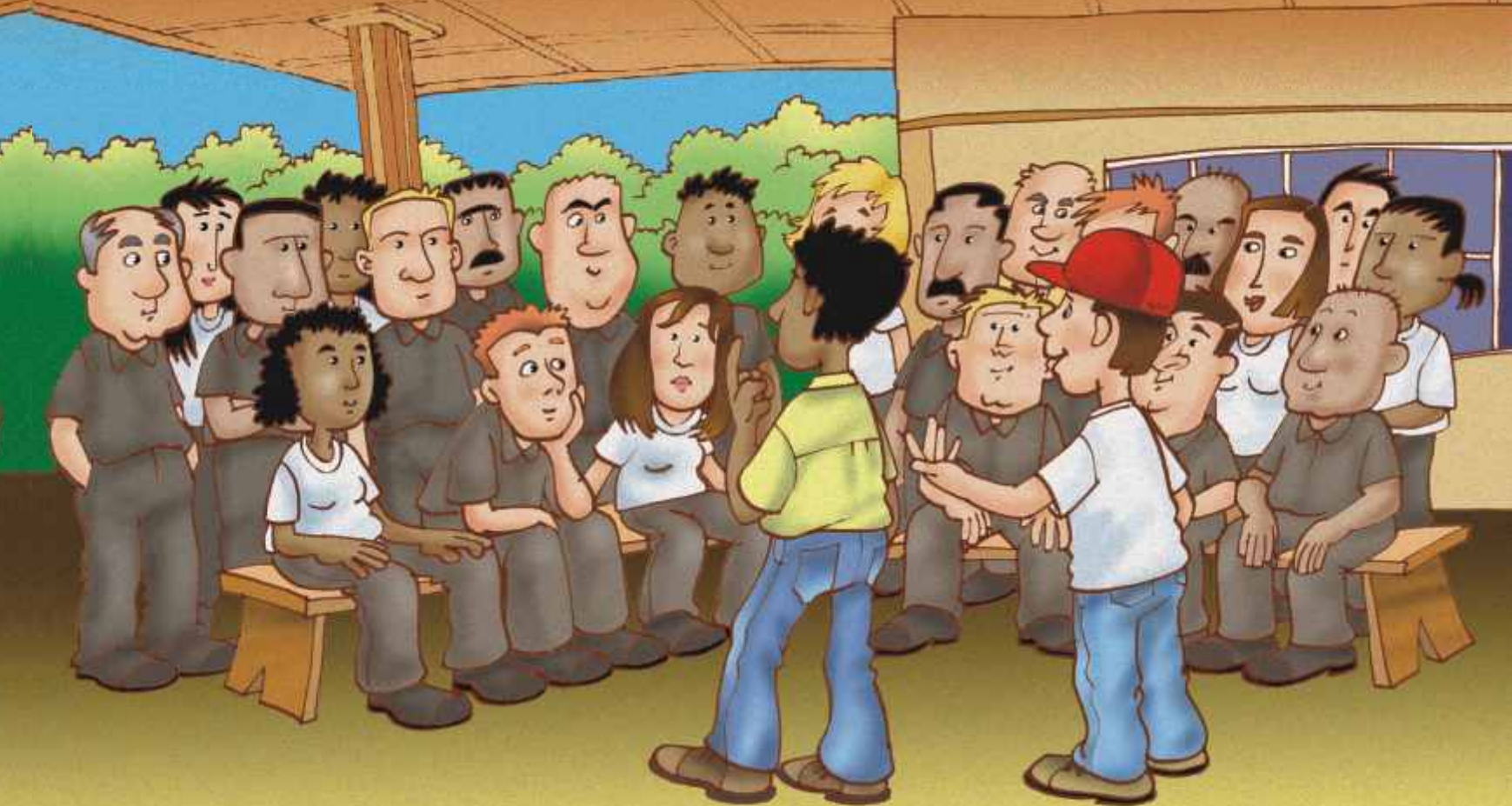


FSC forest certification

guidelines for forest workers and their unions



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Foreword

These guidelines are the result of the field experience accumulated by IMAFLORA - Instituto de Manejo e Certificação Florestal e Agrícola (IMAFLORA - Institute for Forest and Agricultural Management and Certification) over its ten years of existence and of its disposition to encourage greater participation of workers' unions in the FSC Forest Stewardship Council certification process.

IMAFLORA firmly believes that the participation of all stakeholders in monitoring environmental, social and working conditions in forest management operations, be they certified or in the process of obtaining certification, will ensure the continuous improvement of the work environment and the quality of life of forest workers. Such participation is also very important in strengthening the FSC certification scheme.

Due to the relevance of the subject, these guidelines received inputs from a number of labor unions and related organizations in Brazil and in Latin America, especially from the Latin American Regional Office of the International Federation of Building and Wood Workers (IFBWW), with whom IMAFLORA established a partnership to publish these guidelines also in Spanish and English.

We trust that forest workers' unions will be able to make good use of the opportunities brought about by the FSC forest certification process. Hopefully, these guidelines will become an additional tool to improve the dialogue and negotiations between workers and certified forest enterprises, improve working conditions, strengthen union activities, and contribute to the adequate utilization and conservation of forest resources.

Luís Fernando Guedes Pinto
Executive Director

A word from IFBWW

For over twenty years, the International Federation of Building and Wood Workers (IFBWW) has been carrying out activities towards the development of workers' unions in Latin America and the Caribbean. We believe that, as proper tools become available to assist workers in learning and understanding their reality, the workers themselves will be able to change it, improving their working conditions and the quality of their lives.

Forest workers are found throughout this region; they are dispersed and unorganized, thus becoming vulnerable to more aggressive forms of exploitation that are opposite to current trends of improved social relations between employers and employees. A large majority of them lack very basic needs, such as a decent salary for their work or a home with chairs and tables where they can sit down and eat.

IFBWW's global policy of promoting changes in these unacceptable life and working conditions, encompasses not only a social vision, but also an integral vision, oriented towards environmental issues. The reason for such approach is that the environment is a substantive element in the quality of life. Forest enterprises, their economic situation, and their investments in resources and technology cannot remain isolated from the discussion of the ultimate purpose of the human productive activity.

Therefore, sustainable forest development can be interpreted as one of the most adequate methodologies and strategies to face this reality. In order to promote our activities in this field, we have established important social partnerships with players such as IMAFLORA, FSC, local governments and authorities, native communities, forest contractors and many others.

In turn, the FSC certification scheme allows for a permanent assessment of labor and health issues at the workplace, functioning as a very useful tool for unions to better monitor the problems faced by workers in their daily lives.

These guidelines prepared by IMAFLORA are of fundamental importance to help union leaders and supporters to understand and adequately use this tool in seeking improved environmental, social, and working conditions in forest management operations that have been certified or that are in the process of obtaining certification.

We thank IMAFLORA for its technical support and its disposition to contribute to this issue that is very important to forest workers. We do hope that our forest workers will make good use of this material.

Vicente Carrera Iturralde
FBWW Regional Representative



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Introduction

The purpose of these guidelines is to explain to forest workers and their unions what FSC certification is, how it works and how they can participate and provide their own inputs to this process.

The Brazilian Forest Code, which has been in effect for over four decades, contains a set of regulations governing commercial logging so that forests are not destroyed. These regulations, known as forest management standards, are required by law and ensure that a given area can be logged for a long time, with higher productivity, reduced risk of accidents, and without degrading the environment.

FSC Forest Certification was established in order to identify those forest enterprises that follow the environmental procedures required by law - and more than that - those that promote social and economic improvements in their area of influence. Enterprises and communities that are granted certification are able to use the FSC "label" on their products, as a means to inform consumers that those products have an adequate social and environmental origin.

In order to receive this label, the forest enterprise shall implement a "responsible management of forest resources"; therefore, FSC certification becomes a way of promoting this practice. All information related to the certification process is made public and is available to all stakeholders. For this reason, FSC forest certification can be considered as a tool to be used by civil society, thus a non governmental tool, to control the use of forest resources.

As public opinion, in Brazil and all over the world, becomes more and more aware of social and environmental issues, forest enterprises that adopt good management practices have better market opportunities.

The first FSC certifications in Brazil were granted in 1995. Since that time, there were a number of changes in the way forest management is designed and implemented. These changes can be observed in certified enterprises: they have been able to reconcile the use of forest resources with a

Introduction

series of social and environmental benefits. Full respect to the rights of forest workers and significant improvements in their working conditions are part of such benefits.

That is the reason why this process is also of interest to unions: a certified enterprise is sure to offer decent working conditions and to respect workers' rights. Certification requirements include, for example, compliance with national labor laws and international labor agreements; freedom to join labor unions; minimum health and safety requirements at the workplace and logging camp facilities; supply and enforced use of personal protection equipment; access to training and education, and a ban on child labor.

Certification cannot and does not intend to carry out union activities. But it can be an additional link among the many mechanisms available to unions to achieve better working conditions for their members. This is what these guidelines aim to present: FSC certification is an instrument that, with the participation of workers and unions in its process, can become of fundamental importance to promote, advance and demand necessary changes.

1. What is FSC forest certification?

FSC forest certification is a tool that ensures that forest products from a given forest enterprise or community were obtained according to FSC - Forest Stewardship Council management standards.

The purpose of these standards is to ensure that the raw material, timber or non timber, used by forest enterprises and communities to manufacture their products is obtained from forests that are managed taking into consideration social benefits and environmental protection, while seeking to attain long term economic viability.



2. What is FSC and how was it established?

FSC is an international, independent, non governmental, non profit organization with headquarters in Bonn, Germany.

The need for an organization like FSC was first discussed in the 80's, when some European and North American environmental groups started campaigning against the international trade of tropical woods. Their objective was to slow down deforestation and to prevent the destruction of tropical forests by boycotting products made of tropical species. As an alternative to boycotting, some scientists and environmental groups decided to use a different strategy: to certify forest products that had been manufactured from raw material originated from socially beneficial and environmentally adequate forest management. Once certified, consumers could buy these products without feeling responsible for the destruction of tropical forests.

That is how in October 1993, after a consultation process that lasted three years, FSC - Forest Stewardship Council was founded and its P&C, "Principles and Criteria for the Management of Natural Forests" approved. These P&C were prepared by environmental organizations, workers representatives, researchers, foresters, lumber traders, indigenous and forest communities, industries and certifiers of 25 countries.

In Brazil, the FSC National Initiative (FSC - Brazil) was founded in September 2001, with the objective of promoting, encouraging and implementing forest certification in the country. Working Groups were established in order to adapt the international standards to local conditions, focusing initially on forest plantations and dry land forests of the Amazon Region. Certification organizations operating in Brazil now use these standards to assess these two types of forests.



3. Who decides within the FSC?

FSC is a civil association made up of individuals and organizations from various countries. Any person interested in forest certification can join FSC and, as a regular member, he/she has the right to vote and be voted.

Membership is divided into three chambers, with equal voting power, that represent the social, environmental, and economic sectors. There is also a division by North (industrialized) and South (developing) countries, each having 50% of the voting power, independently of the number of participants. Each of these chambers elects their representative at the Board of Directors, made up of nine members, each with a three-year term. The maximum level of decision within FSC is the General Assembly, which is organized every three years.



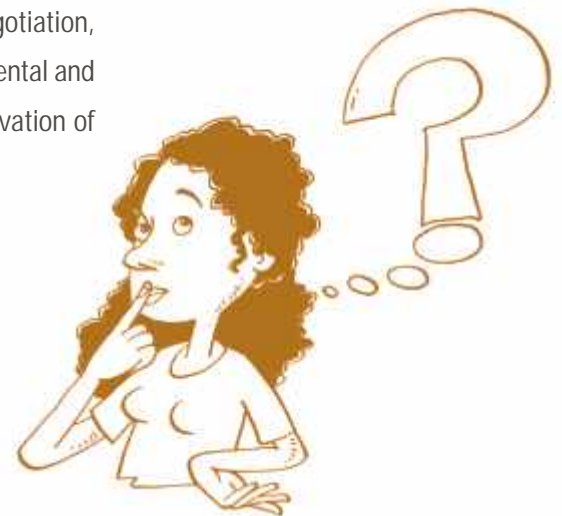
4. What are the benefits of FSC certification?

FSC certification can be a powerful tool for forest conservation throughout the world, which represents an advantage to entrepreneurs, workers and society in general.

Forest enterprises seek certification in order to increase their credibility with consumers, in line with new market requirements, while offering products of higher value and with a market differential. In order to achieve these advantages, those enterprises must comply with a series of requirements established by the FSC certification.

Such requirements refer to procedures that will have a beneficial impact on ecological balance, conserving the capacity of natural forests to regenerate, preserving water resources and wildlife environments. Certified enterprises are required to promote the economic development of local communities, to ensure that the rights of workers and indigenous communities are respected, and to seek economic alternatives to unsustainable logging practices. Therefore, there is greater social stability for forest company workers and members of the community, with additional social and environmental advantages.

Once in place, the certification process leads to responsible and continuously improved forest management. In addition, certification offers an opportunity for communication, negotiation, interaction, and cooperation among the different players involved forest owners, environmental and social organizations towards the solution of problems related to the utilization and conservation of forest resources.



5. What are the types of FSC certification?

There are two types of FSC certification:

Forest management certification certifies forests that are managed by enterprises or communities for timber or non timber forest products. It is based on the field assessment of economic, social, and environmental aspects of the forest management, according to the FSC Principles and Criteria. When the forest enterprise or community complies with these standards, it is entitled to obtain a certificate and to use the FSC label.

Chain of custody certification certifies forest industries - small, of medium and large size - traders, and even individual artisans and woodcraftsmen that process and sell forest products. Its main objective is to trace the wood used as raw material from its origin in the forest to the consumer. In this type of certification, FSC standards are specific to chain of custody. In contrast to forest certification, social and environmental aspects are not included in this assessment yet, since its objective is only to ensure consumers that the raw material used came from a forest that was managed and certified according to FSC standards.




NOTE: Whenever the industrial processing facilities are located within the forest management area, the forest enterprise must respect all FSC certification standards applied to forest management, including social and environmental criteria.



6. How does FSC certification work?

In order to understand how certification works, one must meet its five important players:





Certification allows the producer to send a message to his consumer about the origin of the raw material used in the manufacture of the product that the consumer is buying. However, in order for this message to carry credibility to the consumer, it is necessary that an independent organization assess its quality or the claim presented by the producer. Thus, the producer hires an independent assessor to check its management operations. The certification body is, therefore, the assessor of the operation who uses internationally recognized standards to carry out his assessment. These are the standards that define the message and the meaning of certification or label to consumer. Finally, the role of the accreditation organization - FSC, is to ensure an independent, transparent, and technically consistent assessment. FSC monitors and assess the certification activities of the certification body.

Therefore, certification works on the basis of an assessment of economic, environmental, and social aspects of the forest management, as described in the FSC Principles and Criteria.

This assessment must be carried out by a team made up of specialists of different areas, such as foresters, sociologists, ecologists and others, who are familiar with the physical geographic aspects of the region, certification procedures, and with the type of forest management under assessment. These specialists evaluate each aspect of the forest management, according to the FSC Principles and Criteria, pointing out the problems and conditions to be improved in order to achieve good management and obtain certification.

The assessment is coordinated by a certification body that, besides the reports of the specialists, is responsible for carrying out consultations with local stakeholders and obtaining additional reports from other independent specialists. Once its forest management is proved to comply with the requirements of the FSC Principles and Criteria, the forest enterprise or community is entitled to receive an FSC certificate and to use the FSC label, which is valid for five years. After certification is granted, the forest enterprise or community is monitored at least once a year by the certification body.

7. What are the FSC Principles and Criteria?

FSC standards or Principles and Criteria are requirements that must be met by forest enterprises or communities in order to ensure that they practice good forest management, thus enabling them to obtain certification.

These standards were prepared by representatives of many countries and are recognized internationally. These are the requirements that ensure that, when the consumer buys a product bearing the FSC label, this product has been manufactured with raw material obtained from environmentally adequate and socially beneficial forest management.

FSC Principles and Criteria represent a series of commitments made by certified forest enterprises. Requirements are the same for enterprises and communities. When carrying out the assessment of a forest enterprise or community, the auditors take into consideration the scale and the intensity of the forest management in order to check its compliance with FSC standards.



8. What are the commitments in forest management certification?

When a forest enterprise receives FSC certification, it has to comply with ten principles referring to social, environmental and economic issues. These principles are the following:

1

Compliance with Laws and FSC Principles: The forest enterprise or community must be aware of and respect all legislation regulating forest activities, including national labor, fiscal, land tenure and ownership, and environmental laws, international and regional agreements, and must comply with all FSC Principles and Criteria

2

Tenure and Use Rights and Responsibilities: The forest enterprise or community must demonstrate that it has tenure and use rights over the land and its forest resources, which must be clearly defined, documented and legally established. Whenever there are conflicts and disputes over land use rights, appropriate mechanisms must be adopted for their resolution.

3

Indigenous Peoples' Rights The forest enterprise or community must recognize and ensure legal and customary rights of indigenous peoples and traditional communities that depend on the forest area for their livelihoods and that may be threatened by the impacts caused by management activities.

4

Community Relations and Workers' Rights: The forest operation applying to be certified must work to promote the continuous improvement of the well-being and quality of life of forest workers and local communities in the areas within or near the area of forest management activities, offering opportunities for employment, training, and social development.

5

Benefits from the Forest: The forest enterprise or community must demonstrate that it is interested in ensuring the long term economic viability of the forest management by properly assessing its productive process, diversifying production as much as possible, reducing waste, and adding value to its products.



6

Environmental Impact: The forest enterprise must work to assess and minimize environmental impacts caused by forest management activities, using low impact logging techniques. The forest enterprise must also ensure that no logging will take place in permanent preservation areas.

7

Management Plan: The forest enterprise or community must have a management plan that takes into consideration the requirements of the local environmental agency and of FSC standards and that identifies its negative impacts and takes adequate measures to minimize them.

8

Monitoring and Assessment: The forest enterprise must ensure the follow-up of social and environmental impacts caused by management activities, taking the necessary steps to minimize such impacts.

9

Maintenance of High Conservation Value Forests: The forest enterprise must identify, conserve, and maintain forest areas that present attributes of high conservation value, which may be of an economic, social or environmental nature.

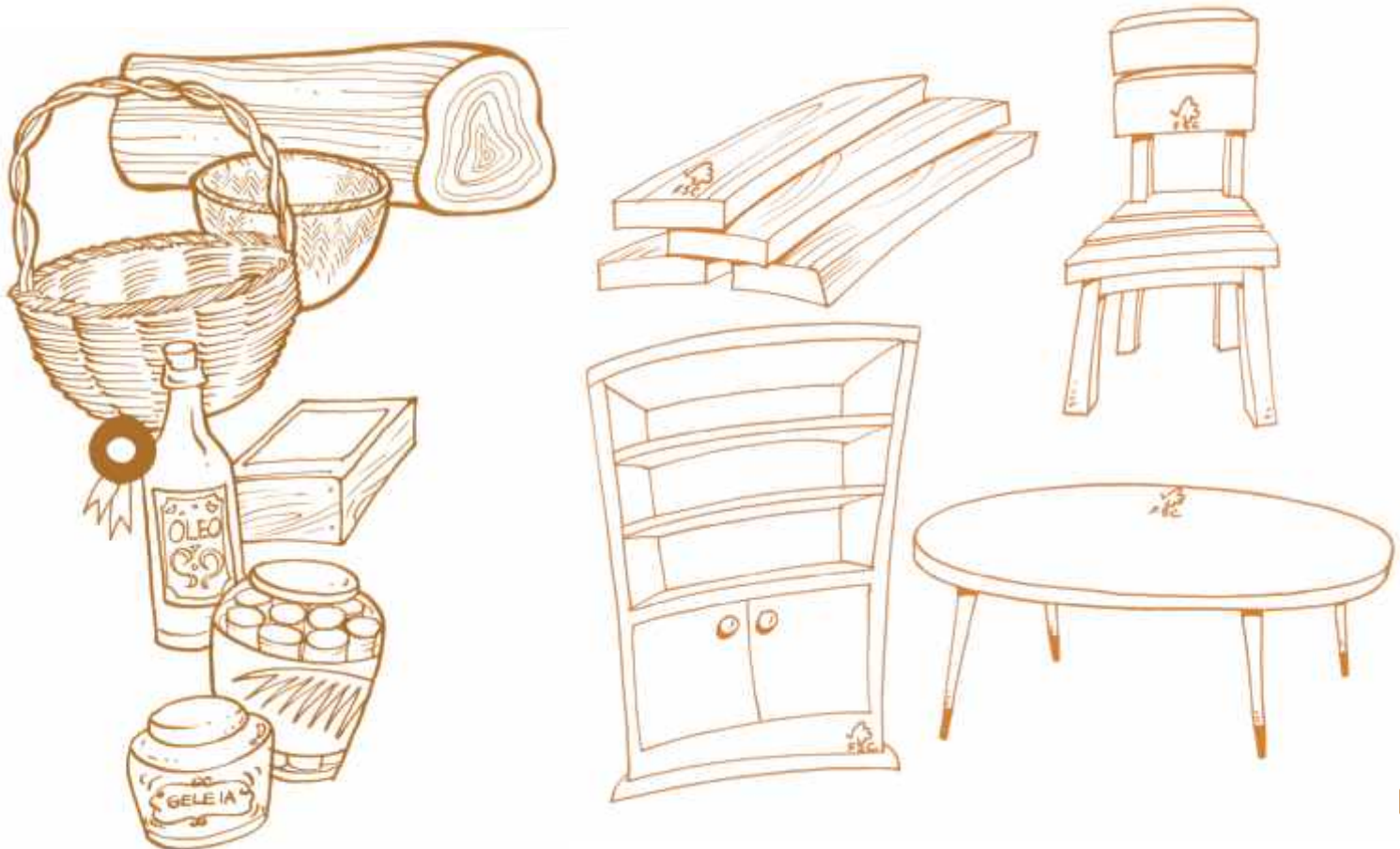
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Plantations: Forest plantations shall be planned and managed in accordance with Principles and Criteria 1 - 9, and Principle 10 and its criteria. While plantations can provide an array of social and economic benefits, and can contribute to satisfying the world's needs for forest products, they should complement the management of, reduce pressures on, and promote the restoration and conservation of natural forests.



9. What are the commitments in chain of custody certification?

In this type of certification, the forest processing industry assures its consumers that its raw material comes from areas under good management. In this case, FSC standards are specific to the certification of chain of custody and do not include social and environmental issues. However, this certification requires that any work within the forest management unit must comply with FSC standards. Therefore, whenever the industrial processing facilities are located within the forest management area, the processing industry must comply with all FSC standards, including social and environmental ones.



10. Why should unions and workers take part in the certification process?

Certification is an initiative started by society at large. The active participation of all stakeholders, including forest enterprises, environmentalists, unions, forest workers, social groups whose livelihoods depends on the forest and others, is of fundamental importance to ensure the consistency and credibility of the certification process.

There is no doubt that workers and union representatives are the sectors most affected by the practices of enterprises that work with the forest. Certification does not solve all problems relevant to labor unions, but the Principles and Criteria adopted by FSC for forest management certification are an adequate way to deal with important topics of the forest workers' union agenda.

A good example of this statement is the requirement for forest enterprises to comply with International Labor Organization (ILO) international standards, as ratified by the countries where they operate. The full text of ILO Conventions, which total 185, can be downloaded from its web page (www.ilo.org). Among others, it is worth mentioning those that address fundamental labor rights, as follows:

International Conventions 87 and 98:

Freedom of Association and Protection of the Right to Organize (87) and Right to Organize and Collective Bargaining (98)

International Conventions 138 and 182:

Minimum Age Convention (138) and Worst Forms of Child Labor Convention (182)

International Conventions 29 and 105:

Forced Labor

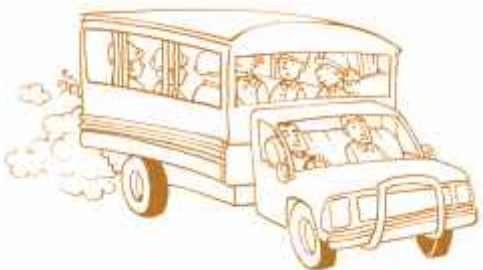
International Conventions 100 and 111:

Equal Remuneration Convention (100) and Discrimination - Employment and Occupation (111)



FSC certification shares other themes with the labor union movement. Common points include, among others, a permanent effort to solve problems through social dialogue. Therefore, certification must be understood as an important tool for social change. Workers and their representatives can use certification to:

- intervene in the debate about working rights regulations, forest policy, and others;
- enforce workers' legal rights;
- improve working conditions;
- introduce or improve health and safety conditions at the workplace;
- implement training policies;
- exert pressure on forest enterprises in order for them to improve their forest management practices;
- demand social responsibility from forest enterprises;
- identify and discuss problems and make them public knowledge;
- give political visibility to social movements;
- lead discussions towards the solution of problems and conflicts;
- demand resolution of land ownership problems;
- demand resolution of conflicts with local communities, indigenous populations and/or forest workers;
- Make possible the participation of gatherers, indigenous groups, producers' associations and cooperatives, small businesses, and small farmers and forest owners.



11. How can workers and labor unions participate?

FSC forest certification places great emphasis on social and labor issues. For this reason, forest workers and union representatives are considered key players during the certification process of a forest enterprise or community and they always will be asked to give their opinion.

However, more often than not, forest workers and union representatives are not well informed about what certification is, how it works, and how far it can go. It is important to understand that the certification process may be the starting point for building a relationship of dialogue and participation among forest workers, union representatives and forest enterprises that are seeking certification.

The following considerations are designed to serve as guidelines to help labor unions participate in the process, but do not eliminate the possibility of direct actions towards the certified enterprise or the certification process itself.

11.1. Getting informed about certification

In order to allow forest workers, unions and other stakeholders to effectively participate in the certification process, it is necessary that they become informed about what is certification and how it works.

All stakeholders should study the standards used in forest management certification, so that they become familiar with FSC requirements, especially those dealing with compliance with labor laws and working conditions. The full text of FSC standards, Principles and Criteria can be downloaded from the site www.fsc.org.





It is also important that forest workers be aware of their work rights as set forth in national laws and international agreements signed by their country, and of the problems they face at the workplace (See more information in the annexes).

Based on this information, stakeholders should try to establish a dialogue with the forest enterprise seeking certification and with the certifier, pointing out problems and jointly searching for their solution, and eliminating possible violations of labor rights.



11.2. Learning about the different phases of the process

The certification process is carried out in various phases, so that the assessment on which it is based can be made in the most precise, safe, and transparent way possible.

Since certification is a voluntary process, the first step is the decision of the forest enterprise or community to seek certification. Once this decision is made, it shall get in contact with an accredited certification body in order to obtain details about costs, operation methodology, and also to supply information about the area under management. If the interest persists, a contract is signed and, then, the assessment for certification purpose begins.

In order to understand how the assessment process works and how to participate in it, it is important to know each one of the assessment phases.

The certification body shall identify, inform and consult with stakeholders (local government representatives, local community associations, labor unions, NGOs, and others) about the assessment process at least one month in advance. This is the first opportunity for the labor union to participate, taking part in the consultation and pointing out potential problems.

This public consultation is carried out through:

A) Questionnaires: mailed to all stakeholders, or sent by fax, e-mail or delivered personally at interviews, at least 30 days prior to the field assessment. Questionnaires usually deal with issues about the certification process, the forest enterprise under assessment, and the consultation process itself. All comments received are checked during the field assessment and later incorporated in the report, together with the auditors' findings.

B) Public Meeting: held during the field assessment when stakeholders, such as community representatives of the areas near the forest management area under assessment, are invited to participate. The announcement of this meeting is made through the main communication channels available in the region (radio, newspaper and others). The certification process is presented and discussed during this meeting; the business practices and the relationship of the forest enterprise with the local community are also discussed, along with possible negative and positive impacts on the region. In addition to getting the local players more familiar with whole process, such information will be useful during the assessment process.





Forest Workers & Labor Unions:

If you, or the labor union to which you belong, are not included in the group of stakeholders contacted during the consultation process, REQUEST YOUR PARTICIPATION TO THE CERTIFIER, and suggest other organizations or persons to be invited also to the public consultation, as long they have some interest or involvement with the forest areas under assessment.

IMPORTANT NOTE: The stakeholder consultation process takes place before, during, and after certification is granted. Therefore, whenever they feel there is a need for it, forest workers and labor union representatives are free to contact the certification body to clarify doubts and to point out areas of non compliance with FSC Principles and Criteria on the part of the forest enterprise.



Field assessment, or auditing, is one of the most important steps of the certification process. It is in this phase that the certification body determines whether the forest management under assessment complies or not with FSC Principles and Criteria.

Assessment of Operations: All phases and types of management activities are evaluated, with the presence of employees of different areas of the forest enterprise, who will have the opportunity to voice their opinion. The auditing team makes visits to different sectors, such as the harvesting area, conservation and preservation areas, areas already logged, industrial processing facilities, shipping and transportation areas, logging camps, lodging quarters and human resources department.

Other important components of the field assessment are visits to and interviews with stakeholders. At this point, communities and families that live within the management area, forest workers' families, neighboring communities or communities under the direct influence of the forest enterprise, cooperatives and/or producers' associations, environmental control agencies, church organizations, and many others have the opportunity to express their opinions.

Forest Workers & Labor Unions:

This is the best opportunity for you and your union to inform the assessor about the way the forest enterprise handles labor issues. **INFORM THE AUDITOR ABOUT THE RELATIONS BETWEEN THE FOREST ENTERPRISE AND ITS WORKERS**, explaining whether it recognizes the union, its attitude towards health and safety at the workplace, availability of personal protection equipment (PPE), conditions of logging camps, food service and transportation. In short, everything about labor issues is taken into account by the certification process.





Forest Workers & Labor Unions:

Such information, together with visits to the enterprise facilities and interviews with employees, will help the auditors to assess whether the enterprise is in condition to be certified or to maintain certification.

In order for this to happen, it is important that labor unions and forest workers CLOSELY FOLLOW UP FOREST MANAGEMENT ACTIVITIES carried out by certified enterprises, including those that have received chain of custody certification. Even though this type of certification does not deal with social and environmental issues throughout the whole chain, when the industrial facilities are located within the forest area, social and environmental requirements will have to be complied with by the industry. Even in the cases where the requirements are not mandatory, when there are serious problems at the processing facilities there is an informal pressure by the certifier, who advises company officials that social and environmental requirements may be included soon and that compliance will be enforced.

If you or your labor union decide to inform about practices that are contrary to FSC Principles and Criteria, you must follow the reporting procedures detailed in chapter 12 of these guidelines. This information must be given first to the certified enterprise.

