

United Nations Guideline Principles on Business & Human Rights: A Probable Tutor for Companies to Trail the Human Rights Dogmas

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Abstract: It's true by anyway that in our beloved country we are trying our best to implement the human rights through each cornerstone; but somehow it lacks to some most influential sects like RMG or for the factory workers, i.e. labors. In this paper RMG is focused on because of random human rights defiance in the mentioned one; which is the most remittance producing zone. As businesses of Ready-Made Garments are growing faster throughout the country; these emphasize on human rights of the labors; our country is slightly reluctant to move for the implementation of human rights principles though it has power to do so within certain extent; whatever the reason of such redundancy, someone has to be the pioneer. To upright the human rights for the labors a major guideline can be followed by the respective authority that is United Nations Guiding Principles on Business and Human Rights (UNGPs). Since it has joined United Nations in September, 1974, for more than 40 years Bangladesh is coping with its mandate. In that consequence, for the betterment of this situation the said principles can be implemented as a tutor or mentor whatever we say; by focusing on the training of the personnel of different levels. Recent situation of this country is lodging for such a pathway, where it calls for a proper guardian. If the employers & managers can get trained up well, then some anomalies may draw up. This paper is also motivating the respective managerial to do so in an equipped methodology so that the human rights can't be overwhelmed.

Key Words: *United Nations Guiding Principles on Business and Human Rights, Labour Rights, Corporate Responsibilities, Redundancy, Human Rights Principles.*

Introduction

Going through the trend, violations of human rights are nothing but a preventable one where it has to be bunged undyingly. This

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crying need devolves from the root sects from where the workers are belonging. Several stake-holders are creating awareness as well as they are executing the human rights dogmas, but here the major lack exists; i.e. make the people know to practice human rights who are working at the factories to make the workers working. Here it is recommended to make the executives expertise at implementing those principles. As the respective United Nations Guiding Principles on Business and Human Rights (UNGPs) are focusing specially on the role of business enterprises along with the state responsibility, the next step is to follow those in those particular aspects. For the better implementation of these said principles the most practical thing to do is formulate it as a mandatory one to know & execute the human rights ideas around all facets.

Such an effort was done in collaboration with International Labor Organization (ILO) to secure the rights of the labors from the part of the businessman. Formerly the human rights issues were scattered or not in an equipped manner to implement in the exact way, but with the passing of time, the concepts grew rationalized and sector based implementation used to work. And in that consequence the said UNGPs are creating more awareness as well its branches are made a much more efficient.

The UN Declaration of Human Rights (UDHR) makes clear that human rights are the rights that all people are entitled to it simply by being human. They cannot be given up or taken away, whether by a government, a company, or a group of individuals, except in very limited circumstances. Along with this Declaration the next attempt to secure the globally jeopardized sector, i.e. the workers/labors is the proclamation of the said UNGPs which are mostly concerning with the businesses and human rights; or it can be said human rights concepts connected to business enterprises.

Dissection of the United Nations Guiding Principles on Business and Human Rights: How Much Effective for Our Country?

Since 1970 United Nations tried to create global human rights standards for businesses, and the result has finally shown on 2011. It was an effective outcome of a harder effort done by

United Nations by appointing Harvard professor John Ruggie as the UN Special Representative for Business and Human Rights in 2005. Ruggie stated,

The Guiding Principles' normative contribution lies not in the creation of new international law obligations but in elaborating the implications of existing standards and practices for states and businesses; integrating them within a single, logically coherent and comprehensive template; and identifying where the current regime falls short and how it could be improved.²

Implementing the United Nations 'Protect, Respect & Remedy' Framework³ in 2011 the United Nations Guiding Principles on Business and Human Rights are declared which is threefold in its amplification.

These Guiding Principles are grounded in recognition of:

- a) States' existing obligations to respect protect and fulfil human rights and fundamental freedoms;
- b) The role of business enterprises as specialized organs of society performing specialized functions, required to comply with all applicable laws and to respect human rights;
- c) The need for rights and obligations to be matched to appropriate and effective remedies when breached.

