



Ethical  
Trading  
Initiative

Respect  
for workers  
worldwide



SUSTAINABLE  
DEVELOPMENT  
GOALS

# REALISE THE POTENTIAL OF YOUR ETHICAL TRADE PROGRAMME

Look at how promoting ethical trade and workers' rights contributes to the sustainable development goals.

ETI 01/17

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Cover image: Flora, flower plantation worker, Tanzania

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# Contents

<b>1</b>	<b>Looking at the UN 2030 Agenda for Sustainable Development</b>	<b>2-5</b>
	1.0 What are the Sustainable Development Goals (SDGs)?	
	1.1 The purpose of this report	
<b>2</b>	<b>Linking the SDG's, UNGPs and workers' rights: the role of business and ethical trade</b>	<b>6-21</b>
	2.0 The UN Guiding Principles on Business and Human Rights and the SDGs	
	2.1 The business case for the SDGs	
	2.2 SDG 8: an opportunity for action on ethical trade	
	2.3 Ethical trade and the wider universe of SDGs	
	2.4 ETI's contribution to the SDGs:	
	- ETI's work on SDG 8	
	- ETI's contribution to the wider universe of SDGs	
	- Snapshot of ETI's work mapped against the SDGs	
<b>3</b>	<b>Mapping ETI's Base Code against the SDGs</b>	<b>22-29</b>
	3.0 The links between the ETI Base Code and the SDGs	
	3.1 How the UNGPs advance the SDGs and ethical trade	
<b>4</b>	<b>Helpful resources</b>	<b>30-36</b>
	4.0 Annex 1: Relevant SDG goals and targets	
	4.1 Annex 2: Your resources	





Flower plantation workers, Tanzania

# Looking at the UN 2030 Agenda for Sustainable Development

What are the Sustainable Development Goals (SDGs)?

In September 2015, world leaders from 193 countries at the United Nations adopted the [2030 Agenda for Sustainable Development](#). Its vision is to 'leave no-one behind' and sets out 17 ambitious goals and 169 targets to end poverty, protect the planet and ensure prosperity for all.

**The aim of the Sustainable Development Goals (SDGs) is to mobilise action and shape the efforts of governments, businesses, trade unions and civil society organisations across the world to create a sustainable future for all in the next 15 years.**

The SDGs cover an interdependent range of issues to be tackled, including poverty, gender, decent work and economic growth, inequality and discrimination, sustainable industrialisation, inclusive governance, climate change and the environment. The countdown to achieve the SDGs officially began in January 2016, and there are plans in place to track and review progress at country and international levels.

The 2030 Agenda emerged out of broad consultations with stakeholders around the world, including business, trade unions, civil society and citizens. The SDGs differ from their predecessors, the Millennium Development Goals (MDGs), in which governments were the main actors. The 2030 Agenda recognises the importance of partnerships between governments and a wide range of stakeholders – including the private sector. These partnerships are seen as essential to the success of the SDGs.

Multi-stakeholder initiatives, such as the Ethical Trading Initiative (ETI), will be important vehicles to drive the 2030 Agenda, as they are founded on principles of collaboration. ETI's core purpose is in line with the spirit of the SDGs. Many of the goals speak directly to ETI's vision of a world free from exploitation in which workers' rights are respected, especially SDG 8 on promoting decent work and economic growth.

ETI sees the 2030 Agenda as a rallying point for its member companies, trade unions and NGOs to collectively and individually play their part in global and country efforts to deliver the goals and targets.

**“Empowering workers and driving respect for human rights across their supply chains is one of the most effective ways for business to accelerate ethical trade and sustainable development.”**

Peter McAllister, Executive Director, ETI



## The purpose of this report is:

- 1 To explain how the SDGs are relevant to ethical trade and workers' rights, particularly SDG 8 and other key goals. Responsible business conduct and respect for human rights in global supply chains has been identified as one of the most effective ways of advancing sustainable development.
- 2 To explain the links between the SDGs, the UNGPs and ETI's work. This should help ETI members to demonstrate progress against the SDGs through their activities and ETI membership.
- 3 To provide some useful references and resources. This includes a map of the ETI Base Code against the SDGs and an outline of the UN Guiding Principles on Business and Human Rights (UNGPs) as a 'means of SDG implementation'.

