

# International Accord on Health and Safety in the Textile and Garment Industry

Ensuring that no worker needs to fear fire, building collapses or other accidents that can be prevented with reasonable health and safety measures

### **SIGNATORIES**





INDUSTRIALL AND UNI GLOBAL UNIONS



> 170
BRANDS AND
RETAILERS



WITNESS SIGNATORIES

### THE ACCORD IN BANGLADESH

In 2013, the Accord began its factory safety programme of inspections, remediation, training, and a workers' health and safety complaints mechanism in Bangladesh.

Since June 2020, this programme is implemented by the RMG Sustainability Council, jointly governed by brands, trade unions and manufacturers.

### KEY ACHIEVEMENTS 2013-2021

>38,000 safety inspections at Accord covered factories

92% of initial identified safety issues remediated

Almost **400** factories completed initial remediation

**US\$ 1.4 MILLION** remediation fund to support factories

**1.8 MILLION** workers informed about essential workplace safety

**1,300** Safety Committees trained to monitor workplace safety

**1,475** safety complaints received and investigated (90% closed)

### 2021 INTERNATIONAL ACCORD KEY FEATURES

- Legally-binding agreement between brands and trade unions
- Independent safety inspections and remediation program
- Brands commit to ensure safety remediation is completed and financially feasible
- Disclosure of inspection reports and corrective action plans
- Safety Committee and Safety Training Program
- Health and Safety Complaints Mechanism
- Protection of right to refuse unsafe work
- Ongoing promotion of right to Freedom of Association to advance workplace safety
- Optional listing of home textiles and fabric & knit accessory suppliers

### 2022 FEASIBILITY ASSESSMENT FOR NEW COUNTRY-SPECIFIC SAFETY PROGRAMMES

- Signatories commit to establish health and safety programmes in other countries
- Considerations for establishing new programmes include:
  - Presence of signatory brands in the country
  - Existing safety regulation mechanisms
  - Risk of safety issues in the textile and garment industry
  - Views of stakeholders in the country
- Principles for establishing new country-specific safety programmes include:
  - Alignment of policies and programmes developed under the Bangladesh Accord
  - Inclusion of national stakeholders manufacturers, brands, trade unions in governance
  - Coordination with national government institutions to contribute to an improved culture of health and safety in the industry







Company signatories disclose all RMG factories to the Accord

# INSPECTIONS AND SAFETY REMEDIATION:



Independent factory inspections: fire, structural, electrical safety



Engineers produce inspection reports

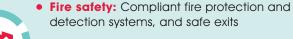


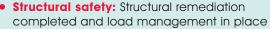
Factories and Brands develop Corrective Action Plan(s)



Regular follow-up inspections to monitor and verify safety remediation progress

#### Key features of remediated factories





 Electrical safety: Proper electrical distribution system and efficient maintenance

### **SAFETY COMMITTEE AND SAFETY TRAINING:**



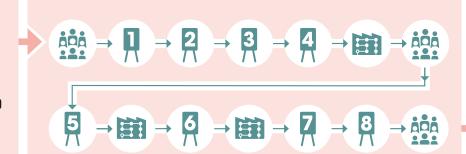
Training sessions (8) with joint labourmanagement Safety Committees



Walk-throughs (3) of the factory to identify actual or potential safety hazards



All Employee Meetings (3) to inform all workers of workplace safety, safe evacuation, and their rights under the Accord



### Functional Safety Committees and informed workers

who address and monitor safety at the factory



## HEALTH AND SAFETY COMPLAINTS MECHANISM:

Workers and worker representatives at Accord covered factories can raise concerns about health and safety risks safely and confidentially with the Accord Signatories' Complaints Mechanism





Workers/worker representatives file a safety complaint



The complaint is investigated



Resolution of complaint, communicated to all workers in the factory



#### **Trusted avenue**

for workers to raise safety concerns and workers protected from reprisals