The Framework rests on three pillars. The first is the State duty to protect against human rights abuses by third parties, including business enterprises, through appropriate policies, regulation, and adjudication. The second is the corporate responsibility to respect human rights, which means that business enterprises should act with due diligence to avoid infringing on the rights of others and to address adverse impacts with which they are involved. The third is the need for greater access by victims to effective remedy, both judicial and non-

² John Ruggie, "Presentation of Report to United Nations Human Rights Council, Geneva", May 30, 2011.

³ Guiding Principles Business, retrieved on, 25th September, 2016, http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf

judicial. Each pillar is an essential component in an inter-related and dynamic system of preventative and remedial measures.⁴ The first two are directing to the duties of state and business corporations and the third one is remedial. Each phase has again two-fold principle discussion: one is functional and another is operational, where the former is descriptive and the later is instructive. For the development goal firstly it has to be known to what extent the Principles are familiar with our vision. If we look for the business complied with human rights, here the state's responsibility is to ensure the appropriate policies related to human rights and further to ensure the checking of these. The UNGPs are a tool to help businesses and their employees understand what it means to respect labor and human rights.

The UNGPs implement a program that business enterprises should respect as well as consider with regards to the prevailing global standards to prevent, identify, punish and remedy human rights violations.

The First Phase: State's Duty to Protect Human Rights

The United Nations Guiding Principles on Business and Human Rights (UNGPs) are tool to help businesses and their employees understand what it means to respect labor rights as well as human rights. The UNGPs implement a program that business enterprises should consider with regards to the prevailing global standards to prevent, identify, punish and remedy human rights violations.

States must protect against human rights abuse within their territory and/or jurisdiction by third parties, including business enterprises. States should set out clearly the expectation that all business enterprises domiciled in their territory and/or jurisdiction respect human rights throughout their operations.⁵

⁴ Ruggie Guiding Principles, retrieved on, 25^h September, 2016, <https://business-humanrights.org/sites/default/files/media/documents/ruggie/ruggie-guiding-principles-21-mar-2011.pdf>

⁵ Sections 1 & 2 of the United Nations Guiding Principles for Business and Human Rights, 2011; retrieved on, 25th September, 2016, [https://business-](https://business-humanrights.org/sites/default/files/media/documents/ruggie/ruggie-guiding-principles-21-mar-2011.pdf)

These two principles are set out by the UN Authority to meet the corporate responsibility, where it is expedient to mention that for meeting the expectations the state has to frame the proper laws; specially here need to say the state should make a lime line below that standard nobody can exercise their power. For example, Section 176 of the Bangladesh Labor Code' 2006 speaks for formation of trade unions of which anyone can be a member of that voluntarily. No one can vitiate the said right even the employer or other worker may not practice any unfair means to merely misbehave with another for his connection with the trade union.⁶ Unfortunately, the situation on the ground in Bangladesh remains grim, especially when it comes to workers' rights to form unions and bargain collectively. The European Commission issued a statement on 24 April, 2013 saying "essential reforms" were still needed for "effective respect of trade union rights." In 2014 and 2015, we interviewed dozens of Bangladeshi garment workers who said those factory officials or their associates threatened and beat workers when they tried to form unions.⁷

This year the Solidarity Center analysed 70 cases from 2013 to 2016 in which authorities rejected union registration applications. The study documented the following reasons for rejection, among others:

- Assertion that applicants did not meet the threshold of 30 percent of the total number of workers to register a union, despite some applications showing they met or exceeded the threshold;
- Management refusal to allow labour officials access to the factory to "investigate" applications, even though unions met registration requirements;
- Allegations that worker signatures on union membership forms did not match those in salary sheets, although

humanrights.org/sites/default/files/media/documents/ruggie/ruggie-guiding-principles-21-mar-2011.pdf

⁶ Sections 195 & 196 of the Bangladesh Labor Code, 2006.