Your labor union may also help forest workers to LEARN ABOUT FSC PRINCIPLES AND CRITERIA, especially those referring to forest workers and their rights. When they are properly aware of their rights, forest workers can participate in the process as individuals and make important contributions to this process by monitoring their own work environment. They can check how management activities are being carried out in the field and see whether they comply with certification standards. If they find a problem, they can inform their representatives and work together to solve it, using legal means to request information, place complaints and demand explanations.



Preparation of the report: 3

A report listing the compliance status of each FSC indicator and showing the respective findings is prepared after the assessment. For each problem found, corrective actions will be imposed or just requested, according to the type and seriousness of the problem:

Major non compliance: These are serious flaws in the forest management operations that need to be corrected and improved before certification can be granted. For each major non compliance, the forest enterprise will receive a pre-condition (in some cases it is called major corrective action or major CAR) that must be met before certification is granted. For example, if the assessment indicates that substandard conditions of lodging, food services and transportation are offered to the company's own employees or contractor's workers, this will be a pre-condition that the forest enterprise must meet in order to obtain certification. Workers have to enjoy adequate conditions at the workplace, otherwise the forest enterprise will not achieve certification. When the forest enterprise informs that it has met a pre-condition, it will be inspected again by a team of auditors that will check whether the pre-conditions were really met satisfactorily.

Minor non compliance: These are less serious flaws that do not prevent the forest enterprise or community from receiving certification. However, the forest enterprise or community must take up the commitment to meet all Minor Corrective Actions (or minor CARs) within the time frame established in the assessment report. Since the forest enterprise undergoes annual monitoring, the certification body will be able to check whether these Minor Corrective Actions have been met and whether there is any new non compliance.



Observations: These statements of the assessment report refer to forest management practices that are adequate, but that could be improved. Such improvements are not mandatory; they are suggestions made by the auditors.



Forest Workers & Labor Unions:

One of the main objectives of forest certification is to promote and reward those forest enterprises that practice good forest management. The assessment process intends to improve conditions and promote compliance with Principles and Criteria. For this reason, it is not acceptable that a forest enterprise be certified and continues with inadequate practices.

The important point is for the assessment process to point out non compliances and the forest enterprise to implement corrective actions that will eliminate them within a given time frame, while adopting a process of continuous improvement. This will result in effective changes in the environment, and in the daily lives of forest workers and communities.

Pre-conditions and corrective actions presented in the assessment reports are public information. LABOR UNIONS COULD AND SHOULD FOLLOW their implementation in order for the forest enterprise to obtain or maintain its certification.

Review of the report:

4

When it becomes available, the assessment report is sent out to two or three independent specialists in order to check its consistency and its conclusions.

Forest Workers & Labor Unions:

!

Independent specialists contribute to the fairness of the process. It is important TO WAIT FOR THE FINAL RESULT of the assessment, ANALYZE it and issue your COMMENTS about it.



At the end of the process, the certifier's headquarter office will coordinate the decision process, taking the decision as to whether certify or not the forest enterprise



Forest workers & Labor Unions:

Upon the outcome of this decision, it is up to the labor union to follow up the forest enterprise's practices, since even after certification is granted, FSC Principles and Criteria must always be complied with.



Summary:

After the certification decision is made, the certification body prepares a Public Summary of the process. This summary will be publicly available and sent out to various stakeholders that showed an interest to follow the certification process.

Forest Workers & Labor Unions:

The Public Summary of the certification reports are made available after certification is granted; it could and should be reviewed by stakeholders. If you or your labor union did not receive the Certification Public Summary, REQUEST A PRINTED COPY to the certifier.

This document is important to allow forest workers and labor unions to follow the main results of the assessment process and learn about the pre-conditions, conditions, corrective actions (CARs) and observations received by the forest enterprise.

In case the labor union does not agree, or feels that the information in the report does not reflect its contributions, it should FORWARD ITS COMMENTS AND SUGGESTIONS TO THE CERTIFICATION BODY in charge of the process, which must reply to each one of them.

Once certification is granted, there will be at least one monitoring visit a year by the certification body for the five-year period that certification is valid. The purpose of these visits is to check the compliance with the corrective actions imposed by certification and to ensure that forest management maintains at least the quality levels required by the certification standards. When this is not the case, the certification body imposes new corrective actions that must be met within a predetermined time frame. There is no public consultation scheduled in this phase, but there will be consultations with relevant stakeholders, such as forest workers and their union representatives. When improper procedures of the forest enterprise are reported, unannounced monitoring visits can also be made.

The findings of the annual monitoring visits are presented in a monitoring report and a summary of this report is made available to stakeholders, so they can become informed and voice their opinion about the process. All comments and suggestions about the monitoring report must be directed to the certification body responsible for the certification process.



Forest Workers & Labor Unions:

In addition to the annual monitoring visits carried out by the auditing team, forest workers and labor union representatives could and should ASSIST IN THE MONITORING AND FOLLOW UP PROCESS OF CERTIFIED ENTERPRISES. If any deviation or non compliance with FSC Principles and Criteria occurs after certification, stakeholders can EXPRESS THEIR OPINION AT ANY TIME ABOUT THE COMPANY'S PERFORMANCE. This must be done by establishing contact with the certifier, who shall carry out an adequate investigation to address the issues brought up by the stakeholders



Forest Workers & Labor Unions:

LABOR UNIONS SHALL NOT STOP CARRYING OUT THEIR NORMAL ACTIVITIES (labor union activities) as a means to negotiate with forest enterprises in case of labor disputes. Reporting these issues to the certification body is just an additional channel to seek dialogue and the solution of problems. It is not convenient for the forest enterprise to have its certification cancelled.



11.3. Interacting with players of the certification process

Any interested party can participate in the certification process, directly interacting with its players, who are:

■ The forest manager: The stakeholder should try to learn about the forest management activities, follow them up and discuss any problems directly with the forest manager. If he thinks it is necessary, the stakeholder can also request a copy of the public summary of the management plan and summaries of the certification and monitoring reports to the forest manager.

■ The certification body: The stakeholder should interact and establish close relations with the certification body and, in the case of certification processes, make available to him information on the daily lives of forest workers and the labor problems they face. Such information is very important to auditors when carrying out field assessments.



In addition, according to the Guidelines for Monitoring Certified Forest Operations, published by Greenpeace, at any moment the certification body may be asked to supply:

- a written description of the certification procedures;
 - standards used in the assessment of each certification;
 - procedures to take into account the results of public consultations;
 - information on the auditing team, including the name and professional qualifications of its members;
 - a list of all suppliers and producers it has certified;
 - details on the procedures adopted for conflict resolution, and
 - educational material on certification.
- The Forest Stewardship Council - FSC: The stakeholder should seek information about certification processes underway in his country and region, and become familiar with and if possible also participate in - the initiatives and activities carried out in his country by the FSC National Initiative, representative or contact person. At any time, the stakeholder could request information and documents directly to the FSC International headquarter offices in Bonn, Germany, if necessary.



12. How to submit grievances or complaints during the certification process?

FSC has specific procedures in place for submitting grievances and complaints. Any individual or stakeholder who identifies deviations or non compliances with respect to certification standards, management practices, and certification decision - or disagrees with them - should submit them to FSC.

These procedures are based on the premise that disagreements should be settled in the most straightforward way and problems should be solved through informal discussions. When this is not possible, formal procedures should be used to submit complaints.

In relation to this subject, as already mentioned, Greenpeace has published a guide with the purpose of advising different stakeholders on how to identify, question and monitor critical points of the FSC certification process following the steps described in the document "FSC Interim Dispute Resolution Protocol", (www.fsc.org). This document describes, step by step, the procedures established by FSC to explain to stakeholders what the conflict resolution process is and how they can use it. The Greenpeace guide can be obtained from its web page (www.greenpeace.org).

