

4. Resolving grievances: This is very important because it can ensure that human rights are protected even when human rights violations occur. It is important to have a procedure to resolve grievances. Every organisation should have standard procedures for grievance resolution, including remedies.
5. Discrimination and vulnerable groups: Organisations should be careful not to discriminate against vulnerable groups. Common examples include paying women lower salaries than men for the same work and of refusing to employ disabled people who are well capable of doing the work.
6. Civil and political rights: Organisations should respect the right to safety and the right to a life with dignity and freedom of religion.
7. Economic, social and cultural rights: Organisations should be careful when fixing the salary structure for workers, so that they can meet their basic needs such as for food, clothing, housing, medical care and social security.
8. Fundamental principles and rights at work: The organisation should take care of the fundamental rights at work such as freedom of association, elimination of all forms of forced labour, elimination of child labour and non-discrimination. In the absence of democratic trade unions, workers have no forum to raise legitimate grievances with their management. This being the case, minor problems quickly escalate e.g. labour unrest, demonstrations inside the factory and road blockages. There is a strong need for democratic trade unions in Bangladesh.

The BGMEA Member companies successfully eliminated child labour from their factories following a sustained initiative.

Labour practices

The main idea of SR is that organisations and companies contribute to the well-being of society inside and outside the factory gates. All the practices, policies and activities related to work accomplished by or for an organisation are covered by the term 'labour practices'. People, who work in such organisations, are not regarded as being separate from society where SR is concerned. That is why ISO 26000 has included labour practices as one of the core subjects. The five issues of labour practices are: