



An Introduction to **the International Accord** for Health and Safety in the **Textile and Garment Industry**

In a nutshell

- The International Accord for Health and Safety in the Textile and Garment Industry (International Accord) is a legally binding agreement between global clothing brands and trade unions to ensure workplace health and safety in the textile and garment industry.
- The International Accord was created to ensure that garment factory workers operate in a safe and healthy working environment without fearing building safety accidents and other occupational health and safety issues.
- The renewed International Accord effective since November 2023, is a framework agreement for implementing country programs in Pakistan, Bangladesh and any future programs in other garment producing countries.
- In December 2022, Accord signatories established the Pakistan Accord on Health and Safety in the Textile and Garment Industry (Pakistan Accord) to ensure worker safety in the Pakistani industry. This agreement has been set up for an initial term of three years, starting in January 2023, and builds on the key elements of the International Accord.
- The health and safety work in Bangladesh is being carried out under the Bangladesh Agreement on Health and Safety in the Textile and Garment Industry (Bangladesh Safety Agreement). Signatories to this agreement fulfill their obligations through the RMG Sustainability Council (RSC), which was established in 2020.

SIGNATORIES



IndustriALL and
UNI Global Unions



> 200

Garment
Brands



4

NGO
Witness
Signatories



ILO
(Independent
chair)

