letters you receive to War on Want at the address on the back cover of this report.

3. Join War on Want and bring justice for workers across the world.
It is only as a result of dedicated support from members of the public and trade unions in the UK that War on Want can continue its campaign for workers' rights around the world. Please join us by becoming a member of War on Want today – go to www.waronwant.org/joinus or phone us on 020 7324 5040.

4. Visit our website to find the latest campaign actions.
You can order a sweatshop education pack for your school, download materials and much more. Go to www.waronwant.org/olympics

YES, I WANT TO SUPPORT WAR ON WANT BY MAKING A DONATION

War on Want relies on the generosity of its supporters to continue its work empowering poor people around the world. Every pound counts in our fight against injustice and inequality and we are grateful for your support.

Please fill in the whole form using a ball point pen and send to:
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Expiry Date — Start Date —

Issue Number

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Signature(s) .....

Date .....

giftaid it

Make your gift worth 25% more – at no cost to you

☐ I am a UK tax payer and I would like War on Want to reclaim tax on all donations that I have made in the last four years and all future donations that I make from the date of this declaration.

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War on Want would like to keep you informed about the important work we do. However, if you'd prefer not to receive any further communications from us or related charities, please tick the appropriate box:
☐ War on Want ☐ Other relevant charities

YOU CAN ALSO DONATE ONLINE AT WARONWANT.ORG OR CALL 020 7324 5040

Registered charity no. 208724 NI IEA

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Should be at least four weeks from today

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Do not return to your bank

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To the Manager Bank / Building Society .....

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Postcode .....

Name(s) of Account holder(s) .....

Branch Sort Code ☐☐ – ☐☐ – ☐☐ Account No. ☐☐ ☐☐☐ ☐☐☐

Instruction to your Bank or Building Society

DIRECT Debit

Please pay War on Want Direct Debits from the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with War on Want and, if so, details will be passed electronically to my Bank/Building Society.

Signature(s) ..... Date .....

Service user number **3 8 8 2 4 0** Ref: (War on Want to complete) ☐☐☐☐☐☐

Banks and Building Societies may not accept Direct Debit Instructions for some types of account

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Make your gift worth 25% more – at no cost to you

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War on Want would like to keep you informed about the important work we do. However, if you'd prefer not to receive any further communications from us or related charities, please tick the appropriate box:
☐ War on Want ☐ Other relevant charities

If you are already a member of War on Want, please pass this on to a friend so that they can join our fight against poverty. Thank you

Registered charity no. 208724 NI IEA

How this research was conducted

The findings in this report are based on interviews with 65 garment workers in six factories supplying goods for Adidas, Nike and Puma. All six factories were listed on Adidas, Nike and Puma's current public supplier lists; at the time of publication of this report, Puma claimed to have made a mistake in including one of the factories featured in this report in its supplier list, stating that it no longer sources goods from that supplier. The interviews were conducted between October 2011 and January 2012 by War on Want partners the National Garment Workers' Federation and the Alternative Movement for Resources and Freedom Society.

The interviews were conducted outside of working hours in a safe space where the workers could discuss the issues raised. All workers were assured that their involvement in the research would remain confidential. As a result all the names mentioned in this report have been changed to protect the workers' identities.

Notes

[1] International Olympic Committee (2011) *Olympic Charter.* International Olympic Committee

[2] London 2012 (2011) *London 2012 Ceremonies on track to showcase the UK to the world.* London 2012. 4 December.

[3] Hall, J. (2011) London 2012 Olympics: Adidas aims to beat Nike into second place at Games. *Daily Telegraph.* 29 May.

[4] *Ibid.*

[5] UNCTAD (2011) *World Investment Report 2011.* UNCTAD. p. 116.

[6] *Ibid.* p. 116.

[7] Nike, Inc (2011) *Financial results for fiscal year ended* 31 May 2011. Nike.

[8] *UNCTAD (2011)* p. 116.

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War on Want
War on Want fights poverty in developing countries in partnership and solidarity with people affected by globalisation. We campaign for human rights, especially workers' rights, and against the root causes of global poverty, inequality and injustice.

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