In short, complaints and grievances can be presented in three levels:

I. To the certified forest enterprise:

- Informal resolution: When you find out, or have reasons to believe, that the enterprise is not complying with FSC Principles and Criteria, write to the forest manager describing your concern and asking for information.
- Formal resolution: If nothing happens, or if the answer you receive is not satisfactory, send a formal complaint to the forest enterprise pointing out the management practices or working conditions that you consider inadequate.



II. To the certifier:

- Complaints: You can request information or present your complaint to the certifier, asking for justification about the decision to certify the forest area under consideration. If the problems you brought to the certifier's attention are not solved in an informal way, and/or you believe that the certification body is not following FSC Principles and Criteria or not complying with its obligations, present your complaint and ask about the certification procedures adopted.
- Decision Committee: If the certification body does not satisfactorily clarify the issues you raised, write to the certification body requesting that these issues be submitted to the "Independent Committee" (made up of professionals that do not belong to the operational staff of the certifier) for solution.

III. To the FSC:

- Informal resolution: Complaints to FSC can only be made when problems have not been solved, either formally or informally, by the forest manager or by the certifier.
- Formal resolution: If the informal process did not solve your problem, you will have to follow the formal procedures according to the FSC document on dispute resolution mentioned above. The FSC Board will evaluate your problem and then send it to the Dispute Resolution Committee, which is a special committee made up of five members with large experience in solving conflicts. The decisions of this Committee are final and, therefore, are not subjected to further appeal.



13. Are there other forms of participation of Labor Unions, besides complaints?

Labor unions are considered one of the main stakeholders in certification processes and in FSC national initiatives; for this reason, they are usually invited to participate in their activities. However, when this does not happen, labor union representatives should make the necessary contacts to ensure their participation.

In order to participate in an active way, representing forest workers and bringing their points of view into the discussions related to national and regional forest management standards, it is of fundamental importance that labor unions:

- be properly trained and informed about the forest certification process;
- know FSC standards in depth, especially those that refer to areas of interest to forest workers;
- be adequately informed about labor rights and the problems faced by forest workers;
- learn about certified forest management operations in their region and country;
- monitor certified forest operations;
- review the certification public summaries and, whenever applicable, present their respective comments;
- maintain contact with certifiers, forest enterprises and the FSC.

In addition to the points listed above, other actions are also important to ensure an effective participation of labor union organizations:

- **Strengthening labor unions:** Strong labor unions will have better conditions to play a major role in forest certification processes.



- **Contacts with other labor unions:** Active and well organized labor unions can be an example for other unions, encouraging them to become stronger. A permanent contact with other unions may foster a fruitful exchange of information, ideas and initiatives, studies and debates on the subject of forest certification. Labor unions should discuss the possibilities of their participation in the certification process and how to use certification to improve the working conditions of their members. They should also participate in the discussion of national and regional forest management standards, especially regarding aspects related to labor legislation and working conditions, in order to make them more consistent throughout the whole region.
- **Training and capacity building of labor leaders:** Labor unions should invest in the capacity building of their leaders, so that they can use the necessary collective power not only with respect to employers but also to government authorities - to advance the necessary changes in working conditions. They should inform their membership about their rights and encourage them to seek assistance from the union in addressing labor issues.



14. Can a labor union join the FSC?

Any individual or organization may become a member of FSC International or of the FSC National Initiative in his/her country, by filling out the application form available through the Internet (www.fsc.org) and submitting it to the FSC Board of Directors. If approved, individual members pay annual fees and have the right to vote and be voted at ordinary and extraordinary general assemblies, which represent the highest level of authority in the FSC. Fees for non profit collective members vary according to the size of their membership.

An individual or organization that becomes an FSC member will have the opportunity to:

- Contribute to the development of regional standards: The Principles and Criteria published by FSC are international standards of a general nature. Since forests in each country and region present different characteristics, there is a need to adapt those international standards to local conditions. In Brazil, for instance, regional standards have been developed for highland forests of the Amazon Region, forest plantations, and for Brazil nuts. Standards for forest management of areas of the Atlantic Forest and for small forests and low impact management will be prepared next.

The process for preparing standards is made up of the following phases: development of draft regional standards, public consultations with stakeholders and local populations, workshops, and field tests to check the applicability of the proposed standards.

Stakeholders can and should take part in this process. In order to achieve this objective, stakeholders should have a good understanding of the regional standards and get in contact with the FSC Working Groups in his/her country. This represents a good opportunity for labor unions to try to include, adapt, or address labor issues related to the certification process that are relevant to their membership.



before



after



- Participate in the FSC national initiatives: FSC is represented in most countries where forest industries play a significant role in the national economy. Some countries have FSC National Initiatives that promote workshops, seminars, development of regional standards, fairs and exhibitions about certified products etc. Individuals and organizations interested in certification may participate, even without formally joining FSC. It would be very useful also for labor unions and forest workers to take part in such discussions and activities.
- Contribute to the Social Working Group: The objective of this group, which is made up of individuals and private organizations, is to discuss the social aspects of forest management according to FSC Principles and Criteria and establish a social agenda.

In 2002 FSC organized a special conference to discuss social issues and the strengthening of those social groups more closely related to the certification process, such as forest workers, indigenous groups and groups involved with community forest management. The issues addressed at that conference received approval and are being incorporated by FSC. They include:

- making the Fundamental Conventions of the International Labor Organization ILO, valid for forest workers;
- eliminating forced labor;
- eliminating child labor;
- right to join unions and to collective bargaining;
- equal opportunity and non discrimination;
- manpower training;
- health and safety at the workplace;
- ample discussions of Principle 3 Indigenous Peoples' Rights.

15. Where to find additional information and documents?

FSC:

Most of the documents published by FSC can be downloaded from its web page including its Principles and Criteria for good forest management, general information on certification, list of certified forests by country, certified products, dispute resolution protocol, membership application form, and many others.

FSC International Headquarters:

FSC International Center
Charles-de-Gaulle 5
53113 Bonn
Germany
Tel.: + + (49) (228) 367-660
Fax: + + (49) (228) 367-6630
Web page: www.fsc.org
E-mail: fsc@fsc.org

Imaflora:

At Imaflora's web page (www.imaflora.org) you may find information on various certification topics, such as forest and chain of custody certification standards, public consultations, videos etc.

Estrada Chico Mendes 185
P.O. Box 411
13400-970 Piracicaba, SP, Brazil
Tel./Fax: + (55)(19) 3414-4015
Web page: www.imaflora.org
E-mail: imaflora@imaflora.org



OIT:

The International Labor Organization ILO, which is part of the United Nations system, has regional offices in some selected countries; check if there is one in your country. Its headquarters are located in Geneva (www.ilo.org).

Greenpeace:

This international environmental organization with headquarters in Amsterdam, offers a number of documents related to forests and forest certification that can be downloaded from its web page, including the Greenpeace guide for monitoring certified forest operations.

Greenpeace International
Ottho Heldringstraat 5
1066 AZ Amsterdam
The Netherlands
Tel: + (31) 20 718-2000
Fax: + (31) 20 514-8151
www.greenpeace.org
www.greenpeace.org.br/biblioteca/amazonia.php?pagina=2 (guide in Portuguese)

Friends of the Earth - FoE:

An international federation of environmental organizations, FoE's headquarters are located in Washington. Check whether there are FoE members in your country. A number of documents related to forest conservation can be downloaded from its web page.