⁷ Claier Ivers; EU Should Call out Bangladesh on Workers' Rights; 29 April, 2016; retrieved on, 25th September, 2016, <https://euobserver.com/opinion/133285>

formatting, space, and other considerations were probably not taken into account; and

- A requirement that local police verify that workers had met and elected the union on the date cited in the application.⁸

This picture induces the Bangladesh Government to step for the next where she has to monitor a bunch. Again, our country can take some further steps to remake the destroyed one in a well arrangement. Those may include-

- Taking care of the existing dogmas;
- Making people of all spheres aware of those by taking appropriate measures to do so;
- Coming in line with the high authorities like OHCHR to implement those;
- Increasing corporate social responsibilities among all the organizations;
- Guiding the public & private institutions to make these their concern, etc.

After the Rana Plaza factory disaster on 23 April 2013, where no fewer than 1,129 workers died in efforts are underway to make Bangladesh factories safer. However, the progress is very slow. Many of the Rana Plaza victims and survivors are yet to get compensation and able to rehabilitate themselves. Around 1200 garment workers of Tuba Group were on hunger strike for over two weeks in July-August, demanding the payment of three months (May-July 2014) wages, overtime payments and Eid allowances. 92 workers had fallen ill, with 9 of them being hospitalized. The hunger strike was cracked down on brutally. ⁹After the Rana Plaza Tragedy in 24 April, 2013 a huge voice storm was lodging towards Bangladesh Government where more

⁸ Human Rights Watch; Bangladesh: Garment Workers' Union Rights Bleak; APRIL 21, 2016 2:45AM EDT; retrieved on, 25th September, 2016, <https://www.hrw.org/news/2016/04/21/bangladesh-garment-workers-union-rights-bleak>;

⁹ BANGLADESH: FAILING TO FULFIL ITS COMMITMENTS; Ain o Salish Kendra (ASK); retrieved on, 25th September, 2016, http://www.askbd.org/ask/wp-content/uploads/2015/08/ANNI_Report_2015-Bangladesh.pdf

than 1300 labor died while they were working; and the most peaking thing is that the workers complained to the employer constantly immediately before that happening but they continuously refused to have their safety. Here the state could authorize some officials to regularly visit the workplaces to ensure their safety as well as compliance issues. Though our Labor Code has those¹⁰, they are not codified and slightly instructed. The well-known Tazrin Garments Factory is bearing its black history where a huge number of workers died due to fire blasting and the owner was held liable for making the picture a horrible one by abstaining himself from mitigating the loss; as it is well said that the owner was liable to create such a drastically inhumane situation for getting relief from his own loan burden which was insured by an insurance company. Besides these two Bangladesh has alike history of injuring/dying the worker class for the negligence on the part of the employers as they easily could get relieve from government policies.

The example is simply a representative picture of our human rights violation where the right to live in safe is not protected either, which should be common phenomenon. It's not only the state's concern, as a private organization the employer party here is much more liable.

The International Trade Union Confederation (ITUC) notes that workers continue to report harassment and intimidation intended to stop them joining or forming unions, and that trade union organizers continue to be the target of violence. According to the International Labor Office (the ILO's permanent secretariat), the Labor Act of 2013 continues to fall short of international standards with regard to freedom of association, including the right to strike and to collective bargaining.¹¹

The Second Phase: The Corporate Responsibility to Respect Human Rights

¹⁰ Section 61 of the Bangladesh Labor Code, 2006.

¹¹ Bangladesh: Human Rights Situation; At A Glance; European Parliament; retrieved on, 25th September, 2016, [http://www.europarl.europa.eu/RegData/etudes/ATAG/2015/551311/EPRS_ATA\(2015\)551311_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/ATAG/2015/551311/EPRS_ATA(2015)551311_EN.pdf)

The Bangladesh Labor Code of 2006 has come to existence by repealing about 25 labor laws which were enabled at different eras. This code is the combination of all those laws where the rights of the labor as a worker and as a human being are actively protected through different means. Beside this some treaty laws are acting to protect the human rights of the labor. At the beginning of this portion here the most applicable labor laws are pointed out where the rights of the labors are protected enough by the respective authorities at different level discussion;

Article 7 of The International Covenant on Economic, Social and Cultural Rights is the most prominent piece of law on safe working environments, it states:

“The right of everyone to the enjoyment of just and favorable conditions of work which ensure, in particular, safe and healthy working conditions.”

