



SDG 8: Progress, gaps and recommendations for the UK

Compiled by:
the Trades Union Congress (TUC)



Jobs and economic growth are a significant priority for DFID. Decent work is key to achieving a number of SDGs (eg Goals 1, 5, 10 and 13).¹ The ILO's Decent Work Agenda comprises of four equally important, inseparable and interrelated pillars:

1. Employment creation and enterprise development.
2. Social protection.
3. Standards and rights at work.
4. Governance and social dialogue, with gender equality at its heart.²

The ILO also highlights that freedom of association and the effective recognition of the right to collective bargaining are particularly important to enable the attainment of the four strategic objectives.

The interconnected nature of the Goal means that a lack of policy coherence, gaps in policy, and divergence from key concepts like "decent work" lead to key opportunities being missed. As a result, much greater social dialogue is required to achieve **Goal 8** in practice.

The UK's approach is not currently well aligned with global norms. DFID's EDS, Strategic Vision for Gender Equality, and Youth Agenda do not refer to "decent work" or the ILO's Decent Work Agenda (DWA).³ Instead, DFID strategies and the Strategic Framework (2017-2021) and gender strategy

of the UK government's development finance institution, the CDC Group, refer to "quality jobs."⁴ Still missing is an explicit definition for how "quality jobs" relate to the DWA, or relevant targets and indicators to measure the UK's international contribution to "decent work", including its potential role in helping to achieve gender equality.

Women face glaring and persistent gaps in labour force participation and wages. They remain concentrated in the lowest paid, most vulnerable and poor-quality jobs, very often in the informal economy, and face deficits in collective voice and social dialogue. The DWA offers a critical strategy for addressing such gender inequalities. Alignment with global norms and standards is critical for transparency on the impact of DFID's work and for policy coherence. For example, through the Responsible, Accountable and Transparent Enterprise (RATE) programme, DFID stated it "will provide £26.8m from July 2014 to March 2019 to help multinational and local businesses manage the social and environmental implications of their actions, and be accountable for the consequences for poor workers and communities."⁵ It is not yet clear how evidence from RATE is subsequently influencing DFID's own priorities for economic development programming.

DFID's EDS focuses on the role of the private sector in development. However, a more balanced and nuanced approach to the private sector is required for delivery of Goal 8, as well as critical for progress in Goal 10. Emphasis on trade openness and creating an investment climate that is friendlier towards large multinational businesses can be counterproductive for small scale farmers, micro, small and medium-sized enterprises, fledgling domestic sectors and industries that are also part of the private sector. Negative impacts on women and girls, especially those from poor and marginalised communities, can be distinctly pronounced

1. Decent work has been defined by the ILO and endorsed by the international community as being productive work for women and men in conditions of freedom, equity, security and human dignity. http://www.ilo.org/wcmsp5/groups/public/---dgreports/---exrel/documents/publication/wcms_172609.pdf

2. Ibid.

3. <https://www.gov.uk/government/publications/dfids-economic-development-strategy-2017>; https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/550229/DFIDyouthagendaapproach4.pdf; and <https://www.gov.uk/government/publications/dfid-strategic-vision-for-gender-equality-her-potential-our-future>

4. <https://assets.cdcgroup.com/wp-content/uploads/2017/06/25150902/Strategic-Framework-2017-2021.pdf>

5. <https://devtracker.dfid.gov.uk/projects/GB-1-203448/>

given the prevailing contexts of economic inequality that they face. It can also harm development, environmental and climate change outcomes more broadly.

Instead, countries and regions should be supported to establish domestic policies that best suit their inclusive development agendas and enable decent and green job creation. Donor and private sector partnerships should be required to demonstrate development and financial additionality, and private sector actors - especially UK companies operating overseas - should be mandated to comply with human rights, "do no harm" and development effectiveness principles throughout their operations and supply chains. Government and donors should also ensure a strong gender lens and transparent and accessible accountability mechanisms in cases when human rights violations have occurred.⁶

The UK government's pursuit of Economic Partnership Agreements (EPAs) with African regional blocs potentially undermines progress on **Goal 8**. Trade unions across Africa have expressed concerns that EPAs mean countries would have to bring down protections on key sectors of their economy to enable imports from the UK.⁷ Since many domestic producers will not be able to compete with the price of UK goods, decent jobs in industry will be lost and more workers are likely to be forced to take up work in the informal economy.