COVERAGE



> 120
BRANDS



PAKISTAN ACCORD

> 500
FACTORIES



> 550,000
WORKERS

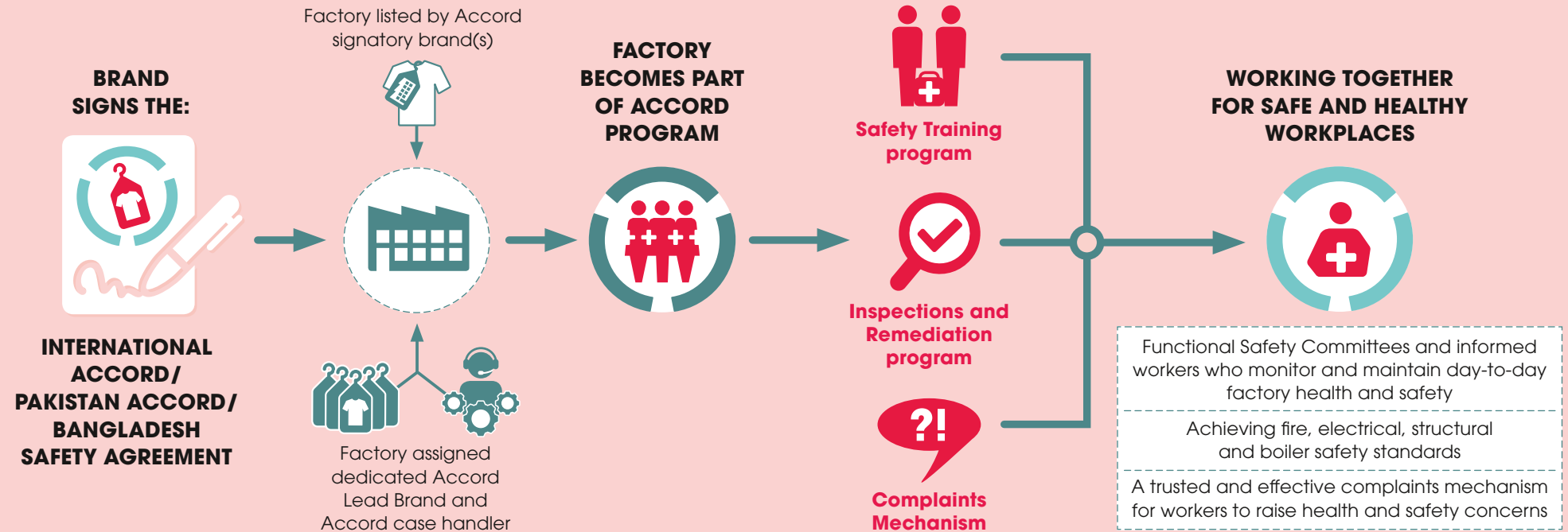
BANGLADESH SAFETY AGREEMENT

> 180
BRANDS

> 1600
FACTORIES

> 2 MILLION
WORKERS

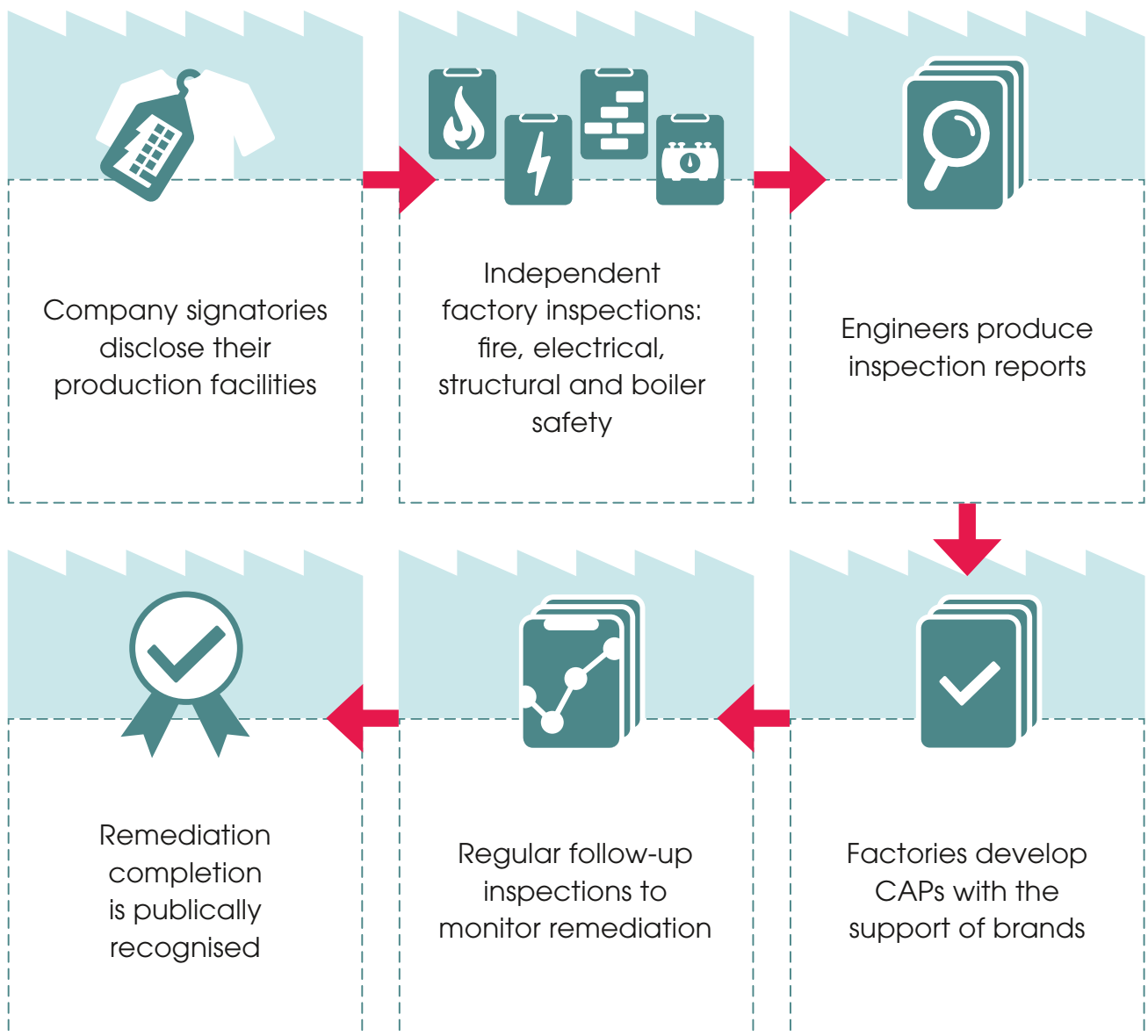
HOW THE ACCORD WORKS





Safety Inspections and Remediation

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

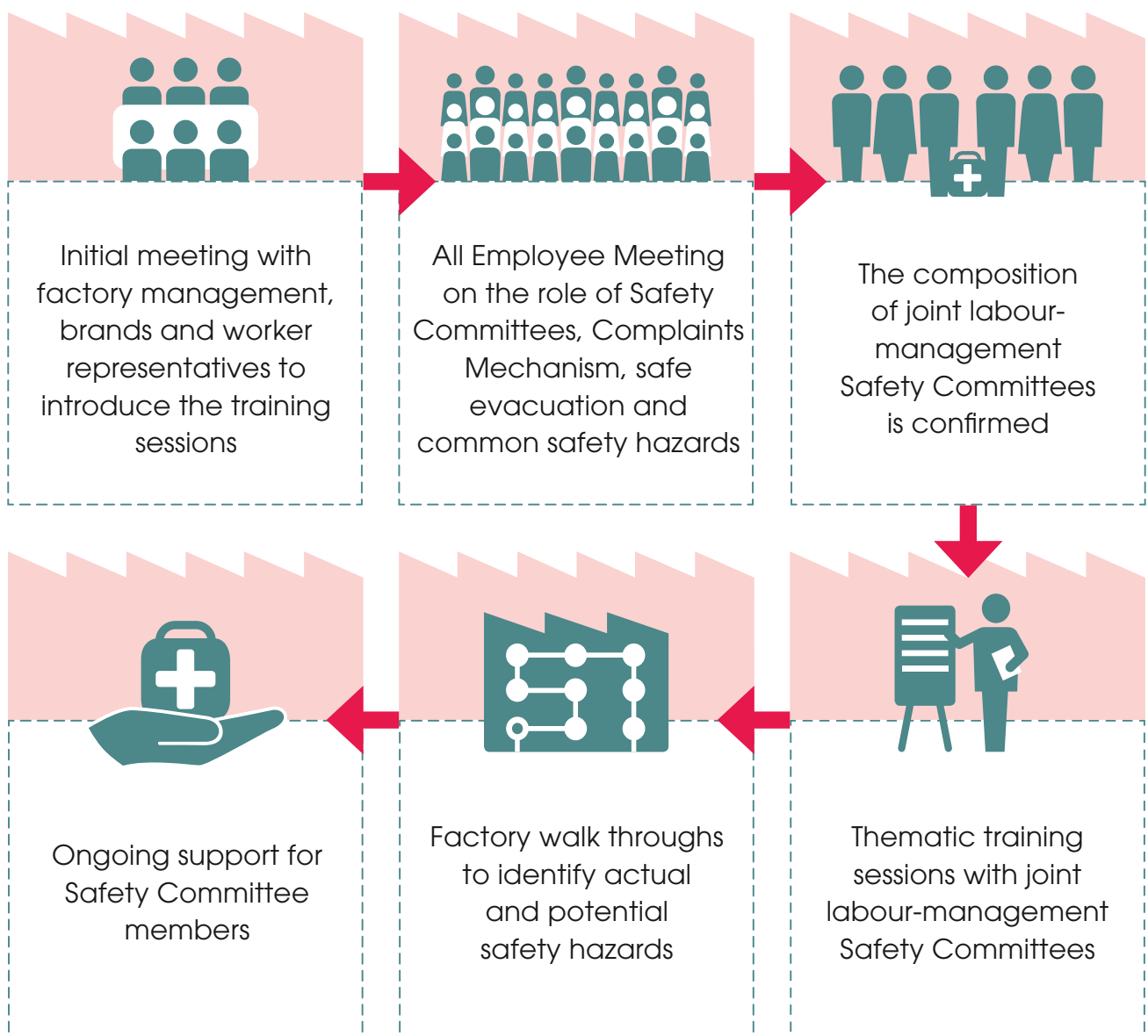




Safety Committee and Safety Training

The Safety Committee & Safety Training Program (SCST) aims to promote a culture of workplace safety by raising workers' awareness of safety and health and building the capacity of the joint labour-management Safety Committees. The Safety Training Program covers the role of Freedom of Association and industrial relations in protecting workers' safety and health. It comprises:

