

Bangladesh Accord

Joris Oldenziel | Hague Institute for Global Justice | 22 September 2016



ACCORD
on Fire and Building Safety in Bangladesh

Never Again!

Rana Plaza Factory Building Collapse – 24 April 2013
1134 workers killed. 1800 injured.





What is the Accord?

- Legally binding agreement between brands and trade unions
- Independent, credible safety inspections
- Mandatory safety remediation
- Public reports and information disclosure
- Brand commitment to negotiate funds for remediation
- Joint Labour-Management Safety Committees
- Right to refuse unsafe work
- OSH Complaints mechanism



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Signatories



Established 15th May 2013

BRANDS & RETAILERS

> 220 garment brands, retailers and importers from 22 countries



UNIONS

UNI Global Union, IndustriALL Global Union, 8 IndustriALL Bangladesh Council affiliates

NGO WITNESSES

Clean Clothes Campaign, Worker Rights Consortium, International Labor Rights Forum, Maquila Solidarity Network



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Significant achievements

- 1556 factories inspected
- > 4000 follow-up inspections
- > 100,000 safety hazards identified
- 1472 Corrective Action Plans (CAPs) published
- 68,2 % remediation completed
- 26 factories completed remediation
- Safety Committee training program underway





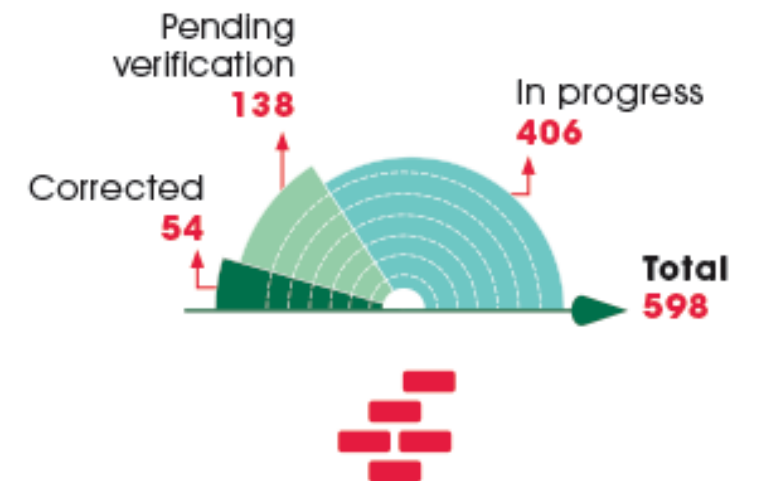
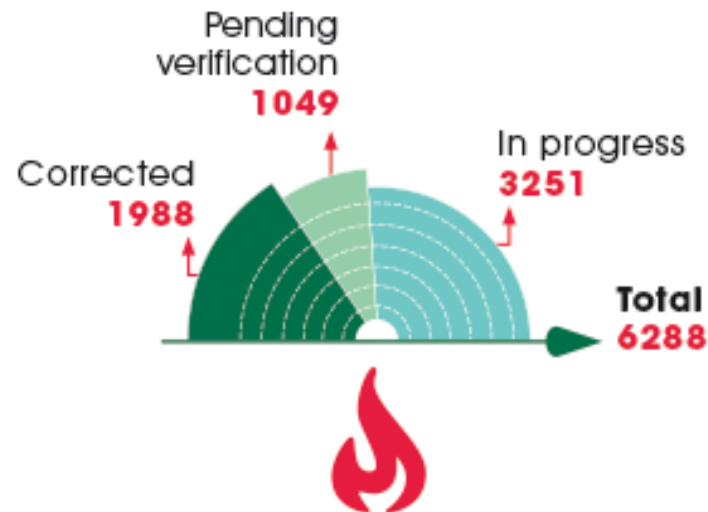
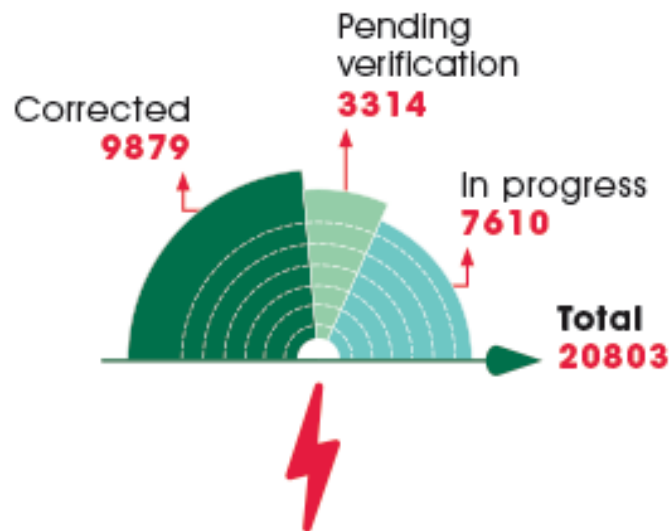
Remediation



Before:
Collapsible gate



After:
Fire door





Grievance mechanisms



OSH Complaints mechanism

Right to refuse unsafe work

Accord investigation

Dispute resolution

Charges to Steering Committee

Independent arbitration





Complaints mechanism



Workers'
RIGHTS AND RESPONSIBILITIES
under the Accord
COMPLAINT MECHANISM FOR SAFETY AND HEALTH
RIGHT TO REFUSE UNSAFE WORK



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Who: Workers & staff or worker representatives in Accord factory

Admissible complaints: OSH concerns; Reprisals for OSH complaints

Mechanism:

1. **Register complaint** with Accord, signatories or Field Resource Person
2. Accord complaint handler **checks admissibility**
3. Complaint handler oversees **investigation**
4. **Report findings and CAP** to factory & active/responsible brands
5. **Follow up inspections** to verify progress



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Cases

Scope:

Safety issues and alleged associated reprisals

OSH complaints:

- 115 complaints received
- 14 alleged reprisal cases
- 56 complaints resolved through Accord investigation
- 26 non-OSH complaints, not processed



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Dispute resolution & Arbitration

Accord Article 5

1. Dispute between signatories arising under terms of Accord
2. Present charge to Steering Committee (SC)
3. SC decide dispute by majority vote within 21 days
4. Either party may appeal to final & binding arbitration process
5. Arbitration award enforceable in court of law (signatory domicile)





Summary

- ◉ Legally enforceable agreement to implement programme for safe factories in Bangladesh
- ◉ Trade unions are taking enforcement actions against signatories for alleged breaches
- ◉ Worker complaints mechanism used actively & > 50% resolved
- ◉ Accord complaint resolutions must be implemented by the factories
- ◉ Factories that refuse to remediate or cooperate receive notice and warning and may be terminated



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**For a safe Ready-Made Garment Industry
in Bangladesh**

www.bangladeshaccord.org

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