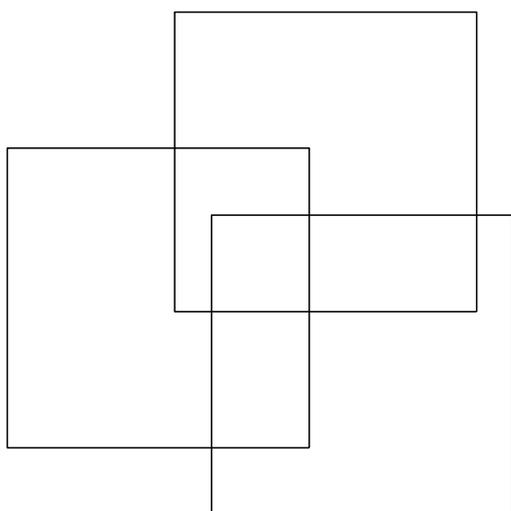




## Note on the proceedings

**Sectoral Meeting on Promoting Decent Work and Safety and Health  
in Forestry**  
(Geneva, 6–10 May 2019)









**SMSHF/2019/13**

INTERNATIONAL LABOUR ORGANIZATION

**Sectoral Policies Department**

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Geneva, 2019

INTERNATIONAL LABOUR OFFICE, GENEVA

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## 1. Introduction

1. The Sectoral Meeting on Promoting Decent Work and Safety and Health in Forestry was held in Geneva from 6 to 10 May 2019.
2. The Meeting was attended by 76 participants, 23 of whom were women. These included 40 Government representatives, advisers and observers from 30 member States; five Employer representatives and one observer; and seven Worker representatives and 14 observers. In addition, eight observers from intergovernmental organizations and international non-governmental organizations as well as members of the general public participated in the Meeting.
3. The purpose of the Meeting was to discuss issues related to the promotion of decent work and safety and health in forestry. The Meeting could adopt conclusions and resolutions.<sup>2</sup>
4. The Officers of the Meeting were:

<i>Chairperson:</i>	Ms Toni Moore, General Secretary, Barbados Workers' Union
<i>Government Vice-Chairperson:</i>	Ms V. Bhalla (Government, India)
<i>Employer Vice-Chairperson:</i>	Mr J. Beckett (Vice President, Training, Safety and Recruitment, BC Maritime Employers' Association)
<i>Worker Vice-Chairperson:</i>	Mr R.D. Walls (Grand Lodge Representative, International Association of Machinists and Aerospace Workers)
<i>Employers' Group Secretary:</i>	Mr J. Espinosa (International Organisation of Employers)
<i>Worker's Group Secretary:</i>	Ms M.T. Teresa Llanos (International Trade Union Confederation)

5. The Chairperson stated that the aim of the Meeting was to explore and discuss the challenges, opportunities and new trends concerning decent work in forestry, as well as recent developments and good practices in occupational safety and health (OSH) in the sector. The Meeting should adopt a set of Conclusions to promote decent work in the sector based on the discussion, including proposals for action by governments, employers' and workers' organizations, and the ILO.
6. Forests and forestry played a significant role in providing jobs and livelihoods to millions of people worldwide, while also contributing to the achievement of several Sustainable Development Goals (SDGs) and to the future of work. Decent work and OSH challenges, however, were persistent. New forces transforming the world of work, including the effects of climate change, changes in working environments, work organization and work processes, and the introduction of new technologies, had all had an impact on OSH in the forestry sector and would continue to do so.
7. The Secretary-General of the Meeting, Ms Alette van Leur (ILO Sectoral Policies Department), recalled that the mandate of the Meeting was to discuss the promotion of decent work and safety and health in forestry, with a focus on the production and harvesting of wood and non-wood forest products. An important sector in many countries, forests were

<sup>2</sup> GB.334/POL/3.

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crucial to the achievement of the SDGs, especially through their role in combating climate change and desertification. Less, however, had been said or written about the employment or decent work aspects of forests and forestry. While the employment data in the sector was scarce, it had been estimated that the formal and informal forestry and logging subsector employed about 12.7 million people. Decent work challenges included high accident rates, as much of the work was carried out in remote and challenging locations, and often involved chainsaws, heavy machinery, climbing, and exposure to chemicals.

