

Staff development is another important issue. All employers have a responsibility to provide training in order to enable employees and workers to develop to their full potential. Staff development includes the opportunity to be trained in the work place or to be sent on external training courses. By taking responsibility for staff development the organisation is helping develop latent or partly used capacities and capabilities to the full - a benefit for the employer as well as the employee. Training will also help to improve the relationship between the employers and employees and employees will be more motivated in their working place.

The concept of social dialogue is regarded as a good labour practice because it considers the views of government representatives, employers, workers and other think-tanks and tries to reach a negotiated settlement. Several unsettling and disruptive events in the Ready-Made Garment (RMG) sector in Bangladesh have led the sector stakeholders to consider how to resolve the unrest and here the concept of social dialogue is important.

A tripartite meeting on fire safety in the work place in Bangladesh was organised jointly by the Ministry of Labour and Employment and the ILO on 15 January 2013. They affirmed to work together to develop a National Tripartite Action Plan on fire safety by the end of February 2013, with a view to taking comprehensive action aimed at preventing any further loss of life, limb and property due to work place fires and fire-related accidents and incidents.⁸

One western retail brand has started a 'fire safety strategy' project in their Bangladesh source factories. They are developing guidelines for fire safety in discussion with consultants, BGMEA, BKMEA, fire service and civil defence, experts and management representatives from their sourcing factories and labour activists to represent the workers' views. Other brands have prepared fire safety videos and other training materials.

The environment

Each organisation has an obligation to work in ways that are environmentally friendly. Beautifying a road junction by planting flowers and paying for trees to be planted is a commendable activity but does not properly represent the

⁸ [http://www.daily-sun.com/index.php?view=details&archiev=yes&arch_date01-02-2013&type=No forced-labour-in-Bangladesh&pub_no=396&cat_id=1&menu_id=3&news_type_id=1&index=13](http://www.daily-sun.com/index.php?view=details&archiev=yes&arch_date01-02-2013&type=No%20forced-labour-in-Bangladesh&pub_no=396&cat_id=1&menu_id=3&news_type_id=1&index=13)