Friends of the Earth:
1717 Massachusetts Avenue, NW, 600
Washington, DC 20036-2002
Tel.: (877) 843-8687 - toll free
Fax: (202) 783-0444
Web page: www.foe.org
amazonia.org.br (in Brazil)
E-mail for general information: foe@foe.org

16. What are some of certifiers accredited by FSC?

In Brazil:

Rainforest Alliance - SmartWood Program:

Representative in Brazil: Imaflora - Instituto de Manejo e Certificação Florestal e Agrícola
Contact: Lineu Siqueira (Manager, Forest Certification Program)

Estrada Chico Mendes, 185 - Bairro Sertãozinho Piracicaba SP
Caixa Postal 411 - CEP 13400-970
Tel/Fax: + + (55) (19) 3414-4015
E-mail: pcf@imaflora.org
Web page: www.imaflora.org

SCS - Scientific Certification System, Inc. - Forest Conservation Program:

Representative in Brazil: Roberto Bauch

Rua Carolina Sechetto Martins, 716 - Bairro Santa Rita
CEP 13423-280, Piracicaba/ SP
Tel./Fax: + + (55) (19) 3424-5028
E-mail: robertobauch@uol.com.br

SGS - Société Générale de Surveillance Forestry Ltda. - SGS Qualifor Programme (South Africa):

SGS do Brazil

Local representative: Karina Tagata ou Paula Azambuja

Av. das Nações Unidas, 11633 - Térreo - Brooklin
CEP 04578-000, São Paulo/SP
Tel./Fax: + + (55) (11) 5501-4809 ou (11) 5501-4816
Correio eletrônico: karina.tagata@sgs.com ou paula.azambuja@sgs.com

Skal:

Contact for Brazil: Fábio Alves

Avenida Brigadeiro Faria Lima, 1485 - Torre Norte - 7º andar - Jardim Paulistano

CEP 01452-002 - São Paulo - SP

Tel: + (55) (11) 3035-1400

Fax: + (55) (11) 3814-1384 / 3814-0264

Correio eletrônico: info@skalint.com

Página eletrônica: www.skalint.com

An up-to-date roster of all FSC accredited certifiers can be found on its web page. Check which ones are active in your country.



17. References

FITCM/IFBWW (2002?). La Certificación Forestal: una caja de herramienta para los sindicatos. [s.l.] (Forest Certification: a tool box for labor unions). 35p.

GREENPEACE, 2000. Guia Greenpeace para monitoramento de operações florestais certificadas (Greenpeace guide for monitoring certified forest operations). 29p.

IMAFLOA, 2004. Manual de certificação do Manejo Florestal no Sistema do Forest Stewardship council FSC (Manual for forest management certification according to the FSC scheme) Piracicaba. 71p.

IMAFLOA, 2004. Certificação Florestal FSC para trabalhadores florestais (FSC certification for forest workers) Piracicaba. 24p.

INSTITUTO OBSERVATÓRIO SOCIAL, 2003. Responsabilidade Social Empresarial: Perspectivas para a Atuação Sindical (Corporate social responsibility: perspectives for labor union activities) Florianópolis. 132p.

GTNA, FASE NACIONAL e AMAZON, 2002. Seminário Certificação Florestal e Movimentos Sociais na Amazônia (Seminar on forest certification and social movements in the Amazon Region - Proceedings). Belém, 56p.

OIT, 1998. Seguridad y salud en el trabajo forestal: Repertorio de recomendaciones prácticas de la OIT (Health and safety in forest work: a compilation of ILO recommended practices) International Workshop, Geneva, 136p.

OIT, 1998. ILO Declaration on Fundamental Principles and Rights at Work and its follow-up.. Geneva, 15p.

OIT, 2000. Social criteria and indicators for sustainable forest management a guide to ILO texts. Working Document 3, 146p.

ANNEXES

Background information on Certification for Forest Workers and Labor Union Representatives

The following pages present background information on forest management certification that can assist workers and labor union leaders to participate and monitor working conditions in forest management units certified according to FSC Principles and Criteria.

FSC Principles and Criteria that refer to Social and Labor Issues

Two of the ten FSC Principles and Criteria deal specifically with social and labor issues. These principles are:

Principle 1- Compliance with Laws and FSC Principles

“Forest management shall respect all applicable laws of the country in which they occur, and international treaties to which the country is a signatory, and comply with all FSC Principles and Criteria.”

Main Topics of Principle 1:

- Compliance with all environmental legislation.
- Environmental licensing.
- Adequate work contracts and fringe benefits.
- Health and Safety at the workplace.
- International Labor Organization (ILO) Health and Safety Guidelines for forest work and its labor conventions.
- Management plan approved by proper authorities.
- Maintenance of Permanent Protection Areas (PPAs) and Legal Reserves (LRs).
- Compliance with all binding international agreements to which the country is a signatory.
- Protection of forest management areas from illegal harvesting, settlement and other unauthorized activities.
- Long-term commitment to adhere to the FSC Principles and Criteria.

Principle 4 - Community Relations and Worker's Rights

“Forest management operations shall maintain or enhance the long-term social and economic well being of forest workers and local communities. The communities within, or adjacent to, the forest management area should be given opportunities for employment, training and other services.”



Main Topics of Principle 4

- Compliance with labor laws and regulations, not only in relation to employees of the forest enterprise but also to those working for subcontractors.
- Health and safety of employees.
- Adequate conditions of lodging, hygiene, food and water supply, logging camps, transportation, and leisure time.
- Training, supply and use of personal protection equipment (PPEs).
- Mechanisms for resolving grievances and conflicts.
- Traditional harvesting and gathering rights of non timber forest products are respected.

By making the certification of a forest enterprise or community conditional to the compliance with national labor laws and international labor agreements signed by the country where they are located, with this principle FSC covers all, or almost all, social and environmental issues that are relevant to the certification process. Principle 4 specifies in more detail what are the main points to be observed in relation to working conditions.



Where to find additional information?

FSC: You can find the full text of the Principles and Criteria and other documents on certification on the FSC web page: www.fsc.org

Relevant Documents and International Agreements

The Universal Declaration of Human Rights and the ILO Conventions are important references for workers and their unions. These documents and agreements recognized and ratified by countries that are members of the United Nations are applicable to all workers, without any distinction, even for chain of custody certification, despite the fact that social and environmental criteria do not apply to this type of certification yet.

Universal Declaration of Human Rights

This declaration was adopted and proclaimed on December 10, 1948 by the General Assembly of the United Nations. As expressed in its Article 23, it is the first time that the labor rights (right to work, to free choice of employment, to fair and favorable working conditions, to protection against unemployment ect.) are considered human rights. The Declaration describes the fundamental rights of all members of the human family, including cultural, economic, social, political, and civil rights.

Among the various labor rights addressed by the Declaration, the following are worth mentioning:

- the concern with personal security (Article 3), which necessarily implies safety at the workplace;
- the ban on slave labor and servitude (Article 4);
- the right to freedom of opinion and expression (Article 19) and the right to freedom of peaceful assembly and association (Article 20), which means that anybody shall have the right, together with other people, to establish unions or to join labor unions that can defend his/hers interests;
- the right to work, to free choice of employment, to fair and favorable conditions of work and to protection against unemployment (Article 23 §1);



- the right to equal pay for equal work (Article 23 §2);
- the worker's right to just and favorable remuneration, ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection (Article 23 §3);
- the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay (Article 24).



Where to find additional information?

The headquarter offices of the United Nations System are located in New York, but its various organizations, such as the International Labor Organization (ILO), UNESCO, UNICEF etc., have branch offices in most countries. Check their web pages to see which ones are present in your country.

The full text of the Universal Declaration of Human Rights can be found at the site www.un.org/Overview/rights.html



ILO declaration on fundamental principles and rights at work and its follow-up

The International Labor Organization (ILO) is a multilateral agency established under the UN umbrella. Its structure has three components: voluntary participation of governments (50%), private entrepreneurs (25%) and workers (25%) of participating countries.

As an organization in charge of developing standards, ILO writes and approves international labor standards that function as a sort of International Labor Code. ILO standards have great influence in the advances of social legislation throughout the world. There are two types of standards that should, in principle, be respected by member countries: international conventions and recommendations.

