

# Linking LCA and SDG

## 8

Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Date: 21 April 2023

Version: 2

Commissioned by: UNEP Life Cycle initiative and contributing companies

Prepared by: PRé Sustainability  
Shaniq Pillay  
Rosan Harmens

---

## About PRé

For thirty years PRé has been at the forefront of life cycle thinking and has built on its knowledge and experience in sustainability metrics and impact assessments to provide state of the art methods, consulting services and software tools. Internationally, leading organizations work with PRé to integrate sustainability into their product development procedures in order to create business growth and business value. PRé has an office in the Netherlands and a global partner network to support large international or multi-client projects.

### Get in touch with us

Do you have a sustainability challenge for us? We would be happy to discuss it together.

PRé Sustainability B.V.

Stationsplein 121

3818 LE Amersfoort

The Netherlands

T +31 33 455 50 22

E [consultancy@pre-sustainability.com](mailto:consultancy@pre-sustainability.com)

W [pre-sustainability.com](http://pre-sustainability.com)

PRé Sustainability is a trade mark, held by © PRé Sustainability B.V., Amersfoort, The Netherlands. All rights reserved. All trademarks acknowledged. PRé Sustainability B.V. is fully and privately owned by the management and registered with the Dutch Chamber of Commerce (Amersfoort) under number 32099599.

# Table of contents

<b>8</b>	<b>Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all .....</b>	<b>4</b>
8.1	Introduction	4
8.2	Targets and indicators of SDG 8	5
8.3	Classifying the links between SDG targets and LCA impact categories	7
8.3.1	Targets 8.1 and 8.2 Sustain economic growth and productivity	7
8.3.2	Targets 8.3, 8.9 and 8.10 Formalise local economies through access to financial services, policies for sustainable tourism and strong domestic financial institutions	8
8.3.3	Target 8.4 Ensuring resource efficiency via decoupling of economic growth and environmental degradation and providing aid for trade support	8
8.3.4	Targets 8.5 and 8.6 Increase inclusive decent employment, decrease unemployment and develop a global employment strategy	9
8.3.5	Targets 8.7 and 8.8 Eradicate forced and child labour practices and protect labour rights for minority groups and provide decent working conditions	10
8.3.6	Overview of links	11
8.4	Characterizing the relation between LCA and SDG 8	11
8.4.1	Environmental LCA	12
8.4.2	Social LCA	13
8.5	Scoring matrix for SDG 8	18
8.6	References	20

# 8 Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

## 8.1 Introduction

This SDG requires innovative thought about the way we define economic growth which aims to deliver shared prosperity for all workers and communities while simultaneously protecting the environment.

Automation presents the challenge of some jobs becoming redundant and is therefore linked to many low-level job losses in developing countries. This decouples job creation from economic growth leaving room for mass unemployment and lack of applicable skills within a workforce (Frey and Osborne, 2013)

Average global economic growth has fluctuated around 2% per year from 2014 to 2018. This goal is important because roughly half of the world's population still lives on the equivalent of US\$2 a day. According to the International Labour Organisation, 5.6% of the global working age population is unemployed as of 2017. Therefore, the creation of jobs to keep up with the growing population is pertinent.

The informal economy is thought to make up about 60.2% of global employment. 2 billion men and women who make up the informal economy are deprived of basic working conditions. Informality negatively affects workers' rights, social protection, working conditions and the rule of law in some cases (ILO, 2019). Examples of this type of job usually includes temporary workers such as street vendors, flea markets vendors, casual construction labourers, sweatshop labourers and workers in agriculture.

The gender pay gap is thought to be about 12% for half of all countries with available data. Those without available data which are mostly developing countries are forecasted to have a higher gap. This shows that discrimination still plays a large part in the employment process. In 2019, more than 20% of youth of working age were not employed, nor being educated or in training. This has largely been unchanged since 2005. In particular, women within working age, are twice as likely to be jobless or uneducated. The level of national compliance with fundamental labour rights, outlined by the International Labour Organisation, has had little change between 2015 and 2018. These are universal rights that apply to all people in all states regardless of their economic development. The number of ATMs per 100,000 adults grew by more than 50% in the last decade. In 2020, almost a third of countries with data have formulated and operationalized youth employment (Economic and Social Council, 2021).