EPAs do not contain effective enforcement mechanisms to ensure respect for ILO core conventions, with no process for trade unions to take part in independent investigations into suspected abuses of labour standards and no sanctions if violations take place. EPAs, along with other free trade deals the UK government may pursue, will also deprive African and other countries in the Global South of tariff revenues that could have been used to support public services and social protection provisions.

The impacts of trade deals are often deeply gendered, with significant impacts on women as workers, producers, consumers, and users of public services. This understanding should be mainstreamed throughout the UK's general approach to trade post-Brexit, including by DFID, FCO and the Department for International Trade.

The CDC Group

Links that the CDC Group made to the SDGs in its Strategic Framework and Gender Position Paper have been welcomed. However, there could be more detail on how it will contribute to SDG delivery in practice through the increased amount

of ODA for which it is responsible.⁸ This is especially important given CDC's commitment to increase investments in risky environments, such as fragile and conflict-affected states, where it will be imperative to do no harm.⁹

CDC and DFID should ensure that all their investments (and those made by investees) are in line with the SDGs, and are subject to mandatory human rights due diligence, planning and monitoring that includes civil society and trade unions. This should include the officially agreed definition of "decent work" and its four pillars, and ensure that CDC's Responsible Code of Investing is more in line with the new World Bank Environmental and Social Framework, and supports, not undermines, the Paris Climate Agreement and other global agreements.¹⁰

Inclusive economic development

Inclusive economic development requires that marginalised economic actors, including informal workers, women, people with disabilities and young people in poverty, have equitable access to economic opportunities. For example, investing in the care economy can support women's access to economic opportunities (see **Goal 5**).¹¹

DFID's EDS includes a commitment to creating "more opportunities for the poorest and excluded groups to access improved jobs, labour rights and working conditions."¹² Though welcome, more clarity is needed on the specific interventions that will ensure genuinely decent jobs are created through these opportunities. Furthermore, the UK should provide support to people facing often multiple, intersecting forms of identity-based marginalisation and discrimination to meaningfully participate in and influence economic development more broadly, including in relation to education, skills, capacity-building and worker representation.

A proper approach to inclusive economic development should incorporate agricultural workers, producers and small scale farmers, many of whom are women and face particular barriers to decent work. DFID's EDS references "productive jobs" in agriculture but has tended to promote large scale agribusiness above small scale farmers, which has had harmful effects on sustainability, poverty reduction and gender equality.¹³ For more on this, see **Target 2.3**.

The UK government's international support to promoting

6. <https://www.parliament.uk/business/committees/committees-a-z/commons-select/international-development-committee/inquiries/parliament-2017/dfid-economic-strategy/publications/>
7. <https://www.etuc.org/en/publication/joint-ituc-africaetucituc-statement-eu-economic-partnership-agreements-central-africa>

8. <https://assets.cdcgroup.com/wp-content/uploads/2017/06/25150902/Strategic-Framework-2017-2021.pdf>; <https://assets.cdcgroup.com/wp-content/uploads/2018/07/11143751/Gender-Position-Statement.pdf>
9. <https://caford.org.uk/content/download/44050/514335/version/2/file/CAFOD%20briefing.%20New%20DFID%20capital%20investment%20CDC%20Group%20November%202017.pdf>
10. <http://www.worldbank.org/en/news/press-release/2016/08/04/world-bank-board-approves-new-environmental-and-social-framework>
11. https://www.ituc-csi.org/IMG/pdf/care_economy_en.pdf
12. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/587374/DFID-Economic-Development-Strategy-2017.pdf
13. <https://waronwant.org/media/dfid-and-agribusiness-africa-toxic-mix>

inclusive economic development should focus on sectors and systems that are the most important for people living in poverty, recognise the diversity of the private sector, and give greater consideration to the terms under which businesses are integrated into global value chains. It should also take into account the importance of the informal economy to inclusive economic development.

