

8 DECENT WORK AND  
ECONOMIC GROWTH



FU<sup>+</sup>UREPLUS



# SDG 8: DECENT WORK & ECONOMIC GROWTH

A FU<sup>+</sup>UREPLUS GUIDE



## + “PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL.” (By 2030)

**Target 8.1** – Sustainable economic growth

**Target 8.2** – Diversify, innovate and upgrade for economic productivity

**Target 8.3** – Promote policies to support job creation and growing enterprises

**Target 8.4** – Improve resource efficiency in consumption and production

**Target 8.5** – Full employment and decent work with equal pay

**Target 8.6** – Promote youth employment, education and training

**Target 8.7** – End modern slavery, trafficking and child labour

**Target 8.8** – Protect labour rights and promote safe working environments

**Target 8.9** – Promote beneficial sustainable tourism

**Target 8.A** – Universal access to banking, insurance and financial services

**Target 8.B** – Increase aid for trade support

**Target 8.C** – Develop a global youth employment strategy

## + PROGRESS & INFO

Roughly half of the world’s population still lives on the equivalent of about US\$2 a day. In many places, developed and undeveloped, having a job does not guarantee an ability to escape poverty.

Economic growth should be a positive force for the whole planet. With economic growth comes responsibility – we must ensure that financial progress creates decent and fulfilling jobs while not harming the environment. We must protect labour rights and once and for all put a stop to modern slavery and child labour.



## + BUSINESS ACTIONS

- Ensure you have comprehensive and transparent **employment policies** that promote equity in relation to gender, age, nationality, ethnicity, religion, sexuality, colour, caste, language, neurodiversity, and disability. These policies should be made available to all employees, for example, in an Employee Handbook. Also, ensure your policies and procedures are regularly reviewed and updated (if necessary).
- Report annually on the positive economic contribution your business makes to society and have clear and easily understandable KPIs.
- Publish a complete and transparent annual report with an (externally) audited set of accounts.
- Make sure your Board has stakeholder representation.
- Make clear who holds financial and fiduciary responsibility.
- Ensure clear, agreed lines of delegation and financial reporting.
- Do you have a Modern Slavery Statement and code of ethics that is publicly available, for example, with a link on your website?
- Screen and monitor your major suppliers for compliance with labour rights and standards as per ILO policies and guidelines.
- Monitor and evaluate your worker satisfaction and engagement.
- Ensure **inclusive** and **diverse** job creation within your organisation.
- Ensure **equal pay** for work of equal value within your organisation and supply chain.
- Conduct a pay gap audit. Click [here](#) to read our pay gap audit guide,



## Your suppliers

- Promoting **creativity, entrepreneurship** and **responsible economic growth** should not only be within your organisation, you must consider take a broader perspective, by looking at your suppliers and value chain. Think about the companies you buy from/work with. Do they treat their workers fairly and care about the environment?
- **Verify** that your suppliers are not using child or slave labour, and only work with companies that treat their workers fairly and care about the environment.
- Have a comprehensive **Supplier Code of Conduct** that is well communicated to all your suppliers.
- Conduct a supplier audit/questionnaire to identify any breaches to labour rights, etc. Or conduct a human rights risk assessment. Get in touch for more information.

## + ADDITIONAL ACTIONS

- Implement **initiatives** which support entrepreneurs in vulnerable situations.
- **Invest** in projects which improve the livelihoods of workers.
- Create **programs**, like internships and work-study programs, that give young people earlier access to the corporate environment.
- Develop a dedicated program that provides targeted professional and personal **growth opportunities** to people with disabilities through training, education or community events.
- Work with industry bodies or local business communities to help implement the aims of SDG 8 either within your industry or local business community.



## **+ NEED MORE HELP?**

We also offer consultancy services if you would like more comprehensive support with achieving your sustainability goals.

Please let us know if you would like more information – we would be happy to provide you with a quote: [team@future-plus.co.uk](mailto:team@future-plus.co.uk)