Role FSC in promoting green jobs
(focus on Occupational Health and Safety)

Forest Europe/UNECE/FAO workshop
Bratislava, 28 June 2017

John Hontelez,
Chief Advocacy Officer FSC International
Set-up presentation

Importance of Green Jobs for FSC

Role of trade unions in FSC

Relevance for Europe (FSC presence in Europe)

FSC tools to promote Green Jobs

Zooming in on Occupational Health and Safety – requirements through national forest standards

Some European examples & Conclusions
Green Jobs

“Green” relates to environment/nature
“Jobs” are about people.

Support Forest Europe/ILO concept which emphasizes the social dimension: “decent” jobs.

For FSC “Green Jobs” are part of sustainable production & consumption, including its social dimension.

Meaning: jobs with a high social quality (safe, fair contracts, rewarding, with (equal) growth opportunities, etc)
FSC was established 1993 by economic, environmental and social actors,

to promote

* environmentally appropriate,
* socially beneficial, and
* economically viable
management of the world’s forests
Governance Model

• Around 860 members (in 103 countries)

• Organised in 3 chambers:
  – Economic
  – Social
  – Environmental

• Each chamber has 33.3% of the vote
• Each chamber split in North and South
• Decisions by consensus or by majorities in all three chambers
Labour Unions in FSC: in most National FSC organisations labour organisations are (Board)members and active in standard development groups

At international level: Building and Wood Workers International + 32 national trade unions:

Brazil (4x) Canada (2x) Chile
Colombia Croatia Denmark
Gabon (2x) Germany (2x) India (5x)
Indonesia Latvia Malaysia (2x)
Nepal (2x) New Zealand Netherlands
Peru Philippines Turkey
USA Venezuela
Labour Unions in FSC

FSC Chairperson:  Rulita Wijayaningdyah
Timber Employees Union of Peninsular Malaysia
FSC PRESENCE in UNECE area

Inside the EU:
35 million ha FSC certified = 22% of all forest (26% of productive forest)
= 44% of total certified area in EU (including 21 million double certified).

Plus: 15412 certificates CoC (=63% all CoC)

The rest of Europe (including all of Russia and Turkey):
62 million ha FSC certified = 7% of all forest
= 85% of total certified area (including 17 million double certified).

Plus: 2002 certificates CoC (= 92% all CoC)
Main tools to promote social requirements:

a. Principles & Criteria for Responsible Forest Stewardship
   - Version 4: 1997 –??
   - Version 5: 2017 - ??

Transformed into National FSC Standards in balanced multi-stakeholder processes

b. Chain-of-Custody Standard
The same for companies all over the world

Verification by third-party, Certification Bodies – overseen by Accreditation Services International + complaints procedures.

c. Policy for Association and its dispute resolution procedure
CoC Standard:
1.4 The organization shall commit to occupational health and safety (OHAS). At a minimum, the organization shall appoint an OHAS representative, establish and implement procedures adequate to its size and complexity, and train its staff on OHAS.

Policy for Association:
f. violation of any of the ILO Core Conventions, as defined in the ILO Declaration on Fundamental Principles and Rights at Work, 1998.

[does not include Convention 155 on OHAS]
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.*

4.1 opportunities for employment, training, and other services for communities.

4.2 Meet or exceed all applicable laws and/or regulations covering health and safety of employees and their families.

4.3 Right for workers to organise and negotiate (ILO 87 and 98)

4.4 Social impact evaluations, including consultations

4.5 Grievance resolving, fair compensation loss or damage local people

Principle 7: Management Plan

7.3 Forest workers shall receive adequate training and supervision to ensure proper implementation of the management plan.
P&C V5

Principle 2: Workers Rights and Employment Conditions

*The Organization shall maintain or enhance the social and economic wellbeing of workers.*

**New elements compared to Version 4:**

2.2 gender equality in employment practices, training opportunities, awarding of contracts, processes of engagement and management activities.

2.4 wages that meet or exceed minimum forest industry standards or other recognized forest industry wage agreements or living wages, where these are higher than the legal minimum wages.
Ongoing: National Standard setting processes to implement P&C V5:
with involvement of trade unions and other social actors where present

Specific guidance (normative):
- International Generic Indicators
- Guideline for Standard Developers for addressing risk of unacceptable activities in regard to scale and intensity
INTERNATIONAL GENERIC INDICATORS and Instructions

[highlighting in particular OHAS related issues]

2.2. Gender Equality

2.2.3 Work typically carried out by women (nurseries, silviculture, Non Timber Forest Product harvesting, weighing, packing, etc.) is included in training and health & safety programs to the same extent as work typically carried out by men.

2.2.6 Maternity leave is no less than a six-week period after childbirth.

2.2.9 Confidential and effective mechanisms exist for reporting and eliminating cases of sexual harassment and discrimination based on gender, marital status, parenthood or sexual orientation.
2.3 The Organization shall implement health and safety practices to protect workers from occupational safety and health hazards. These practices shall, proportionate to scale, intensity and risk of management activities, meet or exceed the recommendations of the ILO Code of Practice on Safety and Health in Forestry Work.

2.5 The Organization shall demonstrate that workers have job-specific training and supervision to safely and effectively implement the Management Plan and all management activities.

2.3.1 Health and safety practices are developed and implemented that meet or exceed the ILO Code of Practice on Safety and Health in Forestry Work.

2.3.2 Workers have personal protective equipment appropriate to their assigned tasks.
2.3.3 Use of personal protective equipment is enforced.

2.3.4 Records are kept on health and safety practices including accident rates and lost time to accidents.

2.3.5 The frequency and severity of accidents are consistently low compared to national forest industry averages.

2.3.6 The health and safety practices are reviewed and revised as required after major incidents or accidents.

2.5.1 Workers have job specific training consistent with Annex B and supervision to safely and effectively contribute to the implementation of the management plan and all management activities.

