

## EXECUTIVE SUMMARY

### Pakistan Accord on Health & Safety in the Textile & Garment Industry (“Pakistan Accord”)

#### Background

The International Accord for Health and Safety in the Textile and Garment Industry (“International Accord”) is an unprecedented legally binding agreement between more than 180 garment brands and global unions, IndustriALL and UNI Global Union, to make textile and garment factories safe. It came into effect on September 1, 2021, as the successor to the 2013 and 2018 Accord on Fire and Building Safety in Bangladesh.

In addition to the Accord’s work in Bangladesh now being implemented through the RMG Sustainability Council (RSC), the International Accord set out to explore expansion to other countries. Through surveys, desk research, and in-depth interviews, the Accord assessed the feasibility of such an expansion and based on key findings, Pakistan emerged as the priority country.

Since March 2022, in Islamabad, Karachi and Lahore, the International Accord Secretariat met with key stakeholders from industry, government, trade unions, brands, and civil society for in-depth stakeholder consultations on the establishment of a Pakistan Accord.

On December 14, 2022, the International Accord Steering Committee (SC) agreed to the establishment of an Accord health and safety program in Pakistan. The new Pakistan Accord is a legally binding agreement of company and trade union signatories to establish a Country-Specific Safety Program (CSSP) under the International Accord for a term of three years starting in 2023.

#### Governance

The Steering Committee, as governing body of the International Accord, will monitor signatories’ fulfilment of the Pakistan Accord and oversee management of the Pakistan Accord until a national governance body is established. This body will be composed of national constituents, including industry, brands, and trade unions and others upon agreement. The mandate and composition will be determined through a consultative process involving members of the International Accord Steering Committee and those constituents.

The program will also work and collaborate with national government institutions and ILO Better Work Pakistan through memorandum of understanding to build capacity in Pakistan and enhance a culture of health and safety in the industry.

Signatories to the Pakistan Accord will also be signatories to the current International Accord to ensure a coherent application of the governing principles, protocols and policies previously established under the International Accord, while in accordance with Pakistani law.

#### Phased Implementation of the Pakistan Accord Program

The purpose of the Pakistan Accord is to promote workplace safety through independent inspections, remediation, and training programs and recognises the rights of workers to refuse unsafe work and raise health and safety concerns. More specifically, the Pakistan Accord will include four key programs:

##### *Inspections & Remediation Program*

An independent Chief Safety Officer (“CSO”) expertly qualified in fire and building safety will be appointed to execute the Pakistan program of thorough and credible safety inspections of all covered Pakistan Accord covered facilities. Factories will be assessed on the basis of national and internationally recognized workplace safety laws and standards developed in consultation with local academics and experts.

##### *Training Program*

Building on the program enshrined under the International Accord, an extensive worker health & safety training program will be adapted and implemented through the Pakistan Accord. The training program

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will be delivered by skilled personnel for all workers in factories covered by the program, leveraging wherever possible the resources and expertise of ILO Better Work Pakistan.

This program will cover basic health & safety procedures and precautions, the importance of the worker rights to organize around health and safety, the role of safety committees to be established in Accord covered factories, and how workers can voice health & safety concerns.

#### *Complaints Mechanism*

The Pakistan Accord will establish an independent safety complaints mechanism for all those working in factories supplying signatory companies to raise concerns about health and safety risks securely, confidentially and obtain remedy where appropriate.

#### *Capacity Building*

The International Accord Secretariat is in discussions with the Provinces of Sindh and Punjab for the establishment of memoranda of understanding to foster collaboration and coordination in the implementation of each parties' respective programs as they pertain to health and safety in Pakistan's textile and garment industry. More specifically, the Pakistan Accord will contribute to the capacity building and reform efforts undertaken by the Provinces to implement national and international obligations as it relates to health and safety.

The Pakistan Accord programs will be implemented in several phases over the course of 3 years, whereby after the completion of each phase, progress is reviewed and adjustments are made for the rolling-out of next phases in close collaboration with key constituencies, including industry, trade unions and brands.

#### **Covered Factories**

The Pakistan Accord will cover all Cut-Make-Trim (CMT) facilities, namely suppliers producing Ready-Made Garments (RMG), home textiles, and fabric and knit accessories (including vertically integrated facilities) in Pakistan. The Pakistan Accord will also cover fabric mills that are within the supply chains of company signatories, albeit subject to a phased plan to be decided by the Accord Steering Committee at a later stage.

#### **Funding of the Program**

Signatory companies will fund the Accord programs with each company contributing its equitable share according to a formula established by the SC subject to a minimum contribution of \$ 2500 and maximum contribution of US\$ 185,000 per year.

#### **Contact**

Additional information on the International Accord and its country programs is available at [www.internationalaccord.org](http://www.internationalaccord.org). Companies who are not yet signatories to the International and/or Pakistan Accord and would like further information are invited to contact the Secretariat at [contact@internationalaccord.org](mailto:contact@internationalaccord.org).

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