



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 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 commit to continue the workplace safety programme in Bangladesh and establish International Accord programmes in other countries based on key principles of accountability, transparency, independence, worker participation and inclusive governance.

SIGNATORIES



**INDUSTRIALL AND
UNI GLOBAL UNION**



**> 175
GARMENT
BRANDS**



**4
NGO WITNESS
SIGNATORIES**



**ILO
INDEPENDENT
CHAIR**

CURRENTLY COVERED BY THE INTERNATIONAL ACCORD



**> 1400
FACTORIES IN BANGLADESH**

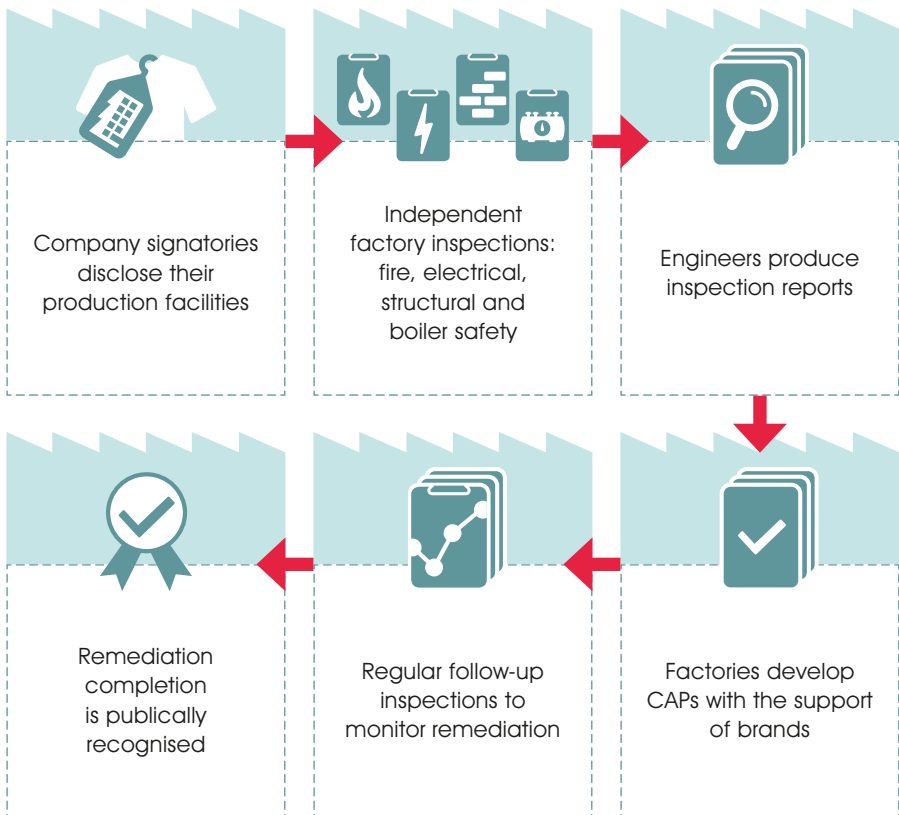


**> 2 MILLION
WORKERS**



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.