DFID should measure the number and quality of jobs created for women, especially those from excluded groups, through its spending on economic development (including its increased spending through the CDC Group). Measures to report against could include: reduction of the gender pay gap; eradicating verbal, physical and sexual harassment and abuse; addressing barriers to decent work, including unpaid care work and VAWG; improving the distribution by gender across different sectors; numbers of women on permanent versus short-term contracts; and number of women able to exercise their right to freedom of association and collective bargaining.¹⁴

Inclusive economic development also requires proper recognition of the role that trade unions play. For example, the ILO highlights that collective bargaining is a particularly important mechanism for closing the pay gap between men and women and achieving gender equality (see also

Goal 5).¹⁵

Global value chains

Global value chains have created millions of jobs for women. However, evidence suggests that these jobs often fall short of decent work standards and women regularly experience violence and harassment. The cheap, abundant labour of women and relative lack of bargaining power serves as a comparative advantage to exporting countries seeking to attract investors.¹⁶

However, RATE’s mid-term evaluation states that most of the responsible business initiatives they supported are not well-targeted for workers in global value chains and have an “undifferentiated approach regarding women and disadvantaged socio-economic groups.”¹⁷ The UK’s constructive engagement with stakeholders on the proposed ILO Convention on Violence and Harassment in the Workplace is welcome.¹⁸ However, there are concerns that, like many governments, it is failing to shoulder full responsibility for all the suggested provisions of the Convention, creating potential gaps of coverage between the duties of governments and employers.

DFID’s recent Disability Strategy includes economic

14. Evidence from the Gender and Development Network.

15. https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/publication/wcms_528947.pdf

16. https://www.ethicaltrade.org/sites/default/files/shared_resources/WJ3589_ETI_Gender_Analysis_Report_LOWRES.pdf

17. <https://devtracker.dfid.gov.uk/projects/GB-1-203448/documents.pii>

18. https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_553577.pdf

empowerment of people with disabilities as a focus and makes a number of commitments, including on tackling systematic barriers to employment. It also commits to double the amount of economic empowerment programmes classified as “disability inclusive” by 2023 (from an estimated baseline of 13%). However, the UK should reconsider whether this is a sufficiently ambitious target given their commitment to mainstream disability across everything that DFID does.¹⁹ DFID has also committed to working with the CDC Group to ensure “disability inclusion matters to, and is taken into account by, the companies they fund.”²⁰

DFID’s Youth Agenda does not mention decent work (or quality jobs). This report urges DFID to meaningfully engage young people in the Global South, in order to better understand both the economic challenges they face and what decent work and livelihood means to them.²¹ A meaningful process would involve working with youth-led civil society and trade unions to engage global youth networks and ensure young people are reached in rural and urban settings to build a comprehensive picture.

Formal and informal employment

The informal economy absorbs more than half of the global workforce, including more than 90% of micro, small and medium sized enterprises.²² While DFID’s EDS references the informal sector, the UK government should adopt a broader approach to informal work that considers where people are currently working, and in particular seeks to understand the role, contribution of, and challenges within the informal sector, including the deeply gendered nature of these.²³

DFID and the CDC Group should support increased formalisation that leads to more decent work by drawing on ILO Recommendation 204.²⁴ This should include promotion of employment protection, creating an enabling environment for social dialogue, and building the capacity of informal workers to organise. In Kenya, for example, social dialogue involving the national trade union centre helped spearhead the creation of five new labour laws that apply to all formal and informal workers.²⁵

Support for increased formalisation by the UK government necessitates a broader approach to social protection, that better supports universal access to social protection and social protection floors (in line with ILO Recommendation

19. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/760997/Disability-Inclusion-Strategy.pdf