### The 17 Sustainable Development Goals









# Linking the SDG's, UNGPs and workers' rights: the role of business and ethical trade

# The UN Guiding Principles on Business and Human Rights and the SDGs

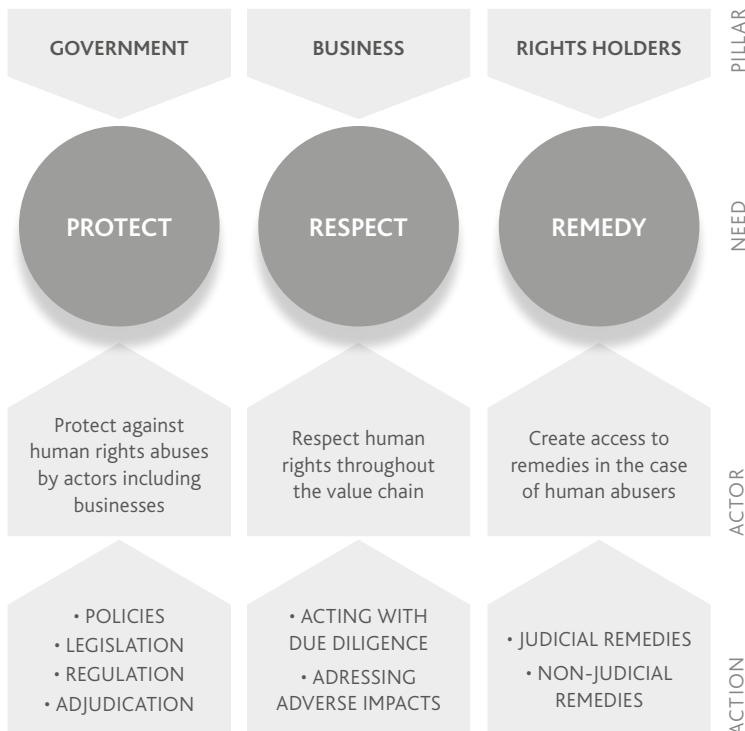
Alliances and partnerships between businesses, policy makers and civil society are critical to achieving the ambitious goals and targets of the SDGs.

One of the most essential and effective contributions that businesses can make to the SDGs is to ensure that responsible business conduct and respect for human rights are at the heart of their operations.

The SDGs highlight the important role of responsible business in delivering progress on a global effort to end poverty, protect the planet and ensure prosperity for all.

Agenda 2030 calls on 'all businesses to apply their creativity and innovation to solving sustainable development challenges'. Alongside a commitment to foster 'a dynamic and well-functioning business sector', is the Agenda's pledge to protect labour and other human rights. It draws links with the labour standards of the International Labour Organization (ILO), the UNGPs and other instruments such as the Convention on the Rights of the Child.

## Three pillars of the UNGPs



The UNGPs set out the global standard of what businesses must do to embed respect for human rights throughout their operations and business relationships. The SDGs, in turn, are a vision statement and action plan for achieving social and environmental sustainability on our planet. Logically and in practice the two should be inextricably linked, with the UNGPs setting the tone for the social components of the SDGs to which business is expected to contribute.

Professor John Ruggie,  
*Former UN Special Representative on Business and Human Rights, November 2016*

## The Business Case for the SDGs

Responsible business conduct and ensuring respect for human rights will not only help to deliver the SDGs, but can also bring **benefits for companies**.

Businesses can use the SDGs to shape, steer, communicate and report their own strategies, goals and activities on ethical trade and human rights through:

- Identifying future business opportunities in partnership with others that are equally committed to respecting labour standards and advancing human rights
- Giving greater visibility within their companies and communicating externally about the value of corporate responsibility
- Strengthening partnerships and stakeholder relationships
- Contributing to stabilising societies and markets by providing decent job opportunities
- Engaging in policy dialogue with governments and other actors to improve protection and monitoring of human rights
- Using a common language and shared purpose.

ETI member companies are already demonstrating how to make powerful connections between their own sustainability plans and the SDGs.

### SAINSBURY'S 20X20 SUSTAINABILITY PLAN

#### Sainsbury's: Linking people and the planet in pursuit of multiple SDGs

'Our Sustainability Plan shows our journey addressing challenges and opportunities not only relevant to our business but also to the world.' Sainsbury's Sustainability Plan has fairly traded products and "investing in the suppliers, farmers and workers in our international supply chains" amongst its aims. This is part of their corporate commitment to the SDGs.

#### Partnerships are at the heart of the success of the SDGs (SDG 17)

*Alliance 8.7 is an example of the linkages between SDG 17 on global partnerships and the SDG 8.7 to end modern slavery and child labour.*

Facilitated by the ILO, a global Alliance 8.7 has been launched to forge wide-ranging multi-stakeholder partnerships between businesses and civil society to tackle child labour and modern slavery. Its aim is to build global and national partnership forums that will review progress and share lessons in support of global and national strategies, commitments and action plans.

## SDG 8 – Decent Work and Economic Growth – is an opportunity for action on ethical trade

The 2030 Agenda and the 17 SDGs contain multiple references to the need to achieve 'decent work for all'. This is not only a specific aim in itself but is also seen as an indispensable, cross-cutting means of directly or indirectly supporting the achievement of all the SDGs.







