



Nikewatch campaigner Tim Connor. Photo: Martin Wurt/OxfamAUS.



Hundreds of female employees from PT. Panarub (located in Tangerang) hold a peaceful protest in Jakarta (2008). The workers produce adidas shoes and are demanding management pay better wages and welfare. Photo: Adek Berry/AFP

## Supporting rights

Many people are living in poverty – even though they have paid jobs. When workers try to exercise their rights to organise unions and seek better wages and conditions, they often face dismissal and even violence.

Sports brands are not doing enough to ensure that workers' rights are respected in the factories that make their goods across Asia.

Oxfam Australia is part of a global push to persuade sports brands to respect workers' rights. We:

- **support** unions and organisations in Asia to campaign for workers' rights in factories and workplaces and lobby governments and companies to respect labour rights. We also help worker organisations to build networks and coalitions;
- **promote solutions** by researching labour rights issues and making recommendations to sports brands. We research the strategies of transnational companies and their suppliers and share this research with our partners and the public so they can make informed decisions and take action to support workers' rights;
- **encourage change** by lobbying brand representatives and campaigning around the world for brands to improve labour practices;
- **share ideas** with partners and allies on how to support women's rights to organise and participate in unions.

## Our work

Oxfam Australia is part of Oxfam International – a global federation of 13 Oxfams. We defend workers' human rights, because a fair work environment and a fair wage is needed to combat poverty; and the right to speak, be listened to and be treated with dignity belongs to us all.

For more information about our work on labour rights, focusing on the sportswear industry **visit [www.oxfam.org.au](http://www.oxfam.org.au)**

## What you can do:

**Become involved** in a local organisation that supports workers' rights. Find a group near you at [www.oxfam.org.au/campaigns/labour/action/links](http://www.oxfam.org.au/campaigns/labour/action/links)

**Sign up** for Nikewatch news to receive monthly updates about sports brands and workers' rights campaigns. You can sign up at [www.oxfam.org.au/labour](http://www.oxfam.org.au/labour)

**Send us** your Sportswear receipts with a note saying you wish you could buy clothes and shoes made under decent conditions and we'll pass this onto the brands.

**Find** action ideas, information and campaign updates at [www.oxfam.org.au/labour](http://www.oxfam.org.au/labour)

## Contact us

**Write:** Labour Rights, Oxfam Australia  
PO Box 1711 Strawberry Hills NSW 2012 Australia

**Phone:** +61 2 8204 3900 **Fax:** +61 2 9280 3426

**Email:** [nikewatch@oxfam.org.au](mailto:nikewatch@oxfam.org.au)



Cartoon: Heinz/Scratch!Media

**RETAIL COST**  
= \$163  
**LABOUR COSTS**  
= 80 CENTS\*



# Fair Play for workers



Source: Clean Clothes Campaign

## Price make-up of a AUD \$163 sport shoe

The global athletic footwear and apparel market was worth US\$74 billion in 2005. Meanwhile, workers in Indonesia were earning as little as 60 cents an hour.

There are millions of sportswear workers around the world, most are young women from rural areas. Nike alone employs 800,000 workers in almost 700 contract factories across 52 countries. In 2007, Nike made a before tax profit of over US\$2.2 billion.

\*Labour cost information on the front cover excludes other production costs. Dollar amount is AUD.



Kluawan Viengnon, a member of the Thai workers cooperative 'Solidarity' that produces garments with the label Dignity Returns. Photo: Junya Yimprasert.

## Dignity returns

Workers at the Bed and Bath factory in Bangkok, Thailand turned up to work one day in 2002 to find they no longer had jobs. The factory, which produced Nike, Reebok, Levi and adidas, closed without warning and the Thai owner fled the country with the workers' wages.

Workers earned so little at the factory, they often struggled to make ends meet and rarely had any savings. Workers were fed amphetamines so they could work through the night and meet pressing deadlines. Some workers kept going for up to 48 hours before they collapsed.

Oxfam Australia, with other international organisations, campaigned in support of the workers to fight for their redundancy entitlements. After the entitlements were won, some workers set up their own cooperative, Solidarity. Oxfam Australia continues to support the Solidarity Cooperative.



Siti is paid 67 cents an hour for making shoes that retail for \$177. She hopes her pay will increase so she doesn't have to continually work overtime and can spend more time with her child. Photo: M.Revaldi

## Women face low wages

Workers (mostly women) producing for companies like Nike, adidas, Puma, Fila, New Balance and Asics commonly face low wages, long hours, verbal abuse and dangerous working conditions. They also suffer from high levels of sexual harassment. Women workers are often less able to claim their rights. Firstly, women are regularly discouraged from speaking out against violations, because this is generally seen as the role of men. Also, women still take on a disproportionate amount of domestic and caring duties – combined with long hours of work – leaving them little time to organise and negotiate to claim their rights.



Photo: Nana/Oxfam AUS

## Paying to get a job

In Indonesia, workers sometimes have to pay up to 2.5 million Rupiah to 'middlemen' just to get a job interview in a sportswear factory. The average monthly salary, excluding overtime, of a sportswear worker in the area around the capital Jakarta is around 960,000 Rupiah (AU\$112/ 2008). This means getting a job can cost an Indonesian worker more than two months wages.

Read on to find out how Oxfam Australia is persuading sports brands to respect workers rights.