20. *Ibid.*

21. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/550229/DFIDyouthagendaapproach4.pdf

22. https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_377771/lang--en/index.htm

23. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/587374/DFID-Economic-Development-Strategy-2017.pdf. (p. 5 and 21)

24. https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_377774.pdf

25. https://www.ituc-csi.org/IMG/pdf/kenya_social_dialogue_informal_web_en.pdf

202).²⁶ DFID should avoid using the World Bank's Doing Business Report and World Development Report (2019), which continues to promote the idea that labour market deregulation creates jobs, despite the Bank's own evidence to the contrary.²⁷

Access to services

Inclusive and sustainable economic growth requires universal access to gender responsive, quality public services (GRPS) that are underpinned by decent jobs. Provision of quality GRPS is also a key strategy for freeing up women's time and energy for accessing decent work opportunities by redistributing care work from households to the state.

The UN special rapporteur on extreme poverty and human rights has criticised the extent to which the World Bank and IMF have actively promoted widespread privatisation of basic public services, without regard to human rights implications or the consequences for the poor (see, for example, Goal 6). In many cases they have been supported by the UK government.²⁸ The UK government is an influential actor at both these institutions and should use its influence to ensure policy coherence in its multilateral work that supports, not undermines, the SDGs.

Evidence indicates that privatisation of key public services (including PPPs) can often decrease the availability of jobs and reduce job security, due to short-term contracts and secondary sub-contracting motivated by a private sector incentive to increase profit margins. The ability to exercise freedom of association and collective bargaining is further complicated as employees are divided into smaller units so trade unions negotiate with a larger number of employers outside nationally agreed terms and conditions, making it harder to improve them.²⁹ The UK government should cease the international promotion of PPPs including Private Finance Initiative type contracts by DFID, Healthcare UK, the FCO and CDC.³⁰ These high-risk contracts can often undermine decent work by promoting precarious employment through multiple subcontractors and can lead to significant job losses when a company collapses.³¹ The UK should instead support **Goal 8** by promoting quality public services as an efficient and effective way to create decent jobs.

26. https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:P12100_INSTRUMENT_ID:3065524

27. <https://www.ituc-csi.org/world-bank-should-scrap>; <https://www.ituc-csi.org/world-bank-s-world-development-20671>; https://siteresources.worldbank.org/EXTNWDR2013/Resources/8258024-1320950747192/8260293-1322665883147/WDR_2013_Report.pdf

28. <https://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=23740&LangID=E>

29. http://www.world-psi.org/sites/default/files/documents/research/rapport_eng_56pages_a4_lr_0.pdf

30. For example: <https://devtracker.dfid.gov.uk/projects/GB-1-203463>; <https://devtracker.dfid.gov.uk/projects/IN-MCA-U74140WB1983PTC036093-ITCF>; https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/266818/07_PPP_28.11.13.pdf; <https://www.gov.uk/government/news/british-high-commission-launches-ppp-training-in-zambia-2>

31. <https://www.theguardian.com/politics/2018/feb/03/pfi-carillion-capita-critical-list-outsourcing>

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.

The model of economic development championed by DFID's EDS does not pay sufficient attention to the role of natural resources and systems underpinning economic activity, nor does it commit to ensuring that economic development is environmentally sustainable. If supply chains that source products in less wealthy parts of the world do not also support sustainable economic development, they risk negative social and environmental impacts, as can be observed in, for example, food and fashion supply chains.³²

DFID needs to revise its EDS to align with commitments to keep the world to 1.5C of warming and take greater account of environmental systems. If economic policy is not designed appropriately, in consultation with stakeholders, economic development risks increasing environmental degradation and climate change, which in turn can increase poverty. Again, the ways in which the impacts of environmental degradation and climate change are experienced are deeply gendered.

