

Toolkit - Resources for trainers

Good Practice - SDG Nr. 8

L'Oréal Living Wages

The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.

Goal number 8 relates to Decent work and economic growth. It aims at promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Social Goals

The "L'Oréal Living Wages" initiative aims to ensure that all workers in the world, including supplier workers, are paid a living wage.

What need does it cover?

Faced with growing inequalities and social divisions, all employers must act for a stronger, fairer and regenerative society. The overriding tool is fair wage for all employees.



<p>How was it founded?</p>	<p>L'Oréal's ambition is to be exemplary in terms of corporate social responsibility throughout the value chain. The company ensures that suppliers comply with applicable laws, respect human rights in the workplace, have a positive impact on both the environment and society, and take steps to maintain the health and safety of their teams.</p> <p>Fair wage measures are important for the company to help reduce the gender pay gap.</p>
<p>How does it relate to SDGs</p>	<p>The practice accomplishes the SDGs goal Nr 8 – Decent work and economic growth</p>
<p>Good practices</p>	<p>L'Oréal Living Wages - providing all employees in the world, including suppliers' employees, with a wage that is sufficient for them to live on.</p> <p>A living wage is one that covers the basic needs of an individual - such as housing, food, water, health care, and education - and that of dependents. Receiving fair wages for your work is a human right. The idea is that all workers and their families can afford a decent, even basic lifestyle, which is not necessarily provided by the national minimum wage.</p> <p>L'Oréal is a member of Business for Inclusive Growth (B4IG), through which it works with the OECD and other companies to promote decent wages on the sustainability agenda, and as part of the UN Global Compact Decent Work in Global Supply Chains action platform, where L'Oréal collaborates with other companies and shares best practices and challenges on the path to decent wages.</p> <p>The living wage approach is also a tool to tackle gender inequality. Women earn 20% less than men. The wage improvement proposed by L'Oréal will have a disproportionately positive impact on women and help reduce the gender pay gap.</p>



How to work on it

- By 2020, the company had provided all employees with a living wage, calculated in accordance with the local context and a list of criteria drawn up by an independent body (household size, number of people with average income, etc.).
- By 2025, in Firmenich (Firmenich is a partner of L'Oréal and number one among perfume suppliers) 10,000 workers will receive a living wage
- By 2030, all employees of strategic suppliers will receive a decent wage to support themselves in accordance with best practices.

