IN A NUTSHELL

The International Accord for Health and Safety in the Textile and Garment Industry (International Accord) is a legally binding agreement between clothing retailers/brands and global trade unions to ensure workplace safety in the textile and garment industry.

The International Accord was created to ensure that workers operate in a safe working environment without fearing building safety accidents and other workplace safety issues.

The signatories have committed to continue the worker safety program in Bangladesh and start a new worker safety program in Pakistan based on key principles of accountability, transparency, independence, worker participation, and inclusive governance.

SIGNATORIES

INDUSTRIALL AND UNI GLOBAL UNION

>190

GARMENT BRANDS

4

NGO WITNESS SIGNATORIES

>1400

FACTORIES IN BANGLADESH

>2 MILLION

WORKERS

CURRENTLY COVERED BY THE INTERNATIONAL ACCORD
Safety Inspections and Remediation

All facilities producing for International Accord brand signatories undergo independent inspections and undertake remediation to prevent fire, electrical, structural and boiler safety accidents. After the initial inspections, factories develop a Corrective Action Plan (CAP) with the support of brands, comprising remedial actions and timelines. Aligned with the International Accord’s transparency and accountability efforts, these CAPs are regularly updated and published online.

**Key programs**

- **Independent factory inspections:** fire, electrical, structural and boiler safety
- **Company signatories disclose their production facilities**
- **Engineers produce inspection reports**
- **Remediation completion is publically recognised**
- **Regular follow-up inspections to monitor remediation**
- **Factories develop CAPs with the support of brands**

Workers/worker representatives file a complaint to International Accord covered factories. The complaint is investigated by a trained complaints handler. The composition of joint labour-management Safety Committees is confirmed. Initial meeting with factory management, company signatories and worker representatives to introduce the Training sessions. The findings and remedy required are presented to the factory and complainant(s). The resolution is communicated to all workers in the factory and later published online.
Safety Committee and Safety Training

The Safety Committee & Safety Training Program (SCST) enables a culture of workplace safety by training and supporting joint labour-management Safety Committees. The training program promotes Freedom of Association and comprises:

a. All Employee Meetings to inform workers about workplace safety, safe evacuations and their rights under the International Accord.

b. Training Sessions with each joint labour-management Safety Committee.

- Initial meeting with factory management, company signatories and worker representatives to introduce the Training sessions
- All Employee Meetings on the Safety Committee, the Complaints Mechanism, common safety hazards and safe evacuation
- The composition of joint labour-management Safety Committees is confirmed
- Ongoing support and training program for Safety Committee members
- Factory walk throughs to identify actual or potential safety hazards
- Thematic training sessions with joint labour-management Safety Committees

Engineers produce inspection reports

The complaint is investigated by a trained complaints handler

The findings and remedy required are presented to the factory and complainant(s)

The resolution is communicated to all workers in the factory and later published online
Workers and their representatives at International Accord covered factories can use the independent Complaints Mechanism to remedy health and safety concerns. Workers can raise complaints in a timely, secure and if they prefer, anonymous fashion through this mechanism. The Complaints Mechanism promotes the workers’ Right to Refuse Unsafe Work and has been formulated in accordance with the United Nations’ Guiding Principles on Business and Human Rights.

**Complaints Mechanism**

- Workers/worker representative file a complaint
- Initial assessment of whether the complaint falls within the scope of the Complaints Mechanism
- The complaint is investigated by a trained complaints handler
- The resolution is communicated to all workers in the factory and later published online
- The findings and remedy required are presented to the factory and complainant(s)
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Contact us

For any questions about the International Accord, contact the International Accord Secretariat:

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Join the conversation online:

International Accord @SafetyAccord

Achieve health and safety standards

Effective resolution of worker grievances

Strengthen labour-management relations

Access to technical support and advice

Contribute to Human Rights Due Diligence (HRDD)

Reduce audit fatigue through collective inspections

Gain public recognition

Increase commercial opportunities with brands and retailers

Reasons to participate in International Accord programs

Our goals

1. COMPLIANCE WITH FIRE, ELECTRICAL, STRUCTURAL AND BOILER SAFETY STANDARDS

2. FUNCTIONAL SAFETY COMMITTEES AND INFORMED WORKERS WHO ADDRESS AND MONITOR SAFETY AT FactORIES

3. TRUSTED AVENUE FOR WORKERS TO RAISE SAFETY CONCERNS THROUGH AN EFFECTIVE COMPLAINTS MECHANISM

1400 factories in Bangladesh
2 million workers
190 garment brands

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