The ILO, in its Guidelines for a Just Transition to Environmentally Sustainable Economies and Societies for All has highlighted the link between decent work and green jobs as a crucial part of transitioning towards an "environmentally sustainable economy."³³ CAFOD research indicates that, if designed in a careful participatory manner, public transport, agriculture, recycling and renewable energy have transformational potential for boosting green and decent jobs.³⁴

Delivering such jobs requires strategic thinking to ensure interventions, by governments, businesses or other actors do not undermine environmental sustainability or human rights, including labour rights; and that marginalised groups do not suffer negative impacts resulting from a low-carbon shift (see **Goal 7** and **13**).³⁵ DFID has neglected the role of organised workers and their trade unions in creating green workplaces even though

32. For example: <https://cleanclothes.org/>

33. https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_432859.pdf

34. <https://cafod.org.uk/content/download/47833/577828/version/2/file/Lukka%20Decent%20green%20jobs%20for%20marginalised%20actors%20Discussion%20paper%2050%20pp%202019.pdf>

35. <https://cafod.org.uk/content/download/47835/577840/version/1/file/CAFOD%20Jobs%20for%20Transformation%2010%20page%20discussion%20paper%202019.pdf>

workers, through their unions, can raise problems and suggest solutions in Health and Safety Committees and, when enabled, through Environmental Workers' Committees. We recommend greater direct support from the UK government to the integrated creation of decent work and green jobs in collaboration with workers and trade unions to ensure a just transition.

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.

The UK government has demonstrated valuable global leadership on tackling slavery and forced labour. For example, Section 54 of the Modern Slavery Act 2015 introduced a transparency requirement for businesses regarding the actions they take to address modern slavery in their own operations and their global supply chains.³⁶ This reporting requirement extends right down the supply chain and is international in scope. It is important to emphasise, however, that even in this flagship area of business and human rights policy, government monitoring of performance and enforcement of the new legal requirement to prepare a modern slavery statement is inadequate and it does not extend to the public sector. In addition, the way that the current law is drafted means that a business can report that they are taking no action and still comply with the letter, if not the spirit, of the law.

The CDC Group has requested its contractors to confirm whether they comply with ILO Core Labour Conventions 29 and 105 and relevant UK legislation, including the Modern Slavery Act, but not all contractors responded to this request.³⁷ CDC should develop robust workplace monitoring procedures, involving trade unions, to ensure contractors and sub-contractors comply with these requirements, rather than relying solely on their self-reporting.

Internationally, the UK has played an important leadership role in pushing for progress on Target 8.7 (see also Target 5.2). At the 2017 UN General Assembly, the prime minister launched a Global Call to Action to End Forced Labour, Modern Slavery and Human Trafficking, which commits countries to develop national plans to meet the Target and now has over 80 signatories. DFID funds seven programmes that include work on trafficking and exploitation, with a total value of £233m, although most of this is for work across several issues. The UK also made a £20m investment in the

36. <http://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>
 37. <https://www.cdcgroup.com/wp-content/uploads/2018/06/CDC-Modern-Slavery-Act-2018-Statement-Final.pdf>

new Global Fund to End Modern Slavery, while the Home Office hosts an End Modern Slavery Fund that will disburse £33.5m in the UK and overseas from 2016-2020.

The UK continues to identify more victims of modern slavery and trafficking but has been criticised for its response to victim support, in particular a lack of specialist support, in amongst the shortcomings of the current National Referral Mechanism for identifying and supporting victims, which conflates modern slavery with tackling illegal immigration. While primarily concerning the domestic response, internationally further collaboration with the countries of origin of victims is also required to build intelligence pictures and more bilateral agreements are required to aid prevention. A proactive approach, including working with trade unions, to reducing vulnerability to all forms of modern slavery, should be adopted in the UK's international ODA expenditure.³⁸

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.

Slavery is one extreme on a spectrum of labour rights abuses. There is scope for the UK government to achieve significant progress on **Goal 8** by delivering on its existing commitment to implement the UN Guiding Principles on Business and Human Rights.³⁹ However, the FCO has recently stated that the UK government does not plan to review and update the 2016 National Action Plan on Business and Human Rights with new commitments or to evaluate the extent to which it has changed business practices in relation to human rights.