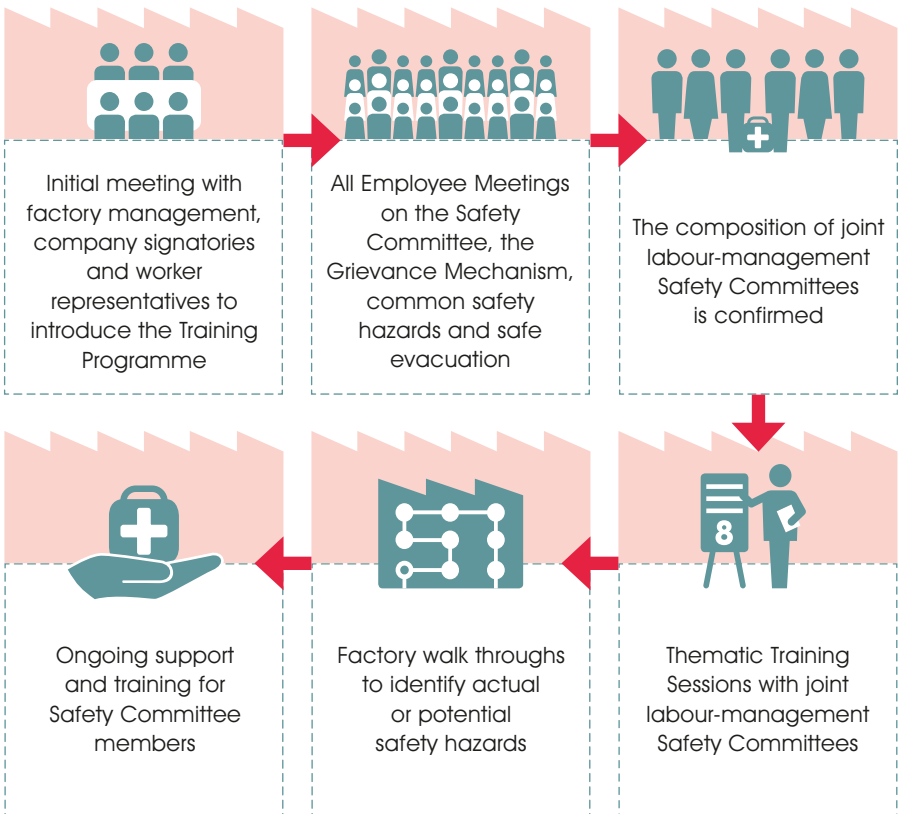




Safety Committee and Safety Training

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

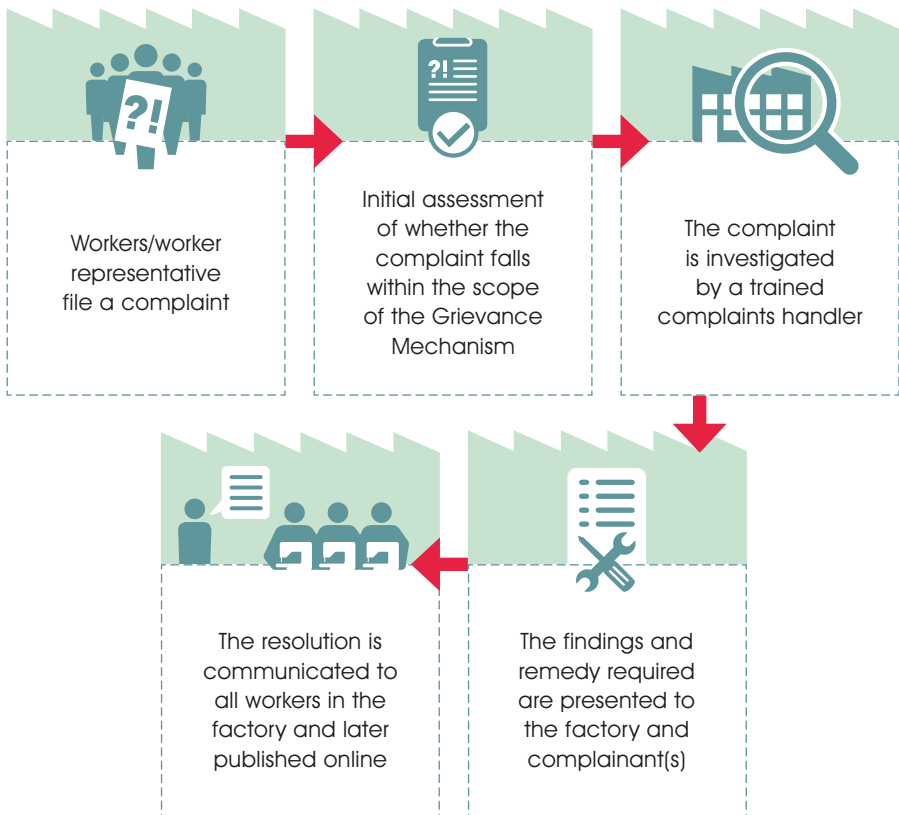
- a. All Employee Meetings to inform workers about workplace safety, safe evacuations and their rights under the International Accord.
- b. Training Sessions with each joint labour-management Safety Committee.





Grievance Mechanism

Workers and their representatives at International Accord covered factories can use the independent Grievance 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 grievance 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.



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 GRIEVANCE MECHANISM



Contact us

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

contact@internationalaccord.org

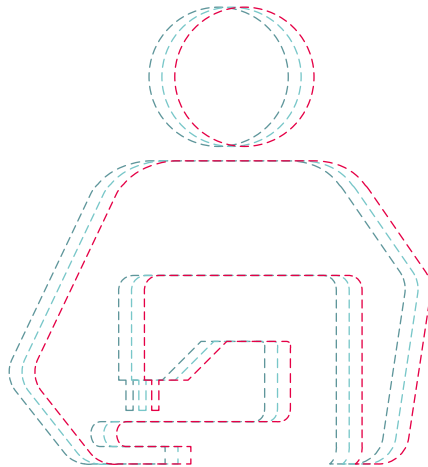
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Join the conversation online:

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 **@SafetyAccord**



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