Each convention must be submitted to internal discussions within the member countries in order to be ratified by them, i. e., transformed in national laws according to the rules of the national constitution. When the convention is ratified, the country informs the ILO general director and takes the necessary steps to put it into effect.

In turn, recommendations follow pretty much the same trajectory, but they are not supposed to be necessarily incorporated in the national legislation. They are proposals to be considered by member countries and, if accepted, they may or may not be transformed into law or other regulatory mechanism.

The ILO Declaration on Fundamental Principles and Rights at Work was approved in 1998. In this document, member countries reaffirm their commitment to respect and promote work principles and labor rights in four categories, independently of having ratified the relevant Conventions: freedom of association and the effective recognition of the right to collective bargaining, the elimination of forced labor, the abolition of child labor, and the elimination of discrimination in respect to employment and occupation. However, the various ILO Conventions cover a variety of subjects related to workers and labor rights that, in one way or the other, can relate to forest workers. A summary of selected ILO Conventions are shown in the next paragraphs.



Freedom of Association

Convention N° 87: Establishes the right of workers and employers, without distinction whatsoever, to create and to join organizations of their own choosing without previous authorization. It also presents a series of provisions to ensure free and independent functioning of these organizations, without interference from public authorities.

Convention N° 98: Establishes adequate protection to workers against all acts of antiunion discrimination in respect of their employment.

Right to Organize and Collective Bargaining Convention (1949) Establishes protection to workers' and employers' organizations against any interference between one and the other. It also presents provisions to encourage collective bargaining.

Forced Labor

Convention N° 29: Establishes the suppression of the use of forced or compulsory labor in all its forms. Exceptions are: military duty, supervised prison work, and compulsory work in emergency situations such as wars, earthquakes, fires etc.

Convention N° 105: Establishes the suppression of the use of any form of forced or compulsory labor as a means of political coercion or education or as a punishment for holding or expressing political views or views ideologically opposed to the established political, social or economic system; as a method of mobilizing and using labor for purposes of economic development; as a means of labor discipline; as a punishment for having participated in strikes, or as a means of racial, social, national or religious discrimination.

Elimination of Child Labor

Convention N° 138: Establishes that the minimum age for a young person to undertake formal work must be compatible with his/hers fullest physical and mental development. This age shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years.

Convention N° 182: Establishes effective measures to secure the prohibition and elimination of the worst forms of child labor as a matter of urgency.

Ban on Discrimination

Convention N° 100: Establishes equal remuneration for men and women workers for work of equal value.

Convention (1951)

Convention N° 111: Establishes that a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination due to race, color, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.

* Source: Instituto Observatório Social

From the list above, only Convention No 87 has not been ratified by Brazil. All European Union countries have ratified all conventions, while the United States ratified only two of them. Even when member countries do not ratify these conventions, they are obliged to respect the workers' fundamental rights addressed in those documents.

ILO Conventions that are Important to Forest Work



Convention N° 142: Establishes that each member country shall adopt and develop Human Resources comprehensive and co-ordinated policies and programs of Development Convention vocational guidance and vocational training, closely linked with (1975) employment, in particular through public employment services.

Convention N° 155: Declares that each member country, through its competent Occupational Safety and authority, by laws or regulations or any other method consistent Health and the Work with national conditions and practice, and in consultation with Environment Convention the most representative organizations of employers and (1981) workers, shall establish and periodically review requirements and procedures for the recording and notification of occupational accidents and diseases. A national policy shall be established with the objective of preventing accidents and health risks resulting from work, either related to work or occurring during working hours, in order to reduce as much them as possible.

Convention N° 131: Each Member of the International Labor Organization which Minimum Wage Fixing ratifies this Convention undertakes to establish a system of Convention (1970)) minimum wages which covers all groups of wage earners whose terms of employment are such that coverage would be appropriate.

Convention N° 169: Governments shall have the responsibility for developing, with Indigenous and Tribal Peoples Convention (1989) the participation of the peoples concerned, co-ordinated and systematic action to protect the rights of these peoples and to guarantee respect for their integrity.

Convention N° 141: Declares that all categories of rural workers, including hired labor and self-employed rural workers, are free to create and to join Rural Workers' Organizations Convention (1975) organizations of their own choosing without previous authorization, under the condition that they comply with the respective statutes.

Convention N° 143: Establishes that, in order to suppress illegal immigrations and fight organizers of illicit migration movements, each member country shall systematically seek to determine whether there are Migrant Workers (Supplementary Provisions) Convention (1975) illegally employed migrant workers on its territory and whether there depart from, pass through or arrive in its territory any movements of migrants for employment in which the migrants are subjected during their journey, on arrival or during their period of residence and employment to conditions contravening relevant international multilateral or bilateral instruments or agreements, or national laws or regulations.



ILO Code of Practice on Safety and Health in Forest Work

ILO has published a code of practice dealing exclusively with health and safety in forest work. The objective of this code is to provide guidance to governments, industry and trade unions in ILO member countries on ways of making safety and health compatible with environmental protection and productivity in forestry.

Compliance with these guidelines is not mandatory. However, they are an excellent tool to improve the protection of forest workers against the risk of accidents and occupational health hazards. In addition, this code works as check list for the evaluation of health and safety conditions at the workplace.

The main topics addressed in this code are:

- employers responsibility for the health and safety of their employees and of workers hired by subcontractors;
- importance of complying with all legislation, recommendations and good practices related to health and safety;
- employers must supply adequate Personal Protection Equipment (PPEs), tools and machinery needed by workers to carry out their job in safe and healthy conditions;
- general guidelines about the utilization and functioning of tools and machinery in forest operations;
- working clothes and PPEs adequate to silvicultural activities;
- guidance on adequate conditions of water and food supply, lodging and camping facilities for forest workers;
- technical guidance for health and safety in areas of forest work (organization and planning of forest work, planning an inspection of work areas, work organization).



Where to find additional information?

With headquarters in Geneva, the International Labor Organization has representatives in all five continents and in most countries. Please, check their web page to see whether your country has an ILO representative.

Main office:

International Labor Office

4 Route des Morillons - CH 1211 Geneva 22 - Switzerland

E-mail: ilo@ilo.org

Web page: www.ilo.org

Tel.: + + (41) 22.799.6111

Fax: + + (41) 22.798.8685

The full text of the conventions, and of many related documents, can be downloaded from the ILO site above.

The English version of the ILO Declaration on Fundamental Principles and Rights at Work can be found at the site: <http://www.ilo.org>

ILO has produced a guide of its publications dealing with forest work - Criteria and Indicators for Sustainable Forest Management, which has been translated into Portuguese and is available from IMAFLORA's web page (www.imaflora.org).

ILO also has a Sectoral Activities Program, with the objective of promoting the exchange of information within specific economic sectors, one of them being the forest sector. This program has produced a series of documents that address the improvement of the working conditions in the forest sector. These documents can be found at the site below: <http://www.ilo.org/public/english/dialogue/sector/sectors/forest.htm>

The document ILO Code of Health and Safety Practices in Forest Work can be found at the following site: <http://www.ilo.org/public/english/support/publ/booksoh.htm>



List of relevant sites

Friends of the Earth - www.foe.org

Friends of the Earth (Brazil) - www.amazonia.org.br

Friends of the Earth International - www.foei.org

FSC Forest Stewardship Council - www.fsc.org

Greenpeace - www.greenpeace.org

IFBWW - International Federation of Building and Wood Workers - www.ifbww.org

ILO International Labor Organization - www.ilo.org

Imaflora - www.imaflora.org

United Nations - www.un.org





Imaflora - Institute for Agricultural and Forest Management and Certification - is a non profit, non governmental organization whose mission is to promote sustainable development. To accomplish this mission Imaflora uses different instruments, such as training and capacity building, and support to the development of markets and public policies.

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