## Decent work and economic growth (SDG 8)

This Goal provides the most obvious link for ETI in promoting workers' rights and ethical trade, in partnership with businesses, trade unions and civil society organisations. This Goal contains 10 targets, 3 of which are most relevant to the work and members of ETI.

### Direct relevance

#### 8.5

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

#### 8.7

Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

#### 8.8

Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

### Indirect relevance

#### 8.2

Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.

#### 8.3

Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of micro-, small- and medium-sized enterprises, including through access to financial services.

#### 8.4

Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10 Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead.

#### 8.6

By 2020, substantially reduce the proportion of youth not in employment, education or training.

## Ethical trade and the wider universe of SDGs

Although SDG 8 is most obviously connected to the world of work, ETI members can also seize opportunities to engage with other SDGs to make progress on workers' rights and ethical trade. There are strong inter-connections between the Goals and Targets, and it is hard to see how progress on one could be made without some impact on the others.

Efforts to tackle SDG 8 challenges will be less effective, for example, if they fail to address discrimination affecting women's lives and their participation in work outside the home. As many workers in supply chains are female, engagement with SDG 5 on gender inequality is crucial.

Similarly, positive action on SDG 8 itself is a vital means of contributing to other goals, such as SDG 1 on poverty and SDG 10 on inequality. Businesses should assess and measure the impacts of their operations and relationships (positive and negative) as they decide which SDGs are the most relevant for them.



### Achieving gender equality (SDG 5)

SDG 5, aimed at ending discrimination against women and girls and promoting their empowerment, contains commitments to end violence 'in the public and private spheres', tackle unpaid care and domestic work and ensure women have equal access to economic resources and decision-making.

Supporting women's rights is a crucial aim in itself and also critical to achieving all the SDGs. Women often face the most insecure, dangerous conditions and particular forms of abuse and discrimination at work. These are often made worse or simply neglected because of gender-insensitive policies and practices of companies and their business models.

Empowering women workers is important to ensure that their rights as individuals and as workers are not abused; to ensure that discrimination is not practiced in supply chains; to help them reach their potential within the workforce; and to improve their ability to support their families and communities, while promoting a fairer division of labour with men in the home and greater recognition of women's role in public life.

Outside the workplace, companies play a major role in shaping women's roles and rights. Advertising, for example, affects negatively or positively how women are perceived and treated in society. Tackling SDG 8 will also demand that key stakeholders look beyond the numbers of women employed in paid work and the quality of jobs. But SDG 5 enables a focus also on the barriers that women workers face in other spheres of their lives, such as control over income, assets and time.



### **Tackling poverty and inequality (SDGs 1&10)**

It is hard to envisage how SDG 1 on tackling poverty and SDG 10 on reducing inequalities can succeed without proper rewards for workers and protection of their rights under SDG 8. For example, ETI member Oxfam has reported that a third of Cambodia's garment workers are malnourished (see resources). It has argued that, globally, governments and businesses must promote a 'high road' to sustainable development based on living wages, job security and labour rights, rather than an unsustainable 'low road' of in-work poverty or the damaging 'illegal road' of forced labour.

SDG 1 contains a commitment to strengthen social protection systems and floors, which are crucial for discussions on workers' security or initiatives in support of living wages. Social protection schemes are an important element of ETI programmes in Morocco, China and India, for example.

SDG 10, in turn, focuses on discrimination covering age, sex, disability, race and ethnicity among others. This links strongly with SDG 8.5 aimed at ensuring equality of employment and pay. ETI is stepping up attention to disability as a neglected labour rights issue, building on the lessons of its member companies such as The Body Shop.

An increasingly pressing issue around the role of social protection in addressing inequality is taxation. Governments need sufficient and sustainable tax revenues to fund essential public services (vital in countries with high poverty rates), raise living standards and increase gender equality.

The spirit of the SDGs to 'leave no one behind' challenges all actors to consider necessary changes in commercial practices, seeing living wages and fair taxes as investments in the communities and societies where businesses operate, rather than seeing them as costs.



Michael, farm worker, Tanzania





## ETI's contribution to the SDGs

In the case of ethical trade, the extensive reach of supply chains and the millions of people involved globally offers a powerful route to sustainable development.

By strengthening the rights and living standards of workers, their families and communities, ETI can leverage positive change and impact through responsible businesses, in partnership with its trade union and NGO members and other key stakeholders.

ETI has an established track record of demonstrating the value of partnership and building collaboration between companies of different sizes and sectors (including retailers, traders, suppliers, large and small producers). And it recognises the need to work effectively with other critical stakeholders, including governments (at local and national level), trade unions and civil society organisations.

The UN Guiding Principles on Business and Human Rights provide the framework for these relationships, and ETI provides an effective example of how to translate the UNGPs into action.

