

## Statement from the Oversight Committee of the Dindigul Agreement at the Agreement's Conclusion

As the Dindigul Agreement draws to a close in October 2025, the Oversight Committee (OC) is proud to highlight the achievements of this Agreement to address Gender-Based Violence and Harassment (GBVH). The OC welcomes the independent assessment conducted by Dr. Sarosh Kuruvilla of Cornell University's Global Labor Institute (GLI), a recognized expert in global labor standards and supply chain governance.

The [Comprehensive Report](#) reviews three years of the Dindigul Agreement since its signing in April 2022. The report builds upon earlier progress reports, published in June 2023 and in September 2024. All assessments have agreed on the Dindigul Agreement's remarkable success in preventing, remediating, and eliminating GBVH in the workplace – offering lessons that can inform future efforts by industry and other stakeholders, including civil society organizations and trade unions, to build safer, more equitable supply chains.

As the Dindigul Agreement concludes, the OC recognizes that industry drivers can significantly reduce GBVH in the global garment industry by adopting key elements of this model. To that end, the OC wishes to highlight several of the Agreement's well-documented achievements and the key mechanisms that drive its unique success.

### *Proven achievements:*

- **Rapid and effective grievance resolution:** Over 75% of GBVH cases were effectively resolved within two weeks, many on the same day.
- **Workers express clear understanding of GBVH and increased confidence in raising GBVH issues** through the channels established by the agreement, shown through the substantial increase in reporting of GBVH grievances.
- **Absenteeism has substantially reduced** from 25% in the first quarter of 2022 to around 10% in the first quarter of 2025.
- **The Agreement's Freedom of Association (FOA) protections** have led to the establishment and the growth of productive industrial relations in the covered factories under the Agreement.

### *Drivers of success:*

- **Multi-tiered grievance redressal** system which includes union-appointed shop floor monitors who play crucial roles as first-hand agents to address GBVH before it escalates. SFMs receive intensive training related to GBVH issues, which has also strengthened their leadership capabilities.

- **Integration of international standards:** As foundational principles, the Dindigul Agreement draws extensively from international standards such as the ILO Convention No. 87 on Freedom of Association, ILO Convention No. 98 on the Right to Organize and Collective Bargaining, and ILO Convention No. 190 (C190) on Violence and Harassment. For instance, the Agreement draws on C190's comprehensive definition of what constitutes GBVH to encompass physical, sexual, psychological, or economic harm, including any unacceptable behaviors such as verbal abuse. Additionally, the Agreement employs C190's framework of the "world of work" that extends beyond garment factories and spinning mills to include transportation (e.g., factory-owned and contract buses) and worker accommodations (e.g., hostels and dormitories).
- **Freedom of Association & Collaborative labor-management relations:** The Dindigul Agreement demonstrates how structures that support FOA and regular engagement between union and management can be central to creating necessary conditions to address GBVH as well as build trust and sustained progress.
- **Shared Commitment:** The Dindigul Agreement brought together a union, factory management, global labor allies and fashion brands in a binding commitment to address GBVH at Natchi Apparel and Eastman Spinning Mills. The OC ensured proper implementation through the participation of all parties under the leadership of an independent gender and labor rights expert.

As the Agreement concludes, its outcomes offer a powerful signal of what is possible when stakeholders work together to address GBVH by supporting women workers' collective action – providing lessons that can inform a future where the industry can build safer, more equitable, and resilient supply chains for all workers.

#### Dindigul Agreement Signatories

1. Asia Floor Wage Alliance (AFWA)
2. Eastman Exports
3. Gap Inc.
4. Global Labor Justice (GLJ)
5. H&M Group
6. PVH Corp.
7. Tamil Nadu Textile and Common Labour Union (TTCU)

Independent Chair, Oversight Committee (OC)