Articles 4 and 16 of the ILO Occupational Safety and Health Conventions also deal with the issue of safe working environments.

Article 11(f) of the Convention on the Elimination of All Forms of Discrimination against Women, deals specifically with the obligation to promote women’s health and safety.

According to Article 7 of the ICCPR, no individual shall be subjected to torture, cruel, inhuman or degrading treatment. While torture is banned under Article 33(5) of the Constitution of Bangladesh which states:

“No person shall be subjected to torture or cruel, inhuman or degrading treatment or punishment.”

International Labor Organization has convened some conventions at different times. Amongst 100 conventions Bangladesh has ratified only 35 of them till today. Some of those are relevant to business and human rights. We can here identify those-

- The Freedom of Association and Protection of the Right to Organize Convention (1948)
- The Right to Organize and Collective Bargaining Convention (1949)
- The Abolition of Forced Labor Convention (1957)
- The Forced Labor Convention (1930)
- The Minimum Wage Convention (1973)
- The Worst Forms of Child Labor Convention (1999)
- The Equal Remuneration Convention (1951)
- The Discrimination (Employment and Occupation) Convention (1958)

But having many more effective laws some lacunas are prevailing so that the rights cannot be properly exercised by the intended group. That's the reason the United Nations Guiding Principles for Business and Human Rights are going to work in its own motion to make the existing and upcoming laws more effective through its operational part. Here the laws are less descriptive, rather intended to make it easier to implement the laws related to business and human rights.

“If their workers had more of a voice, they might have been able to resist managers who ordered them to work in the doomed building a day after large cracks appeared in it”¹²

So to maintain the quo here need an elaborate discussion on the basic ideologies of the United Nations Guiding Principles for Business and Human Rights (UNGPs); where the legislators are focusing on the doings on the part of the employers as well as of the managers or the mid-level staffs of the companies who are directly acting with the labors.

Business enterprises should respect human rights. This means that they should avoid infringing on the human rights of others and should address adverse human rights impacts with which they are involved. The responsibility of business enterprises to respect human rights refers to internationally recognized human rights – understood, at a

¹² Phil Robertson, Deputy Asia Director at Human Rights Watch, retrieved on 25th September, 2016, <http://www.reuters.com/article/us-bangladesh-garments-lessons-analysis-idUSKCN0XJ02G>

minimum, as those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.¹³

These précised words are indicating only to the corporate bodies to implement the human rights policies according to the international standards. The indications are not merely to make a formal policy, but to make a comfortable area of working place for the labors as well as for the workers of different spheres. These principles are adhering to respect the human rights by the business bodies effectively.

Though Bangladesh has a greater contribution to protect the human rights related to business, it has to be more conscious to reserve those rights for the class of workers. The next lines of these guiding principles are adhering to avoid any kind of adverse impact on human or people generally in the existing society. The human rights principles here shouldn't be so rigid or impractical that they may not be familiar with other parts of the business bodies. Her needs a peer observation on the part of the policy makers as well on the implementers to take an appropriate care not to hamper any pleasant relation among the societies involved.

The responsibility to respect human rights requires that business enterprises: (a) Avoid causing or contributing to adverse human rights impacts through their own activities, and address such impacts when they occur; (b) Seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts. The responsibility of business enterprises to respect human rights applies to all enterprises regardless of their size, sector, operational context, ownership and structure. In order to meet their responsibility to respect human rights, business enterprises

¹³ Sections 11-12 of the United Nations Guiding Principles for Business and Human Rights, 2011; retrieved on, 25th September, 2016, <https://business-humanrights.org/sites/default/files/media/documents/ruggie/ruggie-guiding-principles-21-mar-2011.pdf>

should have in place policies and processes appropriate to their size and circumstances, including: (a) A policy commitment to meet their responsibility to respect human rights; (b) A human rights due-diligence process to identify, prevent, mitigate and account for how they address their impacts on human rights; (c) Processes to enable the remediation of any adverse human rights impacts they cause or to which they contribute.¹⁴

The said functional policies are choosing to make a clear idea the way in which the business holders should progress. Somehow those can be messed up with the operational ones. The important features are given here that the corporate bodies should sketch a police recommendation, then they have to progress for meeting those in an ideal pathway. These principles really show a red lock towards the implementation of the recommended policies.