### **ETI's members and programmes contribute to the SDGs in a number of areas:**

- Harnessing its members' collective influence and multi-stakeholder action to advance labour rights and improve working conditions
- Policy advocacy with governments to create a level playing field; enabling responsible business to be recognised as a competitive advantage and drive up overall standards
- Supporting local multi-stakeholder platforms and building local ownership and context-specific ways to advance workers' rights and the UNGPs
- Training and awareness-raising of ethical trade and workers' rights for companies, workplace managers and supervisors
- Supporting companies to improve human rights due diligence and where needed, to change their business practices and policies (for example sourcing and purchasing practices)
- Capacity building with non-governmental organisations (NGOs) and trade unions on global supply chains
- Production and dissemination of research, guidance, examples of good practice and lesson-learning; case studies; briefings and events.



## ETI's work on SDG 8

SDG 8.8 focuses on protecting the labour rights of all workers, and this is central to ETI's vision and the work of its members.

There are good examples of ETI's work that contribute to achieving specific targets in Goal 8.

### ETI's policy advocacy on Modern Slavery (SDG 8.7)

ETI and its members were instrumental in securing the Transparency in Supply Chains Clause of the UK Modern Slavery Act 2015. ETI worked in close partnership with its corporate members, industry bodies, trade unions and civil society organisations to successfully lobby the government and parliamentarians. Section 54 of the Modern Slavery Act requires all companies with an annual turnover of £36m to produce an annual Modern Slavery Statement on all the steps they are taking to prevent modern slavery in their own operations and global supply chains. This requirement has brought about a sea-change in business: many companies are recognising the risk of labour rights abuses as a critical business issue for the first time. This is widely regarded as a flagship piece of legislation, and the UK is seen as a global leader on this issue.

#### ETI PROGRAMME – TAMIL NADU

### Tackling equal pay, discrimination and youth employment

Recruited on long contracts from India's rural hinterlands by local agents, young women working in the country's garments and textiles export sector in Tamil Nadu face numerous abuses, including the withholding of wages, payments below minimum wage levels, excessive working hours, poor living conditions and illness caused by exposure to cotton dust. In response, ETI has set up a multi-stakeholder working group, involving members such as Gap, Mothercare, Inditex and Primark, to promote ethical recruitment practices, targeting recruitment agents that link communities with mills to ensure they are conveying correct information on wages, working hours, benefits and leave.

With the support of companies and the Freedom Fund, the group is working to empower women workers, strengthen industrial relations, build community awareness and support legislative reform.

ETI PROGRAMME – TURKEY

## Reaching for targets on labour rights, safety and security – including migrant workers

One example of ETI support for target 8.8 is its work to tackle the problems of unregulated working conditions in Turkey's garment sector, the world's third largest clothing supplier. The problems, such as lack of worker safety, harassment of female workers and infringement of minority rights, have been exacerbated by the Syrian conflict, with refugee workers – particularly women – even more vulnerable to exploitation and abuse. ETI has lobbied the Turkish government to introduce work permit legislation with the aim of securing recognition of all workers and their entitlement to the same rights.

To address the overall labour rights challenges in the country, ETI has launched a multi-stakeholder platform – bringing together companies, businesses, suppliers, employer bodies and trade unions – to improve workers rights and working conditions for Turkish as well as migrant workers.

ETI MEMBER FOCUS:  
DALIT SOLIDARITY NETWORK UK

## Caste based discrimination, forced labour and modern slavery

The UN estimates that world-wide, 260 million people are affected by caste-based discrimination, the result of rigid social stratification which is descent-based and hereditary in nature. Caste is the graded-system of hierarchy rooted within social mechanisms propounded under Hinduism. Under this system, those in the lowest category, Dalits, are regarded as "untouchable". The social, religious, cultural and economic rights of each member of the caste are predetermined in advance by birth into that caste.

Caste related work performed by Dalit communities can include bonded labour, child labour or forced labour. Sustainable Development Goal 8.7 requires that actors "Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour... and by 2025 end child labour in all its forms." Therefore, although the Caste based system is not referenced directly in the SDG Targets, Caste-based discrimination and associated forced labour is directly related to this target.



## ETI's contribution to the wider universe of SDGs

ETI and its members are contributing to achieving a wide range of interconnected SDG goals and targets through ETI programmes, platforms and projects, examples of which are set out below.

### ETI PROGRAMME – SOUTH AFRICA

#### Addressing discrimination affecting female agricultural workers in South Africa

ETI's Equal Treatment of Workers programme in South Africa has delivered training for supervisors and workers on tackling discrimination and sexual harassment. Managers said that a key benefit of the training is that it provided a platform to discuss issues, such as discrimination, that had not been considered before. The workers too felt the most important benefit was creating a platform for dialogue between managers and workers for the first time. The programme led to changes in the workplace such as including awareness-raising on discrimination and sexual harassment in staff inductions, and creating committees with union and worker representation to review policies aimed at tackling these problems.