## 8.2 Targets and indicators of SDG 8

The concepts present in this SDG mainly relate to social impact categories due to the nature of employment and working conditions in relation to economic productivity. However, environmental impact categories such as climate change affect bottom of the supply chain stakeholders disproportionately as these people have a larger dependence on natural resources to earn an income. With an increase in climatic conditions, the negative effect on small holder communities is much larger (Ochieng, Kirimi and Mathenge ,2016).

Though slow in uptake, the transition towards a greener economy through lowering environmental impacts can create many opportunities for job creation and investment in local economies which is expected to increase in the coming years.

The targets can be grouped according to the following:

- 1) Economic growth and productivity (targets 8.1 and 8.2)
- 2) Formalising local economies (targets 8.3, 8.9 and 8.10)
- 3) Resource efficiency (target 8.4)
- 4) Inclusive employment (target 8.5 and 8.6)
- 5) Eradicating forced employment (targets 8.7 and 8.8)

SDG 8 links closely with health and safety, inclusive and basic needs goals such as SDG 1: No poverty, SDG 3: Good health and wellbeing, SDG 4:Quality education, SDG 5: gender equality, SDG 10: Reduced inequalities, SDG 12: sustainable production and consumption and SDG 16: Peace, justice and strong institutions.

Table 1. The targets and indicators defined for SDG 8

Target	Indicator
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	8.3.1 Proportion of informal employment in non-agriculture employment, by sex

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	8.4.1 Material footprint, material footprint per capita, and material footprint per GDP
	8.4.2 Domestic material consumption, domestic material consumption per capita, and domestic material consumption per GDP
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	8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities
	8.5.2 Unemployment rate, by sex, age and persons with disabilities
8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training	8.6.1 Proportion of youth (aged 15-24 years) not in education, employment 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	8.7.1 Proportion and number of children aged 5-17 years engaged in child labour, by sex and age
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	8.8.1 Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status
	8.8.2 Increase in national compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status
	8.9.1 Tourism direct GDP as a proportion of total GDP and in growth rate

8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products	8.9.2 Number of jobs in tourism industries as a proportion of total jobs and growth rate of jobs, by sex
8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all	8.10.1 Number of commercial bank branches and automated teller machines (ATMs) per 100,000 adults
	8.10.2 Proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider
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	8.a.1 Aid for Trade commitments and disbursements
8.b By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization	8.b.1 Total government spending in social protection and employment programmes as a proportion of the national budgets and GDP

## 8.3 Classifying the links between SDG targets and LCA impact categories

Asterisk (\*) represents a link that is established under specific condition outlined under the target.

Underlined topics represent those that are deemed critical by the SDG Assessment methodology.

### 8.3.1 Targets 8.1 and 8.2 Sustain economic growth and productivity

*Target 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*

*Target 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*

No links are made to environmental and social LCA impact categories for these targets. These aims are intrinsic to the results of an economic assessment and therefore not applicable.

### 8.3.2 Targets 8.3, 8.9 and 8.10 Formalise local economies through access to financial services, policies for sustainable tourism and strong domestic financial institutions

*Target 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*

*Target 8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products*

*Target 8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all*

These targets refer to the efficacy of governance systems. This is outside of the scope of business operations and therefore there are few links with a company's actions. However, policy and procedure within the business for its stakeholders can follow that of government to its citizens. These targets therefore reflect the internal business management.

#### Social LCA:

- **Local community's access to tangible resources\*:** when a company supports this topic, they are addressing the local community's access to resources such as electricity, internet and mobile phones which is instrumental to aid in using financial services. This links with target 8.3 and 8.10. \*This refers to the specific condition that the business provides access to financial services and/or innovation.
- **Local communities contribution to economic development:** when a company contributes to this topic, they are bringing employment to the local community such as investing in the area, creating economic activities in the region and contributing to better infrastructure. This links to target 8.3 and 8.9
- **Small-scale entrepreneurs access services and inputs:** when a company support this topic, they are giving entrepreneurs access to inputs such as credit, banking and secure methods for storing and saving money. This links directly to the formalization of local economies in target 8.3. This also expands access to financial services as describes in target 8.10.

