



21 April 2008

Mr. Jacques Rogge  
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Dear Mr. Rogge,

We acknowledge with thanks the letter from IOC Chief of Staff Mr Christophe De Kepper of 31 March in reply to our letters of 31 January and 17 March. While we are encouraged that the letter indicates the IOC's willingness to move forward in a positive direction, it does not give any specific information about how or when this will take place. Nor does it provide any clear statement of your objectives. This is very disappointing, all the more so since no concrete action has yet been taken by the IOC in the five years since we first formally raised with you the problem of workers' rights in Olympics-licensed merchandise.

Your letter points out that this is a busy time for the IOC. In this connection we have noted recent statements you and other senior IOC officials have made reminding the Chinese authorities of their pledge, which has not been fulfilled, that the awarding of the 2008 Games would "advance the social agenda of China, including human rights."

Our concerns, which we have repeatedly raised with the IOC since 2003, relate to the ongoing exploitation of workers in production of products under Olympics license in China and in other countries. The IOC itself has the possibility and the responsibility to exercise control over this both directly in its own licensing and contractual arrangements with host cities and indirectly via National Olympic Committees.

Your letter implies that the IOC intends to act at some time in the future in two ways: firstly, in relation to the Olympic bid process, and secondly, in relation to a framework for other stakeholders which the IOC serves and guides.

With respect to the Olympic bid process, starting with the 2016 Candidate Cities, your letter indicates that a new section on social responsibility will be developed by the IOC, but it does not give any indication as to what this section might contain including whether it will indeed address labour issues in the production of Olympics merchandise. Nor does it say if the IOC will consult or involve others in this process, or whether the process will be done in a manner which would enable PlayFair to make inputs and discuss these with you.

It is also not clear if the IOC plans to undertake any action, whether in the form of contractual obligations or through other means, to ensure that the host cities of the Games before 2016 put the necessary requirements in place in respect of their licensing. There is no good reason why workers in Olympics-licensed supply chains should have to wait yet another eight years for concrete action by the IOC.

Concerning the framework for other IOC stakeholders, we note that you intend to work closely with the ILO, as the relevant UN agency, and that you would welcome our involvement through ILO facilitation. We are ready to take part in this and trust that can begin in the very near future, based on clear and agreed objectives and process. This is important bearing in mind that in previous

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meetings hosted by the ILO over the past few years, the IOC was not prepared to make any substantive commitments concerning the issues raised by PlayFair. We also expect the IOC to work directly with all the relevant stakeholders.

Your letter refers to a misunderstanding with the BOCOG concerning its contacts with the Fair Labor Association (FLA) rather than PlayFair, and we do understand that there has been one meeting between BOCOG and the FLA. Nevertheless, since the initial reaction of BOCOG concerning the factories mentioned in our 2007 report, no further information has been forthcoming from BOCOG about the situation of the workers in those factories or in any other factories producing Olympics merchandise, and this is of real concern to us. We would therefore like to again re-state our request that the IOC seek information from BOCOG including whether any compensation or other support was provided to those workers who were affected by BOCOG's reaction to our report.

Please find attached the "route map" which we discussed at our meeting on 19 December in Lausanne, as requested in your letter. This lays out the key elements, which are both practical and feasible.

Looking for solutions which would take effect only for the 2016 Games to the serious problems which PlayFair first raised with you in 2003 does not reflect the importance, or the urgency, which the IOC should be applying to this problem. We look forward to meeting you in the very near future to discuss concrete steps and move forward with these without any further delay.

Yours sincerely,

**Guy Ryder**



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Enclosure: Appendix, page 3 of this letter: "Key Elements – Road Map for IOC Action on Workers' Rights in Production of Olympics Merchandise"

Key Elements – Road Map for IOC Action on Workers’ Rights  
in Production of Olympics Merchandise

- An IOC Code of employment standards
- Creation of a CSR (Corporate Social Responsibility) function within the IOC at senior level
- Development and application of criteria for Candidate Cities
- Development and application of contract language (IOC/Host City)
- Discussions with Host Cities already selected to ensure they meet the standards set out in the contract language
- CSR function to develop a pre-assessment questionnaire for potential licensees
- If prospective licensees can demonstrate that their facilities have been audited by a credible organization and methodology and reports can be made available, this precondition has been met.
- If prospective licensees cannot demonstrate that their facilities have been audited as specified above, they should be audited against a credible methodology.
- Decision would then be made re: award of license
- MSI to be contracted to conduct the audit
- Arrangements to be made to ensure appropriate training on workers’ rights for workers and their trade union workplace representatives
- Oversight Committee to be established including PlayFair Representatives
- IOC/MSI discloses locations of suppliers and presents a compliance report summarising situation in all merchandising locations (expected to be between 50 - 75). Therefore a manageable number
- Where complaints emerge MSI to be engaged – report to oversight committee with right of appeal – precise details still to be developed
- IOC to ensure that NOCs adopt this system