#### Peace, justice and strong institutions (SDG 16)

SDG 16, on pursuit of 'peaceful and inclusive societies' involving accountable and inclusive institutions and participatory decision-making, is relevant to labour markets. This includes for example, respect for workers' rights to organise, represent themselves and gain an effective voice or the need for effective stakeholder dialogue and negotiation to resolve labour-employer problems, settle disputes and avoid conflicts.

#### International agreements promoting social dialogue in supply chains

A number of companies such as the apparel retailers Inditex, H&M and Tchibo have signed global framework agreements with IndustriALL, the international trade union federation representing the world's garment workers.

These agreements involve company recognition of the union – and the rights of workers to organise. They set out joint commitments to promote, sustain and review observance of all international labour standards throughout the supply chain, applying to all tiers. These Global Framework Agreements have played an important role in contributing to improved working and increasing workers' rights in a number of supply chains.



#### ETI's programme in Morocco contributes to SDGs 1,5,8,16 and others

### ETI PROGRAMME – MOROCCO






#### Promoting worker access to social protection in Morocco – a question of identity








Among the targets in SDG 16 that have a bearing on SDG 8 and SDGs 1 and 10 is 16.9 on ensuring everyone has a legal identity. This is an issue that particularly affects those working in the informal sector.

ETI's engagement in Morocco's strawberry export sector has helped women workers to secure identity documents and access social protection schemes. The programme is showing results in terms of improving working and social conditions throughout different supply chains.

## Snapshot of ETI's work mapped against the SDGs

Initiatives aimed at promoting ethical trade and better protecting workers' rights will likely contribute to achieving a range of different SDG targets. For more information, consult the [Programmes section of the ETI website](#).

Contribution to SDG:	Contribution to SDG:				
	1 NO POVERTY 	2 ZERO HUNGER 	3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 
Strong contribution					
Indirect contribution					
ETI Programme/ Initiative					
Tamil Nadu - Apparel & textiles		2.2	3.1   3.3   3.4   3.6	4.4   4.7	5.1   5.2   5.5
Rajasthan - Sandstone	1.1   1.2   1.3		3.6		
Bangladesh - Garments				4.4   4.7	5.5
Leicester - Garments	1.2   1.3				5.2   5.5
Peru - Horticulture	1.2				
South Africa - Agriculture				4.4   4.7	5.2
Thailand - Seafood	1.2   1.3				
Vulnerable workers	1.1   1.2   1.3				5.1   5.2   5.5a
Turkey - Garments	1.2   1.3				
Morocco - Better Strawberries	1.2   1.3		3.6	4.1	5.1   5.2   5.4
China	1.3		3.6		5.4
<b>Advocacy</b>					
Myanmar	1.2				
Cambodia	1.2				
UK Modern Slavery Act	1.2   1.3				5.1   5.2   5.5a

6 CLEAN WATER AND SANITATION 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	17 PARTNERSHIPS FOR THE GOALS 
	8.3   8.5   8.8		10.2   10.3	12.6	16.2   16.7	17.6   17.7
6.1   6.2	8.3   8.7   8.8	9.3	10.2   10.4	12.4   12.6	16.3   16.5	17.6   17.7
	8.5   8.8		10.2   10.3	12.6	16.3   16.7	17.6   17.7
	8.3   8.8	9.3	10.1   10.2   10.3	12.6	16.3	17.6   17.7
	8.1   8.3   8.8		10.1   10.2   10.4	12.6		17.6   17.7
	8.8			12.6		17.6   17.7
	8.3   8.7   8.8		10.2   10.3   10.4	12.6	16.5	17.6   17.7
6.1   6.2	8.3   8.7   8.8		10.2   10.3   10.4	12.6	16.1   16.2   16.3	17.6   17.7
	8.5   8.7   8.8		10.2   10.3	12.6	16.2   16.3   16.9	17.6   17.7
	8.1   8.5   8.8	9.3	10.1   10.3   10.4	12.6	16.9	17.6   17.7
	8.3   8.8		10.2   10.3   10.4	12.6	16.2	17.6   17.7
	8.1   8.5   8.8		10.1	12.6		
	8.1   8.5   8.8		10.1	12.6		
	8.7   8.8		10.2   10.3   10.4	12.6	16.1   16.2   16.3	17.6   17.7



# Mapping ETI's Base Code against the SDGs



## The links between the ETI Base Code and the SDGs



### EMPLOYMENT IS FREELY CHOSEN



SDG Goal 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

SDG 5 on gender equality (5.2): Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.



### FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING IS RESPECTED



There is an implicit rather than overt recognition of this in the reference to 'decent work' and the commitment to 'protect labour rights' in SDG 8 (8.8).

#### SDG 16 has targets to:

- 'develop accountable and inclusive institutions at all levels' (16.6)
- 'ensure responsive, inclusive, participatory and representative decision-making at all levels' (16.7); and
- 'ensure public access to information and protect fundamental freedoms' (16.10).