### 8.3.3 Target 8.4 Ensuring resource efficiency via decoupling of economic growth and environmental degradation and providing aid for trade support

*Target 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*

#### Environmental LCA:

Environmental LCA impact categories all link to Target 8.4. with regards to global resource efficiency. The aim of sustainable production and consumption is to separate the effects of



increasing economic growth from that of environmental degradation. When a company supports sustainable production and consumption, they reduce their environmental impacts as much as possible without compromising on economic growth. This refers to the specific impact categories of land use, water use, mineral and metal use and fossil resource use.

- **Land use:** when a company supports this topic, they are decreasing their land use without compromising the growth of the business.
- **Water use:** when a company supports this topic, they are decreasing their water use without compromising the growth of the business.
- **Mineral and metal resource use:** when a company supports this topic, they are decreasing their mineral and metal resource use without compromising the growth of the business.
- **Fossil resource use:** when a company supports this topic, they are decreasing their fossil resource use without compromising the growth of the business.

### 8.3.4 Targets 8.5 and 8.6 Increase inclusive decent employment, decrease unemployment and develop a global employment strategy

*Target 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.*

*Target 8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training*

#### Social LCA:

- **Workers Remuneration:** when a company supports this topic, they pay a living and minimum wage to ensure that workers are not exploited for their labour. This translates to productive and decent jobs with regards to employees' economic livelihoods. This links to target 8.5.
- **Worker's discrimination:** when a company contributes to this topic, they are actively preventing discrimination and promoting non-discrimination in the workplace. This is inclusive of vulnerable groups who have traditionally been unsuccessful in the hiring process thus linking to target 8.5.
- **Local communities' skills development\*:** when a company supports this topic, they aid in upskilling communities which can serve as a base for increasing local employment. This links to target 8.5. \*This refers to the specific condition that young people within the community are employed and upskilled.
- **Local communities' contribution to economic development:** when a company supports this topic, they cultivate conditions for economic development such as creating economic activities in the region linking to target 8.5.
- **Small scale entrepreneur's women empowerment:** when a company supports this topic, they allow more equal opportunity for employment as well as increasing the likelihood of women becoming employed. This directly links with target 8.5 through supporting previously disadvantaged and unemployed groups.

### 8.3.5 Targets 8.7 and 8.8 Eradicate forced and child labour practices and protect labour rights for minority groups and provide decent working conditions

*Target 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*

*Target 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*

#### Social LCA:

- **Worker's health and safety:** when a company supports this topic, they are maintaining or improving the safety and overall health of the worker. This links to target 8.8 by ensuring decent working conditions and protecting labour rights through safe and secure working environments.
- **Worker's child labour:** when a company supports this topic, they are working actively to eradicate child labour practices and pro-actively raising awareness of its associated issues. This links directly with target 8.7.
- **Worker's forced labour:** when a company supports this topic, they are working actively to eradicate forced labour practices and pro-actively raising awareness of its associated issues. This links directly with target 8.7.
- **Worker's discrimination:** when a company actively engages in preventing discrimination between age, race, class, gender and other demographics, it contributes to decent and inclusive workspaces as describe by target 8.8. This ensures a culture of diversity and the support of minority groups of staff.
- **Worker's freedom of association and collective bargaining:** when a company supports this topic, they support their employees' right to join organisations such as unions to pool their interests. This allows for secure working conditions and productive employment as workers are not being individually exploited and are given employees a voice to express their grievances. Target 8.8 is linked.
- **Small-scale entrepreneur's child labour:** when a company supports this topic, they are ensuring child labour practices are eradicated. Child labour practices can exist through insufficient adult labour availability, inadequate technology and cultural traditions. This links directly with target 8.7.
- **Small-scale entrepreneur's health and safety:** when a company supports this topic, they are ensuring HSE measures are in place to improve safe working conditions and avoid hazards. This links directly to target 8.8 by promoting safe and secure working environments.

### 8.3.6 Overview of links

In Figure 1 the overview of the links between LCA impact categories and SDG 8 is shown.