Again, those policies which are here mentioning to be made in a summarized way, those have to be reported as working eventually. The operational parts of the UNGPs are here nothing but to check that efficiency- Whether the policies are now made as well concern of each person holding somehow any connection with the workers; how much diligent the policies are with the human rights concept, if they have really any adverse impact on society, what type of the effects are & how they can be minimized, how this effects can be communicate with the multi-level stakeholders; all these are maintained by the said operational part.

It is pertinent to mention here that where the said corporate bodies identify adverse impacts, they should cooperate in their remediation through legitimate processes. For such remediation the respective bodies should:

1. Comply with all applicable laws and respect internationally recognized human rights;

¹⁴ Sections 13, 14, 15 of the United Nations Guiding Principles for Business and Human Rights, 2011; retrieved on, 25th September, 2016, <https://business-humanrights.org/sites/default/files/media/documents/ruggie/ruggie-guiding-principles-21-mar-2011.pdf>

2. Respect the principles of internationally recognized human rights if any conflict arises;
3. Treat the gross human rights abuses as a legal compliance issue wherever they operate.

The remedial issues mentioned in this paragraph are going to fill up the lacunas on the part of the businessman to implement the human rights principles on their workers as well.

Again Corporate Social Responsibility (CSR) a well-known concept now-a-days. It is a self-regulatory mechanism whereby a business monitors and ensures its active compliance with the spirit of the law, ethical standards and national or international norms. This notion is mainly hobbling on environmental issues; expanding charitable works; ethical values or more compliance with relevant laws and as well on ethical labor practice- must of all these should be done by the corporate bodies' voluntarily. "Sustainability isn't just important for people and the planet, but also is vital for business success," said Maw. Where the business is not favoring the workers betterment it cannot be expected to happen better for them.

The managers or the employers themselves as well as the senior executing members have to check the violations of the prescribed human rights. And they have to ensure that workers have been given the right to negotiations with decision makers on the terms and conditions of their contract. The guider and the guided both here must possess a good knowledge on Bangladesh Labor laws and all the aspects of their service and conditions thereon.

The said rights must be in anyway be protected and be safe from any further interference of the other party.

But the scenario can be found from the statement given here by the respective author-

"Human Rights Watch interviewed 47 workers in 21 factories in and around Dhaka. The workers claimed that

some managers intimidate and mistreat employees involved in setting up unions, including threatening to kill them.”¹⁵

H&M, a renowned company related to textiles is accused of failing to honor its commitments to make fire & building safety repairs where it has started its journey to achieve the human rights principles in workplace.¹⁶

There have been numerous examples of non-compliance with the right of labors behaving inhumane by the middle-level staff and the higher authority as well who are taking active part in making the compliance issues. One company was observed restricting employees right to use the toilet; while the other company made employees work 8am – 9pm, seven days a week without overtime; One RMG worker was ill at work for two months before her manager allowed her to go to the doctors. The manager then deducted two days’ pay and cancelled her perfect attendance bonus. Some while the pregnant women couldn’t access to the urgent remedy. They have to pass the maternity period without having the pay acceptance, even if she is eligible to have this by passing the successful eligible criteria which is ordered by our labor laws.¹⁷

Many human rights are randomly violated by the factory owners- Right to life, liberty and security; Right to a fair trial; Right to self-determination; Right to peaceful assembly; Right to privacy; Right to political life; Right to marry and form a family; Right to an adequate standard of living; Right to physical and mental health; Right to education; Right to participate in cultural life; Right to social security; Freedom of thought, conscience and religion; Freedom of movement; Freedom from torture, cruel or inhumane treatment ; Freedom to hold opinions,

¹⁵ Human Rights Watch; Bangladesh; Bangladesh: Protect Garment Workers’ Rights; February 6, 2014 12:00AM EST; retrieved on, 25th September, 2016, <https://www.hrw.org/news/2016/04/21/bangladesh-garment-workers-union-rights-bleak>.