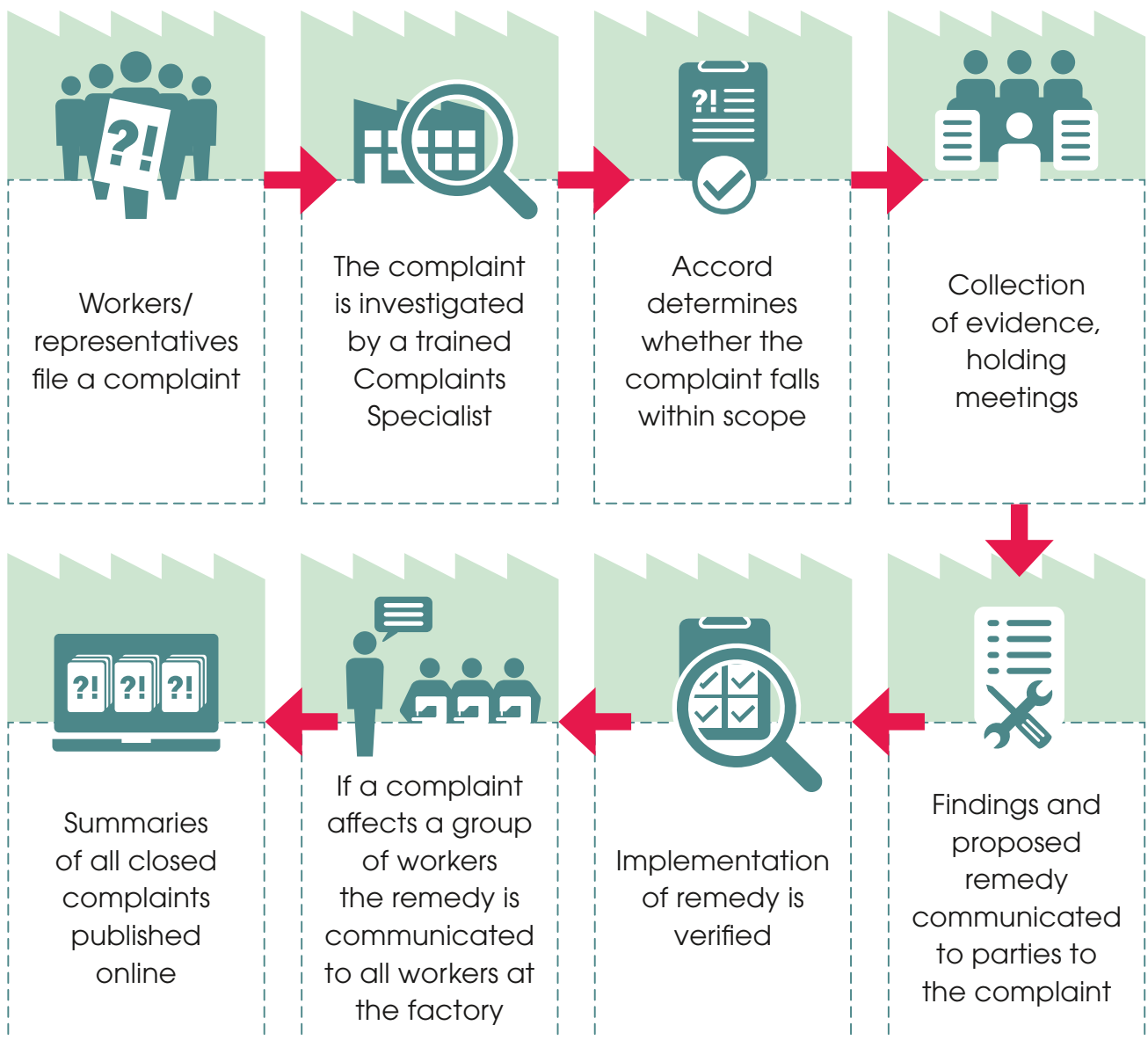
- a. All Employee Meetings to inform workers about safe evacuation, workplace safety and workers' rights under the International Accord.
- b. Classroom and practical training sessions and ongoing support to strengthen the functioning of the joint labour-management Safety Committees.





Complaints Mechanism

Workers and their representatives at Accord-covered factories have the right to use the independent Complaints Mechanism to remedy safety and health concerns, including violations of the right to refuse unsafe work. Workers can raise complaints in a timely, secure and, if they prefer, confidential or anonymous fashion. The Accord strives to operate the Complaints Mechanism in accordance with the effectiveness criteria for non-judicial grievance mechanisms set out in the UN Guiding Principles on Business and Human Rights.



Our Goals

1

ACHIEVING FIRE,
ELECTRICAL,
STRUCTURAL AND
BOILER SAFETY
STANDARDS

2

FUNCTIONAL SAFETY
COMMITTEES AND
INFORMED WORKERS
WHO ADDRESS AND
MONITOR HEALTH
AND SAFETY AT
FACTORIES

3

A TRUSTED
AND EFFECTIVE
COMPLAINTS
MECHANISM FOR
WORKERS TO RAISE
HEALTH AND SAFETY
CONCERNS

Reasons to participate in International Accord programs

Achieve health and safety standards

Strengthen labour-management relations

Access to technical support and advice

Contribute to Human Rights Due Diligence (HRDD)

Reduce audit fatigue through collective inspections

Increase commercial opportunities with brands and retailers

Gain public recognition

Effective resolution of worker grievances

How to Become a Signatory

REVIEW

Review the International Accord, the Pakistan Accord, and the Bangladesh Safety Agreement to understand the key commitments under each. Signatories to the International Accord commit to participating in at least one Accord country program, currently in Bangladesh and Pakistan.



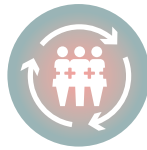
CONTACT

Get in touch with the International Accord Secretariat to arrange an introductory call via signatories@internationalaccord.org



SIGN

Once you decide to become a signatory, arrange the submission of the signed agreement with the Secretariat.



INDUCTION

After you sign and submit the relevant agreements, the International Accord Secretariat will brief you on key policies, programs, and protocols and clarify any doubts you may have.

Contact Us

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

contact@internationalaccord.org
www.internationalaccord.org



Scan to visit
our website

Prins Hendrikkade 25
1012 TM Amsterdam
The Netherlands

Join the conversation online:

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