Whilst these might be interpreted as the right for workers to organise in trade unions and be represented in collective bargaining, this is not obvious. The lack of overt reference weakens SDG 8 as this Base Code Clause is a critical enabling element to achieve Decent Work.



### WORKING CONDITIONS ARE SAFE AND HYGIENIC



SDG 8 on growth and decent work (8.8): Target contains specific commitment to 'safe and secure working conditions for all workers, including migrant workers, in particular women migrants, and those in precarious employment'.

SDG 3 on health (3.3) and SDG 12.4 refer to ending deaths and illnesses from hazardous chemicals and various forms of pollution and contamination.

SDG 5 on gender equality (5.2): Safety considered in reference to 'eliminating violence against women and girls in the public and private spheres'.

SDG 10 on reducing inequality (10.7) advocates the safe migration and mobility of people, including via 'implementation of planned and well-managed migration policies'.



## CHILD LABOUR SHALL NOT BE USED



SDG 8 on growth and decent work (8.7): This target has a specific commitment to secure the 'prohibition and elimination of the worst forms of child labour' and (by an earlier date of 2025) to 'end child labour in all its forms'.



## LIVING WAGES ARE PAID



No specific commitment to living wages as such in the SDGs. But the need for living wages and progress towards their achievement may be implicitly envisaged, both in the decent work and labour rights aims of SDG 8 and in SDG 1.

### SDG 1 to eliminate poverty is relevant:

- Target 1.1 on eradicating extreme poverty (stated as those living on US\$1.25 per day but since revised by the World Bank to US\$1.90)
- Target 1.2 on halving the number of men, women and children of all ages living in poverty 'in all its dimensions', according to national definitions
- Target 1.b on means of SDG 1 implementation advocates policies based on 'pro-poor and gender-sensitive development strategies'.

### So might SDG 2 covering food security and ending hunger:

- Target 2.3 refers to doubling 'the agricultural productivity and incomes of small-scale farmers'.

### So too SDG 10 on reducing inequality within and among countries:

- Target 10.1 is to 'By 2030, progressively achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average'
- Target 10.4 pledges to 'Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve gender equality'.



## WORKING HOURS ARE NOT EXCESSIVE



Working hours are not mentioned in the SDGs. But avoiding excessive work is included in the decent work aims of SDG 8 and would result from the living standards and welfare gains envisaged in other SDGs.

Some goals and targets promoting social protection systems and floors (SDG 1.3) and the need to 'recognise and value unpaid care and domestic work' and enable 'shared responsibility within the household' (SDG 5.4) would cushion the demands of work on people's lives. This is particularly important for women, especially poorer women, facing the 'triple burden' of responsibilities at work, home and contributing to public life.

Social protection, a pillar of the decent work agenda, would help support a healthy, educated workforce and tackle the challenges of employment fluctuations and providing security for both younger and older workers. But social protection systems should not detract from the responsibility of employers to advance the ETI Base Code clauses such as living wages, working hours and worker safety.



## NO DISCRIMINATION IS PRACTISED



SDG 8 (8.5) promises that the achievement of 'full and productive employment and decent work' by 2030 will apply to 'all women and men, including for young people and persons with disabilities, and equal pay for equal work'.

SDG 1 on eliminating poverty contains target 1.4 that all men and women, by 2030, will have equal rights to economic resources, services, land and property, natural resources, technology and financial services.

SDG 4 on access to education and life-long learning promises equal access to education and vocational training, including 'persons with disabilities, indigenous peoples and children in vulnerable situations'.

SDG 5 on gender equality has important targets relevant to boosting women's standing in the workplace, including through proper recognition of their productive and reproductive roles and the relationship between the two:

- 5.4 pledges to 'recognise and value unpaid care and domestic work' and to promote 'shared responsibility within the household and the family'
- 5.5 is aimed at 'ensuring women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life'
- Targets 5a and 5b on implementing SDG 5 promises respectively 'reforms to give women equal rights to economic resources' and access to 'enabling technology... to promote the empowerment of women'.

SDG 10 on reducing inequality (10.2) has a pledge 'to empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic or other status'.

Some discrimination issues affecting workers' rights are not explicitly recognised, as with discrimination on sexual orientation and gender identity.



## REGULAR EMPLOYMENT IS PROVIDED



SDG 8.5 pledges 'full and productive employment and decent work for all'. This encapsulates a commitment to regular employment.

Target 8.8 has a welcome promise to promote labour rights and 'safe and secure work environments' for all, including those in precarious employment.

Target 8.3 includes a promise to promote formalisation of micro-enterprises and SMEs as part of stronger entrepreneurship and decent job creation, and this could go a long way to contributing to more and better secure jobs for workers.