¹⁶ Business and Human Rights Resource Center; retrieved on, 25th September, 2016, <https://business-humanrights.org/en/bangladesh-hm-accused-of-failing-to-honour-its-commitments-to-make-fire-building-safety-repairs>.

¹⁷ Section 45-49 of The Bangladesh Labor Act, 2006.

freedom of information and expression which are conferred to them by our Constitution also.¹⁸

The Third Phase: Access to Remedy for Victims of Business-Related Abuses

This part has multi dimensions, especially it categorizes the remedial measures into three, two is state-based and another is non-state based action proposed. The state-based actions are of two types- one is state-based judicial mechanism and the other is state-based non-judicial grievance mechanism; while the last one is non- state-based grievance mechanism.

As part of their duty to protect against business-related human rights abuse, States must take appropriate steps to ensure, through judicial, administrative, legislative or other appropriate means, that when such abuses occur within their territory and/or jurisdiction those affected have access to effective remedy.¹⁹

For the purpose of these Guiding Principles, a grievance is understood to be a perceived injustice evoking an individual's or a group's sense of entitlement, which may be based on law, contract, explicit or implicit promises, customary practice, or general notions of fairness of aggrieved communities.²⁰ There was an alliance of committed networks and campaign groups around the world are joining to collectively help organize advocacy activities in support of developing a binding international instrument to address human rights abuses committed by transnational corporations and other business enterprises. The said principle is here pointing out towards four sides of accomplishments:

¹⁸ Articles 27-46 of the Constitution of the People's Republic of Bangladesh.

¹⁹ Section 25 of the United Nations Guiding Principles for Business and Human Rights, 2011; retrieved on, 25th September, 2016, <https://business-humanrights.org/sites/default/files/media/documents/ruggie/ruggie-guiding-principles-21-mar-2011.pdf>

²⁰ Comments on Section 25 of the United Nations Guiding Principles for Business and Human Rights, 2011; retrieved on, 25th September, 2016, <https://business-humanrights.org/sites/default/files/media/documents/ruggie/ruggie-guiding-principles-21-mar-2011.pdf>

1. Judicial;
2. Administrative;
3. Legislative &
4. Any other appropriate means.

These four are locating at the four corners of such realization. Here the state can take judicial and non-judicial grievance mechanism those are involving different types of stake-holders. The judicial mechanism includes the filing of cases to the labor courts/tribunals or to the National Human Rights Commission (NHRC) in due process.

In order to ensure their effectiveness, non-judicial grievance mechanisms, both State-based and non-State-based, should be: (a) Legitimate: enabling trust from the stakeholder groups for whose use they are intended, and being accountable for the fair conduct of grievance processes; (b) Accessible: being known to all stakeholder groups for whose use they are intended, and providing adequate assistance for those who may face particular barriers to access; (c) Predictable: providing a clear and known procedure with an indicative timeframe for each stage, and clarity on the types of process and outcome available and means of monitoring implementation; (d) Equitable: seeking to ensure that aggrieved parties have reasonable access to sources of information, advice and expertise necessary to engage in a grievance process on fair, informed and respectful terms; (e) Transparent: keeping parties to a grievance informed about its progress, and providing sufficient information about the mechanism's performance to build confidence in its effectiveness and meet any public interest at stake; (f) Rights-compatible: ensuring that outcomes and remedies accord with internationally recognized human rights; (g) A source of continuous learning: drawing on relevant measures to identify lessons for improving the mechanism and preventing future grievances and harms; Operational-level mechanisms should also be: (h) Based on engagement and dialogue: consulting the stakeholder groups for whose use they are intended on their design and performance, and focusing on dialogue as the means

to address and resolve grievances.²¹ The point to be focused here is clear that on which criteria the non-judicial process will proceed fluently by the different level of stake-holders.