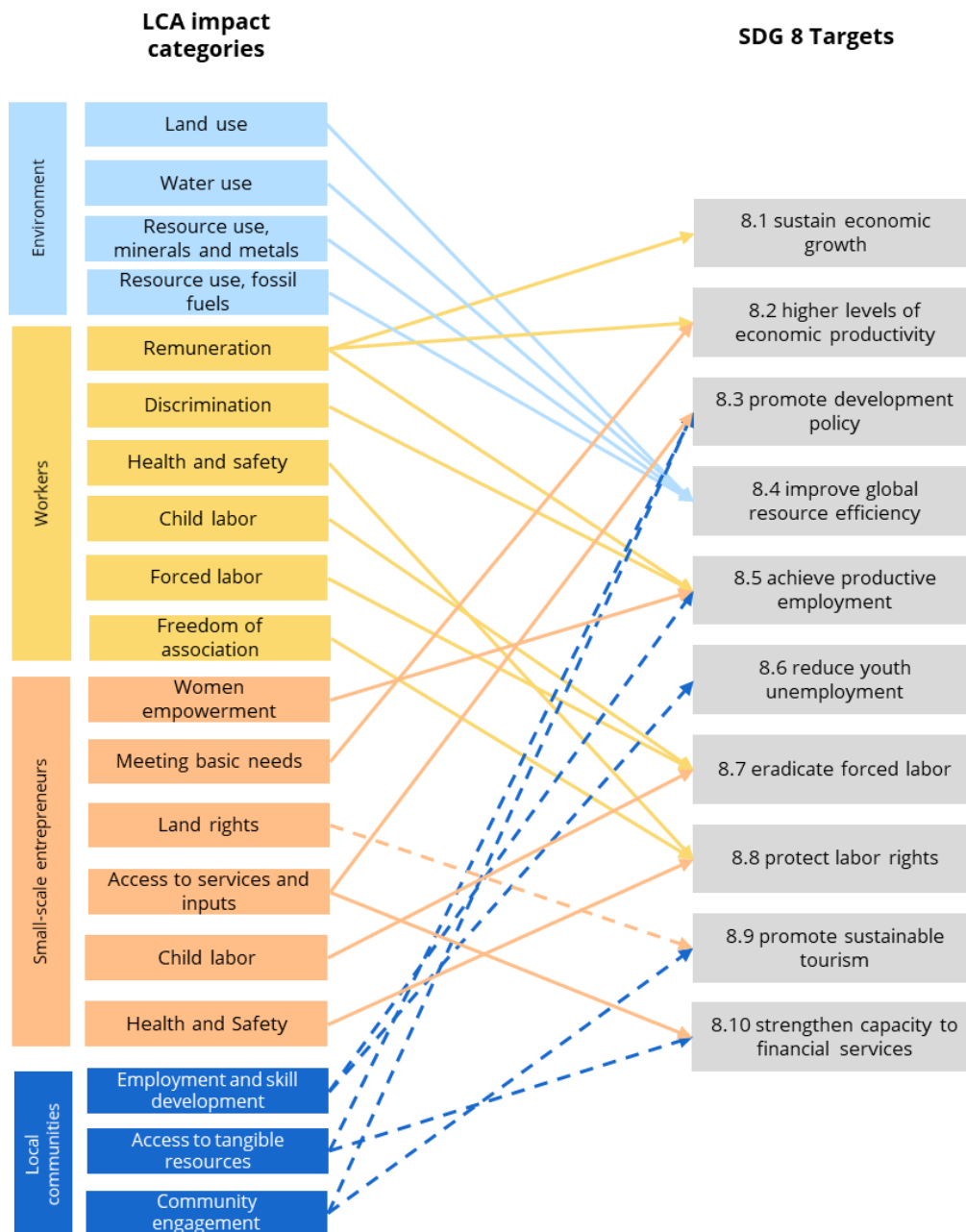


Figure 1 Overview of links between LCA impact categories and SDG targets for SDG 8

## 8.4 Characterizing the relation between LCA and SDG 8

In this paragraph, the nature of the relation between the impact categories and the targets of SDG 8 are defined. This step determines the score needed to qualify as a contribution to a target, per target and impact category. The first section describes how environmental impact category indicator results can be linked; the second section does the same for social metrics.