## NO HARSH OR INHUMANE TREATMENT IS ALLOWED



There is no explicit reference to tackling abuse, harassment and intimidation occurring at work (often targeted at workers facing societal discrimination, including women, migrants, on grounds of caste, race, ethnicity, religion, sexual orientation etc.).

**However, there are two relevant SDGs:**

SDG 8.7 deals with the worst forms of labour rights violations, including forced and child labour.

SDG 5 on gender equality (5.2) to 'eliminate violence against women and girls in the public and private spheres' should include the workplace.

## How the UNGPs advance the SDGs and ethical trade

ETI has made promotion and practical application of the UNGPs central to its Perspective 2020 five-year strategy. The UNGPs are based on the three pillars of an integrated 'Protect, Respect, Remedy' framework (see p8). ETI members and other companies can increasingly look for opportunities to integrate UNGP-based human rights due diligence practices into their business models, and help advance relevant goals and targets of the SDGs.

Human rights due diligence is the action taken by a company to both identify and act on human rights risks for workers in both its operations and supply chains, to report publicly on its efforts and the issues raised and to integrate learning into company plans. It calls for a corporate policy on human rights to be approved at a senior level, embedded and resourced throughout an enterprise, communicated internally and publicised externally. Under their Pillar 2 'corporate responsibility to respect', companies are expected to 'know and show' how they are tackling human rights issues.

ETI has published a [Human Rights Due Diligence Framework](#) to provide stakeholders with advice and guidance geared to supply chain issues. Principle 17 of the UNGPs says due diligence covers not just the impacts that a business may cause or contribute to through its own activities, but also those that may be directly linked to its operations, products, services or business relationships. While recognising the complexity of supply chains, it also says businesses must establish clear priorities for due diligence concerns in relation to the actors involved and act on these.

### Putting business due diligence in the frame for SDG success

Putting business due diligence in the frame for SDG success is crucial to pursuing the labour rights aims and securing the link between growth and decent work in SDG 8.

It can also promote responsible business conduct contained in SDG 9 on 'sustainable industrialisation' and private sector development.

ETI's framework highlights the benefits that human rights due diligence can bring for all businesses. These include enabling:

- Proactive discovery, understanding and action on human rights rather than reliance on more passive systems based on compliance
- Better analysis of risks and impacts as a wide range of stakeholders provide insights on problems
- Better decision-making as engagement with groups most directly affected helps to identify solutions and make them more responsive and effective
- Lasting and meaningful change as critical actors have a say and take responsibility for ensuring it happens.



Key steps that companies should take to prevent, manage and mitigate human rights abuses in their own operations and supply chains.

#### ETI's Human Rights Due Diligence Framework





Nepalese worker reads trade union leaflet. Photo: ILO/Pradip Shakya

# Helpful resources

## Annex I: The Sustainable Development Goals and targets relevant to ethical trade

### SDG 1

End poverty in all its forms everywhere

*N.B*

*The 169 targets also include means of implementation targets - separately identified using small letters after the Goal number, e.g. 1.b, 5.a*

- 1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day.
- 1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.
- 1.3 Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable.
- 1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.
- 1.b Create sound policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions.

### SDG 2

End hunger, achieve food security and improved nutrition and promote sustainable agriculture

- 2.3 By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.

### SDG 3

Ensure healthy lives and promote well-being for all at all ages

- 3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

### SDG 4

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

- 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.
- 4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.

## **SDG 5**

Achieve gender equality and empower all women and girls

- 5.1 End all forms of discrimination against all women and girls everywhere.
- 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.
- 5.4 Recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.
- 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
- 5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.

## **SDG 8**

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- 8.1 Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries 8.1.1 Annual growth rate of real GDP per capita.
- 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors 8.2.1 Annual growth rate of real GDP per employed person.
- 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.
- 8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead.
- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- 8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training.
- 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.
- 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.
- 8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products.
- 8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all.
- 8.a Increase Aid for Trade support for developing countries, in particular least developed countries, including through the Enhanced Integrated Framework for Trade-related Technical Assistance to Least Developed Countries.



## **SDG 9**

Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

**9.3** Increase the access of small-scale industrial and other enterprises, in particular in developing countries, to financial services, including affordable credit, and their integration into value chains and markets.

## **SDG 10**

Reduce inequality within and among countries

**10.1** By 2030, progressively achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average.

**10.2** By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

**10.3** Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

**10.4** Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.

**10.7** Facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies.

## **SDG 12**

Ensure sustainable consumption and production patterns

**12.6** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

## **SDG 16**

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

**16.3** Promote the rule of law at the national and international levels and ensure equal access to justice for all.

**16.5** Substantially reduce corruption and bribery in all their forms.

**16.6** Develop effective, accountable and transparent institutions at all levels.

**16.7** Ensure responsive, inclusive, participatory and representative decision-making at all levels.

**16.9** By 2030, provide legal identity for all, including birth registration.

## **SDG 17**

Strengthen the means of implementation and revitalise the global partnership for sustainable development

**17.16** Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilise and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries.