The non-judicial process includes the steps taken by the business authorities themselves. Gildan Activewear Inc, is a Montreal-based T-shirt manufacturer and one of the largest textile manufacturers and retailers in Bangladesh has their own grievance mechanism like:

- An open door policy for employees to contact their employers;
- Regular employee/management roundtable meetings;
- The creation of worker-management committees;
- Suggestion boxes across the workplace;
- 24hr anonymous telephone hotline to report concerns.²²

These complaint mechanisms are typically administered by the textile company itself. There are many purposes of an internal grievance mechanism, for example: they serve as an early warning system to stop abuses before they escalate; they can prevent a violent reactions from effected staff/ community members; they are often cheaper and quicker than judicial based remedies; having an internal mechanism promotes the image of the business to outside investors.

Bangladeshi businesses, government agencies, trade unions and civil society organizations came together to identify concrete actions to improve human rights conditions in the ready-made garment sector. A joint initiative of the CSR Centre (Bangladesh), Social Accountability International (USA) and the Danish Institute for Human Rights (Denmark) suggested Initiatives for All Stakeholders Seeking to Improve the Human Rights Practices of Companies Operating in the RMG Sector.²³

²¹ Section 31 of the United Nations Guiding Principles for Business and Human Rights, 2011.

²² Workshop on training of Mid-Level Staff; Prepared by Global Rights Compliance LLP and Action Aid.

²³ Recommendations to Improve Human Rights Practices in the Readymade Garments Sector, retrieved on, 25th September, 2016,

The objective of the project is to help companies, government agencies and civil society organizations to implement the UN Guiding Principles on Business and Human Rights. The recommendations made by them were multi-dimensional which includes-

- Engage middle managers in all projects to improve working conditions as well as ensuring the human rights principles familiar and well known to the all level staffs. Engage participation committees at every level.
- Train the trainers in a better way and monitor the performance of workers after training on working conditions has been carried out.
- Translate human rights practices into specific tasks for mid-level managers (for example coordination of vacation time and rest breaks).
- Provide incentives to workers and identify improvement of working conditions as a policy priority.
- Enabling environment for companies to respect human right.
- Work with companies to build capacity to implement improvements in working conditions.
- Give input to laws and regulations regarding working conditions.
- Raise awareness among workers regarding personal insurance for accidents and negative health impacts.
- Provide insurance to protect workers when workplace accidents occur.
- Increase manpower to ensure strict monitoring of the implementation of occupational health and safety regulations.

On 18 September 2014, the European Parliament adopted a Resolution on human rights violations in Bangladesh, called on the Government to ensure the enforcement of labour laws and urged further reform to bring them into line with ILO standards,

<http://hrbcountryguide.org/2014/03/bangladesh-new-recommendations-to-improve-human-rights-practices-in-the-ready-made-garments-sector/>

in particular the possibility for workers to freely form and join labour unions.²⁴

Conclusion

The developing agendas of the United Nations Guiding Principles for Business and Human Rights, 2011 should be understood or be translated in an easier version to make it accessible to all. It's important to make people of all spheres especially here noticed the working group in business establishments effectively aware of their rights which they deserve constitutionally and by being a human being simply. Their rights must not be vitiated or minimized in any way. Making aware is impossible if there is any redundancy on the part of the corporate bodies or business enterprises in an anxiety that these costs larger or these are hazardous, or these may create a chaotic situation. The disturbances should be removed from the mind of the stake-holders as well as from the holders of business enterprises to make sure the implementations of the said human rights dogmas. And to make this happened the implementers must be trained professionally and ethically. The mid-level staffs are poorly noticed about the human rights dogmas at present days, but it has to be ensured that they must be trained up with these urgent concepts by well-trained trainers. The trainers and the employers should be transparent in any way they like in doing their deliberations. If they are somehow ethically underdeveloped that can lead to a hazardous impact through the companies' workers. They have to realize that when the people are getting full opportunity to enjoy their rights as a human being, they will give a better feedback to the company owners. Different stake-holders have to monitor all these bustles as have power to do such along with their duty to keep a better working environment. The United Nations Agendas can only be fulfilled here by keep every step transparent and dutiful to one another.

²⁴ Bangladesh: Human Rights Situation; At A Glance; European Parliament; retrieved on, 25th September, 2016, [http://www.europarl.europa.eu/RegData/etudes/ATAG/2015/551311/EPRS_ATA\(2015\)551311_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/ATAG/2015/551311/EPRS_ATA(2015)551311_EN.pdf)