

As a result, such policies and practices are not only applicable to the employees of the organisation but also for the people involved throughout the company supply chain such as subcontractors or third party suppliers.

Employment relationship

Conditions of work and social protection

Social dialogue

Health and safety at work

Human development and training in the workplace

SR forms the basis of working relationships. For an organisation to be socially responsible it is important that at the governance and management level, it values its people as human resources. Providing reasonable working conditions, a measure of job security, paying a reasonable wage (on time each month), staff development programmes and effective worker manager communication - all these can help ensure employees' physical and psychological health and are good SR.

In the garment and textile sector in Bangladesh, effective worker manager communication can be achieved in a fully functioning participation committee where workers and management can express their views and demands to each other through agreed representatives.⁷

A socially responsible employer will take action to maintain and improve occupational health and safety. The working environment needs to be safe, secure and hygienic so that the workers can work effectively without discomfort or actual harm. This is particularly important where hazardous or toxic materials are in use otherwise employees or the local communities are adversely affected. Workers should be provided with protective clothing and Personal Protective Equipment (PPE) such as apron, gloves, masks and safety glasses, goggles, or face shields. Factories need to have a good fire detection system and well practised evacuation procedures. Large factories can use electronic fire detectors and fire alarms and should be equipped with automatic water sprinkler systems to control the situation if a fire occurs. In smaller, less profitable factories, fire detection depends more on workers' observation and a manual alarm being sounded, and then a fire can be controlled with buckets of water or sand and suitable fire extinguishers.

⁷ Bangladesh Labour Act - 2006, Section 205