**17.17** Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.

## Annex 2: Your resources

### UNITED NATIONS

UN General Assembly  
[‘Transforming Our World:  
The 2030 Agenda for Sustainable Development’](#)

UN Secretary-General’s High-Level Panel  
on Women’s Economic Empowerment (2016)  
[Leave No One Behind: A call to action for gender  
equality and women’s economic empowerment](#)

UN Statistics Division  
[Global SDG Indicators Database](#)

UN Global Compact (UNGC)  
[‘How Your Company Can Advance Each of the SDGs’](#)

Business and Sustainable Development Commission  
[Major government-, donor- and business-supported  
initiative based in London to drive business strategy  
on the SDGs](#)

### INTERNATIONAL LABOUR ORGANIZATION (ILO)

ILO interactive on how decent work  
will serve the SDGs, with examples  
[‘Decent Work and the 2030 Agenda  
for Sustainable Development’](#)

ILO (2016)  
[Decent Work in Global Supply Chains](#)

Alliance 8.7  
[Alliance 8.7 to tackle child labour and  
modern slavery in support of SDG 8.7](#)

### OTHER ORGANISATIONS

World Business Council for  
Sustainable Development (WBCSD)  
[‘SDG Business Hub’. Portal with information  
for business on the SDGs and the SDG agenda](#)

Danish Institute for Human Rights (2016)  
[Human Rights Guide to the SDGs](#)

Deliver 2030  
Website facilitated by the Overseas Development  
Institute with an [‘SDG Targets Tracker’](#)

Global Reporting Initiative (GRI),  
United Nations Global Compact and World Business  
Council for Sustainable Development (WBCSD)  
[SDG Compass: The guide for business action  
on the SDGs](#)

Business Fights Poverty & the CSR Initiative  
at the Harvard Kennedy School (2015)  
[Business and the Sustainable Development Goals:  
Building blocks for success at scale](#)

Organisation for Economic Co-operation  
and Development (OECD) (2016)  
[Development Co-operation Report 2016:  
The Sustainable Development Goals as business  
opportunities, OECD Publishing, Paris. Identifies  
responsible business conduct as one of six key  
pathways to achieving the SDGs](#)

Shift (2016)  
[Business, Human Rights and the Sustainable  
Development Goals: Forging a coherent vision  
and strategy](#)

PricewaterhouseCoopers (2015)  
['Make It Your Business: Engaging with the Sustainable Development Goals', survey](#)

Institute for Human Rights and Business (IHRB) (2015)  
[Business and the Sustainable Development Goals: Mind the gap, challenges for implementation, IHRB State of Play Series: Volume Four](#)

## RELATED MATERIALS

Office of the High Commissioner for Human Rights (OHCHR) (2011)  
[Guiding Principles on Business and Human Rights: Implementing the United Nations "Protect, Respect and Remedy" framework](#)

OHCHR (2012)  
[Guidance on the UNGPs: The Corporate Responsibility to Respect Human Rights: An Interpretive Guide](#)

ITUC (2013)  
[The UN Guiding Principles on Business and Human Rights and the Rights of Workers to Join or Form Trade Unions and Bargain Collectively](#)

International Trade Union Confederation (ITUC) (2015)  
[Business Accountability for Development: Mapping business liability mechanisms and donor engagement with private sector in development](#)

UN Development Programme (2015)  
[Human Development Report 2015: Work for human development](#)

The Partnership for Action on Green Economy (PAGE)  
[Led by the United Nations Environment Programme \(UNEP\)](#)

Social Accountability International (SAI) and Interchurch Organization for Development Cooperation (ICCO)  
[United Nations Principles on Business and Human Rights: A six-stop approach to supply chain implementation](#)

Business and Human Rights Resource Centre  
[Corporate Human Rights Benchmark](#)

Global Unions  
[Site listing cross-border agreements between unions and companies](#)

OXFAM (2014)  
['Steps Towards a Living Wage in Global Supply Chains' Issue Briefing by Rachel Wilshaw](#)

## ETHICAL TRADING INITIATIVE (ETI)

ETI (2016)  
[Human Rights Due Diligence Framework](#)

ETI (2015)  
[Living Wages in Global Supply Chains: A new agenda for business](#)

ETI / Ashridge Business School Report (2015)  
[Corporate Approaches to Tackling Modern Slavery](#)

ETI / Hult Business School Report (2016)  
[Corporate Leadership on Modern Slavery](#)

The Ethical Trading Initiative (ETI) is a leading alliance of companies, trade unions and NGOs that promotes respect for workers' rights around the globe.

Our vision is a world where all workers are free from exploitation and discrimination, and enjoy conditions of freedom, security and equity.



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