Asterisk (\*) represents a link that is established under specific condition outlined under the target.

Underlined topics represent those that are deemed critical by the SDG Assessment methodology.

### 8.4.1 Environmental LCA

Table 6.2 environmental topic linking to SDG 8

LCA impact category	Rationale	Requirements to be counted as a contribution to SDG 8	
Land use	SDG target 8.4 Land use refers to the use of land for producing resources and therefore relates to resource efficiency.	+2	The environmental impact is a lot lower than the reference product (>10%)
		-2	The environmental impact is a lot higher than the reference product (> 10%)
Water use	SDG target 8.4 Water use refers to the use of this natural resource. An increased water use relates to an inefficiency in resource use.	+2	The environmental impact is a lot lower than the reference product (>10%)
		-2	The environmental impact is a lot higher than the reference product (> 10%)
Mineral and metal resource use	SDG target 8.4 Mineral and metal resource use relates to the amount of this resource that is used or preserved.	+2	The environmental impact is a lot lower than the reference product (>10%)
		-2	The environmental impact is a lot higher than the reference product (> 10%)
Fossil resource use	SDG target 8.4 Fossil resource use relates to the amount of fossil fuel used in business operations and the amount conserved.	+2	The environmental impact is a lot lower than the reference product (>10%)
		-2	The environmental impact is a lot higher than the reference product (> 10%)

## 8.4.2 Social LCA

Table 6.3: Social topic linking to SDG 8

Stakeholder	Social topics	Rationale	Requirements to be counted as a contribution to SDG 6	
Workers	Health and Safety	<p>SDG target 8.8</p> <p>Health and safety refer to the management systems that are responsible for physical, mental and social well-being of the worker. This creates decent working conditions and upholds labour rights with regards to working environments.</p>	+2	<p>The company is best in its class with regards to decent working conditions. All workers have the right to a safe and healthy workplace as defined by OSHA. The working culture of the company ensures the best possible OHS performance.</p>
		+1		<p>The company has a management system in place to improve the working culture proactively and continuously beyond an acceptable level. This can be demonstrated.</p>
		-1		<p>The company has neglected the working conditions (and culture) regarding maintaining OHS. This has resulted to high accident rates and deteriorating health conditions of workers. The company</p>
		-2		<p>Incidents of actual damage, adverse impacts or risks to the community's access to tangible resources have been discovered, but a corrective action plan with a timeline for completion has not been developed.</p>
	<p><u>Remuneration</u></p>	<p>SDG target 8.1, 8.2 and 8.5</p> <p>A company that pays workers above the national poverty line or a living wage contributes to productive employment and</p>	+2	<p>Workers are paid a living wage for a standard family as defined by the Wage indicator. Above this, all workers receive additional social benefits as defined for retirement, health, insurance, disability coverage.</p>

	decent work as well as economic productivity within the worker's locality.	+1	Workers are paid at least a living wage for a standard family as defined by the Wage indicator.
		-1	Not all workers are paid a living wage for a single household or are not paid the legal or industry minimum wage and/ or social benefits are not according to applicable law. The company has committed to resolve this issue with a clearly define timeline.
		-2	Workers are paid below the poverty line in the country or region, or if this is not defined in the country or region, the payment is clearly insufficient, or workers are not paid the legal or industry minimum wage and/or social benefits are not according to applicable law. There is not commitment to address this issue.
Discrimination	SDG target 8.5 When there are discriminatory practices within the workplace, full and productive employment cannot be reached. This also excludes vulnerable and minority groups from access to decent work.	+2	The company has a management system in place that pro-actively promotes non-discrimination in its organisation and the entire supply chain. The aspects of this topic are reported publicly with top management prioritising this.
		-1	Incidents of discrimination have been discovered and the company has established a corrective action plan with a clear timeline for completion.
		-2	Incidents are reported revealing discrimination that frequently occurs or is part of the company's culture and procedures
<u>Child labour</u>	SDG target 8.7 Child labour practices as defined by the ILO deprives children of their mental and	+2	The company has made eliminating the use of child labour in its own organisation, its entire value chain and its clientele, a top priority and can demonstrate the success of this approach.