This is a missed opportunity for achieving policy coherence across different government departments and ensuring that resources are spent effectively. Migrant workers would also benefit from this international approach and the proposed intergovernmental cooperation to improve access to justice across borders if they are mistreated.

In addition, the OECD Guidelines on Multinational Companies are an important tool in protecting labour rights and the UK should support the delivery of **Target 8.8** by restoring this

formerly effective tool to its full potential.⁴⁰ DFID's EDS can also be improved by being explicit about the importance of

38. <https://www.state.gov/j/tip/rls/tiprpt/countries/2018/282775.htm>;
<http://www.antislavery.org/wp-content/uploads/2018/09/Before-the-Harm-is-Done-report.pdf>

39. [https://cafod.org.uk/content/download/32806/384920/version/4/file/CAFOD%20Business%20and%20human%20rights%20report,%20%27Leader%20or%20Laggard%27%20\(November%202016\).pdf](https://cafod.org.uk/content/download/32806/384920/version/4/file/CAFOD%20Business%20and%20human%20rights%20report,%20%27Leader%20or%20Laggard%27%20(November%202016).pdf)

40. <https://www.amnesty.org.uk/resources/report-uk-national-contact-point-how-human-rights-complaints-are-handled>

protecting labour rights and respect international labour standards for achieving the SDGs and decent work.

Trade unions play a vital role in protecting and promoting respect for international labour standards, strengthening democracy, and promoting safe and secure working environments for all workers. In the UK, they have a strong track record of effective development cooperation, using their international structures to influence policies for the benefit of workers and helping to build capacity of unions in the Global South and in fragile and conflict affected states so that working people can claim their rights at work and hold their governments to account. Greater recognition of this role and track record is needed by DFID.

To achieve Goal 8, the UK government should:

- Set clear definitions, targets and indicators to measure “decent work” outcomes, with a strong gender lens, mapping onto ILO’s Decent Work Agenda and international labour standards. Based on this, the CDC Group should also develop a minimum set of standards to guide investment decisions in consultation with civil society organisations and trade unions.
- Review its approach to trade deals, such as EPAs, to include exemptions for public services and binding protections for the environment and international labour standards. This should also include effective enforcement mechanisms, processes for trade unions to take part in independent investigations into suspected labour rights violations, and sanctions if violations take place.
- Explicitly recognise and seek to address the potentially harmful impacts of any existing or future trade agreements on gender and economic inequality. Ensure countries in the Global South have the policy space to invest in, diversify and strengthen their domestic industries and sectors, with a view to creating sustainable, decent and green jobs for all.
- Support the strengthening of and investments in GRPS that advance inclusion and equality and promote decent work for all including for marginalised people, particularly women, people with disabilities and informal workers.
- Build the capacity of trade unions and civil society to deliver decent work for all and increase space for social dialogue. Commit to engage meaningfully with young people, particularly in the Global South, to better understand the challenges they face and what decent work and livelihoods mean to them.
- Use the UK’s influence in the World Bank Group (WBG) and IMF to advocate for evidence-based policies on inclusive economic development that support the achievement of decent work.
- Mainstream environmental sustainability across its international economic strategy and set relevant indicators and targets. Ensure economic development is compatible with a 1.5° climate scenario and is environmentally sustainable.
- Adopt legislation for UK companies and UK public authorities, including CDC, to carry out human rights due diligence throughout their supply chains, with the ability to hold them to account for a failure to act that ends in court. Ensure access to effective remedy for workers, community members and human rights defenders whose rights have been violated, noting the specific violations and barriers to remedy faced by women. Create and implement robust enforcement mechanisms on modern slavery. Support the creation of a UN Binding Treaty on Business and Human Rights and ILO Convention on Violence and Harassment in the Workplace.

This chapter is part of Bond’s report, **The UK’s global contribution to the Sustainable Development Goals**.

Access the rest of the report at bond.org.uk/UK-global-contribution-SDGs

Bond is the UK network for organisations working in international development. [Bond.org.uk](https://bond.org.uk)