2.5.2 Up to date training records are kept for all relevant workers.
Scale, Intensity and Risk Guidelines Criterion 2.3.

“All Organizations that perform high potential unacceptable negative impact activities, such as operating power saws, must comply with high impact indicators. Likewise, Organizations that only perform low potential unacceptable negative impact activities, such as harvesting NTFPs, would only need to comply with low impact indicators.”

**Scale**: irrelevant – level of protection to be independent on number of Workers.

**Low risk**: verbal communication is sufficient
2.6. The Organization through engagement with workers shall have mechanisms for resolving grievances and for providing fair compensation to workers for loss or damage to property, occupational diseases, or occupational injuries sustained while working for The Organization.

National: Standard developers to agree on indicators that ensures that “culturally appropriate engagement is used to define dispute resolutions processes” to implement this Criterion.

2.6.4 Fair compensation is provided to workers for work-related loss or damage of property and occupational disease or injuries.
PESTICIDES

10. Implementation of Management Activities

10.7 The Organization shall use integrated pest management and silviculture systems which avoid, or aim at eliminating, the use of chemical pesticides. The Organization shall not use any chemical pesticides prohibited by FSC policy. When pesticides are used, The Organization shall prevent, mitigate, and/or repair damage to environmental values and human health.

10.7.2 Chemical pesticides prohibited by FSC’s Pesticide Policy are not used or stored in the Management Unit unless FSC has granted derogation.

10.7.3 Records of pesticide usage are maintained, including trade name, active ingredient, quantity of active ingredient used, period of use, location and area of use and reason for use.

10.7.4 The use of pesticides complies with the ILO document “Safety in the use of chemicals at work” regarding requirements for the transport, storage, handling, application and emergency procedures for cleanup following accidental spillages.
PESTICIDES

National: Standard developers to include the relevant aspects of “FSC Guide to integrated, pest, disease and weed engagement in FSC certified forests and plantations” (2009), and associated policies, advice notes, etc. And: the ILO document “Safety in the use of chemicals at work”, or a national derived document.
IGI’S ANNEX B: TRAINING REQUIREMENTS FOR WORKERS

Obligatory to include these in national standards, for implementation subject to “scale, intensity and risk”

Workers shall be able to:

3) Recognize and report on instances of sexual harassment and gender discrimination (Criterion 2.2.);

4) Safely handle and dispose of hazardous substances to ensure that use does not pose health risks (Criterion 2.3);

5) Carry out their responsibilities for particularly dangerous jobs or jobs entailing a special responsibility (Criterion 2.5);

12) Handle, apply and store pesticides (Criterion 10.7); and
Standard setting process and OHAS in Europe
[beyond legal requirements] examples:

Germany:

2.5.2. From 1st July 2020 work with a chainsaw will only be carried out by people, trained as foresters or in possession of a European chainsaw certificate (ECC) level 3 or an equivalent national exam in combination with at least 3 years work experience in the motor manual harvesting of wood or in possession of an ECC level 3 in conjunction with a preparatory course for this qualification.

2.5.3. Non-commercial wood gatherers and forest owners working with a chainsaw for their own benefit demonstrate skills in the use of a chainsaw.

In France: focus on safety gear
In Belgium and Portugal: focus on protective clothing

[In DK and Portugal: focus on wages]
Standard setting process and OHAS in Europe

beyond legal requirements

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Korrekturmaßnahmen in Deutschland, Zeitraum 2013-2014
56 Zertifikate (alle).
Standard setting process and OHAS in Europe beyond legal requirements

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**In France:**
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**Korrekturmaßnahmen in FSC-Betrieben**

<table>
<thead>
<tr>
<th>Category</th>
<th>Less Developed Countries</th>
<th>More Developed Countries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management Plan</td>
<td></td>
<td></td>
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<tr>
<td>Communication &amp; Conflict Resolution with Stakeholders, Neighbours, Communities</td>
<td></td>
<td></td>
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<tr>
<td>Monitoring</td>
<td></td>
<td></td>
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<tr>
<td>Training</td>
<td></td>
<td></td>
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<tr>
<td>Worker Safety</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aquatic and Riparian Areas</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Roads &amp; Skid Trails</td>
<td></td>
<td></td>
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<tr>
<td>Chain-of-Custody</td>
<td></td>
<td></td>
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<tr>
<td>Threatened &amp; Endangered Species</td>
<td></td>
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<td>Sensitive Sites &amp; HCVF</td>
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Legend:
- Green: Less developed countries
- Yellow: More developed countries

0 20 40 60 80 100
CONCLUSIONS:

FSC Certification FMU’s strong focus on OHAS

Added value depends on legal baseline
  Training
  Safe equipment – protective clothing
  Reduced risks due to pesticides limitations
  Sexual harassment

Opportunity for Trade Unions and Employers for more (detailed) agreements

Verification by Certification Bodies works
### RELEVANT DOCUMENTS:

<table>
<thead>
<tr>
<th>Document Code</th>
<th>Version</th>
<th>Title</th>
</tr>
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<tbody>
<tr>
<td>FSC-STD-01-001</td>
<td>V4 (1996)</td>
<td>FSC Principles and Criteria For Forest Stewardship</td>
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<tr>
<td>FSC-GUI-60-002</td>
<td>V1-0 (2016)</td>
<td>Guideline for Standard Developers for addressing risk of unacceptable activities in regard to scale and intensity</td>
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<tr>
<td>FSC-POL-30-001</td>
<td>(2005)</td>
<td>FSC Pesticides Policy</td>
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<td>FSC-POL-01-004</td>
<td>V2 (2011)</td>
<td>Policy for the Association of Organizations</td>
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</tbody>
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