physical development and exploits this vulnerable group.		-1	Incidents of child labour have occurred in the company and a corrective action In with a clear timeline for completion has been developed.
		-2	Incidents of child labour including the worst forms of child labour and children in hazardous work have been discovered.
<u>Forced labour</u> SDG target 8.7  Forced labour practices infringe on individual agency. Workers should be free to leave the workplace and manage their own time while on duty.		+2	The company has made eliminating the use of forced labour in its own organisation, its entire value chain and its clientele, a top priority and can demonstrate the success of this approach.
		-1	Incidents of forced labour have occurred in the company and a corrective action In with a clear timeline for completion has been developed.
		-2	Incidents of forced labour have been discovered within the company or facility. A corrective action plan has not been developed.
<u>Freedom of association and collective bargaining</u> SDG target 8.8  Freedom of association and collective bargaining allows for secure working conditions and a productive workforce a workers are not being exploited.		+2	The company or facility engages in dialogue with the collective representation of workers and incorporates their views into management decisions in a structured and well-defined way.
		+1	The company informs workers of decisions that could affect their position, before they are taken and recognises and listens to the collective representation or organised workers in negotiation when they provide feedback.
		-2	Incidents have been discovered that show that the company or facility prevents workers' rights to freedom of association and collective bargaining and a corrective action plan with a clear timeline has not been developed.

<b>Local communities</b>	Access to tangible resources*	SDG target 8.3 and 8.10	<b>+2</b>	The company has made the access to financial services a top priority and is actively investing in this priority that has resulted in substantial improvements.
		Access to tangible resources such as financial services enables strengthens the capacity of domestic financial institutions and supports productive activities and decent job creation.	<b>+1</b>	The company or facility has an effective management system in place to continuously and significantly improve the local community's access to financial resources
	<u>Skills development</u> *	SDG target 8.5 and 8.6	<b>+2</b>	The company actively invests in reducing the skills mismatch in the region and invests in a public private partnership or invests in other activities that increase the training capacity and quality I the region. This is not specifically guided by the company's own needs and specifically focusses on training and employing young people.
		Skills development acts as a method to upskill the local community and address the skills gaps between the local community and the business. This decreases unemployment and enhances the global employment strategy.	<b>+1</b>	The company actively contributes to reducing the skills mismatch by offering skill development for a relevant share of members of the local community (young people).
			<b>-1</b>	There is a significant skill-gap between the future needs of the company and the skill levels of local community members (especially young people of working age). The company has started to address this with an action plan and a clear timeline.
			<b>-2</b>	There is a significant skill-gap between the future needs of the company an the skills levels of local community members (especially young people of working age). The company is doing nothing to address this.
	Contribution to economic development	SDG target 8.5, 8.3 and 8.9 Contributions to local economic development create better opportunities to relieve	<b>+2</b>	The company actively invests in public private partnerships or invests in the local community in a way that creates new business opportunities and jobs in the region. The company is a constructive force in the region.



	unemployment leading to a full workforce.	+1	The company has a policy to stimulate job creation in the local community by hiring new staff, working with local suppliers or sub-contractors.
Small-scale entrepreneurs	Health and Safety	+2	The company or facility has publicly stated that health and safety for the communities from which it sources is a high priority and publicly reports and discloses its commitments, performance, progress and effectiveness of management systems. This should address access to medicine, health care, sanitation and drinking water
		-2	Evidence indicates that there is substantial risks of accidents and unhealthy working condition in the region from which the company sources. The company does not take any action to address this
	<u>Meeting basic needs</u>	+2	Th company that sources from this suppliers community has a well-defined policy and activities to actively increase the productivity and quality of the products in a way that raises the income above the level of basic needs. The company supports this group with loans as a supplement to low sources of income.
		-2	The small-scale entrepreneur cannot meets basic needs at a minimum poverty level and could not invest in further development of their farm and/or business in the most recent period. No attempts are made by the company to improve this situation.
<u>Child labour</u>	SDG target 8.7 Child labour practices as defined by the ILO deprives children of their mental and	+2	The company actively and publicly engages and invests in public private partnerships that have a proven track record in addressing the root causes of child labour in its supply chain

