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
- 4 NGO WITNESS SIGNATORIES
- ILO INDEPENDENT CHAIR

CURRENTLY COVERED BY THE INTERNATIONAL ACCORD

- >175 GARMENT BRANDS
- >1400 FACTORIES IN BANGLADESH
- >2 MILLION WORKERS

Our goals

- ILO
- INDEPENDENT CHAIR

For any questions about the International Accord, contact the International Accord Secretariat: contact@internationalaccord.org

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Join the conversation online:
International Accord @SafetyAccord

Achieve

- health and safety standards
- Strengthen labour-management relations
- Effective resolution of worker grievances
- Reduce audit fatigue through collective inspections
- Contribute to Human Rights Due Diligence (HRDD)
- Increase commercial opportunities with brands

Gain public recognition

Reasons to participate in International Accord programmes
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.

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

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

1. Workers/worker representative file a complaint
2. Initial assessment of whether the complaint falls within the scope of the Grievance Mechanism
3. The complaint is investigated by a trained complaints handler
4. The findings and remedy required are presented to the factory and complainant(s)
5. The resolution is communicated to all workers in the factory and later published online
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**Milestones of the International Accord**

- **1400 Factories in Bangladesh**
- **2 Million Workers**

**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**

**Reasons to participate in International Accord programmes**

- 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
- Gain public recognition
- Increase commercial opportunities with brands and retailers

**Our witness signatories**

- ILO
- IndustriALL and UNI Global Union
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Contact us

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