	physical development and exploits this vulnerable group.	+1	The company or facility has a management system in place to raise awareness of issues associated with child labour within the community from which the company sources, which addresses the root cause of child labour in the region it operated and takes appropriate action.
		-2	Incidents of child labour, including incidents referring to the worst forms of child labour have been discovered in the community from which the company sources.
Access to services and inputs	SDG target 8.3 and 8.10 Services and inputs aid in formalising the local economy, stimulating productive activities, decent jobs and entrepreneurship	+2	The company that sources from this supplier's community has made stability and quality of the access to all four services and inputs, a top priority.
		+1	Access to the four services and inputs is generally available and the company that sources from this supplier's community has provided stability and quality of the access to the scarcest services and inputs.
Women empowerment	SDG target 8.5 Women's empowerment support equal pay for equal value and increasing the employability of this group. This allows for full and productive employment	+2	The company that sources from these suppliers has made the empowerment of women in the supply chain, a high priority. Women have equal or sufficient access to land, non-land resources, financial services and equal workplace rights. This is demonstrable
		+1	The company that sources from this supplier's community has developed a policy to further improve the access to services for female entrepreneurs and can report progress.

## 8.5 Scoring matrix for SDG 8

Based on the tables above, the following summary can be made as a checklist for determining if the LCA results can support a contribution to SDG 8.

Asterisk (\*) represents a link that is established under specific condition outlined under the target.

Underlined topics represent those that are deemed critical by the SDG Assessment methodology.

Table 8: Scoring matrix for determining whether the LCA results can indeed support SDG 8

SDG 8	Red flag (-1, -2) or blocking (⊘)	Contributing			
<b>Target 8.1</b>					
<u>Remuneration</u>	⊘	-1		+1	+2
<b>Target 8.2</b>					
<u>Remuneration</u>	⊘	-1		+1	+2
<u>Meeting basic needs</u>	⊘				+2
<b>Target 8.3</b>					
Access to services and inputs				+1	+2
Access to tangible resources*				+1	+2
Contribution to economic development				+1	+2
<b>Target 8.4</b>					
Land use	-2				+2
Water use	-2				+2
Resource use, minerals and metals	-2				+2
Resources use, fossil	-2				+2
<b>Target 8.5</b>					
<u>Remuneration</u>	⊘	-1		+1	+2
Discrimination	-2	-1			+2
Women empowerment				+1	+2
<u>Employment and skills development*</u>	⊘	-1		+1	+2
<b>Target 8.6</b>					
<u>Employment and skills development*</u>	⊘	-1		+1	+2

**Target 8.7**

<u>Child labour (workers)</u>	⊘		+1	+2
<u>Forced labour</u>	⊘		+1	+2
<u>Child labour (small-scale entrepreneurs)</u>	⊘		+1	+2

**Target 8.8**

Health and Safety (workers)	-2			+2
<u>Freedom of association and collective bargaining</u>	⊘		+1	+2
Health and Safety (local communities)	-2			+2

**Target 8.9**

Contribution to economic development			+1	+2
--------------------------------------	--	--	----	----

**Target 8.10**

Access to services and inputs			+1	+2
Access to tangible resources*			+1	+2

## 8.6 References

Economic and Social Council (2021) *Progress towards the Sustainable Development Goals*. Advanced Unedited Copy. UN General Assembly.

Frey, C. B. and Osborne, M. A. (2013) 'The Future of Employment: How Susceptible Are Jobs to Computerisation?' Oxford Martin School & Univ. Oxford

ILO (2019) 'Time to act for SDG 8: Integrating Decent Work, Sustained Growth and Environmental Integrity'.

Ochieng, J., Kirimi, L., Mathenge M. (2016) 'Effects of climate variability and change on agricultural production: The case of small scale farmers in Kenya' *NJAS - Wageningen Journal of Life Sciences*

Strain, M. R. (2020) 'The Link Between Wages and Productivity Is Strong', p. 12.