- 8.** As the report by the ILO's Global Commission on the Future of Work had highlighted, there was a need for policies and strategies to support people through labour market transitions. Major changes in the world of work directly affected employment and conditions of work in the sector, such as technological developments, demographic change, migration trends, changing production patterns of forest by-products, and climate change. For example, sustainable practices and clean technologies could create millions of jobs in the sector. There was a need to assess and strengthen analysis and understanding of the potential of social dialogue in addressing these issues.
- 9.** The ILO was fully committed to all SDGs, including SDG 8 on decent work and economic growth, and SDG 15, which aimed to protect, restore and promote sustainable use of terrestrial ecosystems, including forests. The ILO's Decent Work Agenda and its fundamental principles and rights at work established a useful framework for the forestry sector. The ILO had done considerable work in the forestry sector, but it had been 14 years since the last sectoral meeting on forestry. In 1998 the ILO had adopted the Code of Practice on Safety and Health in Forestry Work, while in 2005 a Meeting of Experts had adopted a set of Guidelines for Labour Inspection in Forestry. A tripartite meeting on globalization in the sector as a whole, including wood manufacturing and pulp and paper, was held in 2001. Considering the scope of the present meeting, and the 20-year life of the Code of Practice, it would be especially interesting to share experience of how it was being applied in various countries.
- 10.** The Deputy Secretary-General of the Meeting, Mr Akira Isawa (ILO Sectoral Policies Department) explained the Standing Orders governing the meeting, observing in particular that decisions would be taken by consensus.
- 11.** The Executive Secretary of the Meeting, Mr Waltteri Katajamäki (ILO Sectoral Policies Department) presented the report for discussion on promoting decent work and safety and health in forestry. It focused on the forestry and logging subsector and presented a general and global overview of the sector from the perspective of decent work and occupational safety and health.
- 12.** The first section of the report introduced some global policy frameworks in which forests and forestry played an important role, such as the 2030 Agenda for Sustainable Development and climate change discussions. It noted the importance of sustainable forest management, and discussed developments and trends related to the sector. Forests were key elements in mitigating climate change, and land use change was a critical feature in any attempt to limit its adverse effects. Technological developments affected many aspects of forestry, and concepts such as bioeconomy and payments for ecosystem services (PES) could further underscore the potential of forests in the transition towards more sustainable economies. The report also explored the trade and production of wood and wood products; issues surrounding planted forests; and the challenge of illegal logging.

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- 13.** The second section discussed employment and decent work issues. It provided an overview of international labour standards relevant to forestry and ILO tools relevant to the sector. It discussed forest management certification schemes and employment in forestry. Using available data and research, it provided estimates of overall employment trends in the sector and discussed informality and workers vulnerable to discrimination, including women, young workers, migrant workers and indigenous and tribal peoples. Enterprises played a key role in ensuring that forest resources were sustainably managed, and an enabling environment promoting sustainable forest enterprises was a key requirement for successful forest management. The report described the different private actors involved in forestry, and discussed the importance of skills development for improving the productivity and sustainability of forestry at all levels. It also covered the skills deficit in the sector, and the need to ensure the right skills for a just transition to environmentally sustainable economies. In addition, it presented aspects related to social protection and working and living conditions in the sector and noted some challenges related to ensuring efficient dialogue in the sector.
  - 14.** The final section focused on OSH in forestry. Forestry was a relatively hazardous sector, where OSH risks ranged from safety hazards posed by the use of heavy machinery and heavy workload, to psychosocial factors, and biological hazards caused by plants and animals. Most accidents were caused by limited organization and supervision, and by lack of skills. It called for special attention to be given to accident data reporting and to creating a safety and health culture at all levels, involving enabling legal and policy frameworks, effective labour inspection systems, appropriate skills development measures, effective OSH management systems, and workplace cooperation.

## **2. General discussion**

- 15.** The Worker Vice-Chairperson stated that the Building and Wood Worker's International (BWI), a global union federation representing 140 unions in the forestry and wood sectors, sought a productive dialogue to promote decent work and health and safety in the forest-based industries. Senior officials of the BWI were present at the meeting and had practical experience on working conditions, OSH, labour inspection, representing migrant workers, promoting the right to organize and bargain collectively, and working on forest certification. He called for a common agenda and committed outcomes that would have an impact on promoting working conditions and preventing death and injuries. Union representation and effective OSH committees were needed.
- 16.** The report covered issues that had been discussed before in different ILO documents, and the limited changes were not favourable and little improvement could be seen: governments and employers still allowed dangerous working conditions to persist in forestry. The types of contracts used by both direct and multinational employers frequently caused discrimination on grounds of gender and migrant status. Workers were today more productive but were paid low wages. Governments and employers were creating jobs that lacked legal protection. Governments needed to commit to ending informal and illegal work. The lack of progress called for a paradigm change.
- 17.** Corporate executives and stockholders were reaping the rewards of dangerous work. The cost of workplace fatalities was passed on to others, often to workers. Approximately 13.7 million people worked in the forestry sector and injuries exceeded 170,000 per year. This was a high cost for the 3.8 million cubic metres of round wood that was harvested each year

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in the formal sector alone. In the United States there were 80 to 100 fatalities per year in the sector, much higher rate than in the trucking sector. The average number of fatalities per 100,000 workers in forestry in the European Union was double that in the construction sector. There were however examples of safe work in forestry, including from Sweden, where workers enjoyed decent working conditions ensured by robust national laws, legislation that required workers to be equal partners in safety decisions, and enforcement of OSH regulations.

- 18.** Many OSH discussions focused on blaming the victims in order to avoid finding the root causes of unsafe work, shifting the focus to “unsafe workers” rather than “unsafe work”, and shifting the solutions as well. Instead of developing language that held employers accountable for profiting from unsafe work and the use of unsafe equipment, pay systems and production quotas, it was proposed to train workers to be safe in unsafe environments. It was time to reframe the debate, in four steps. Step 1 would challenge government and employer efforts to blame injured workers. Step 2 would eliminate rewards for creating dangerous work, for example through forest certification. Step 3 would promote the use of safer technologies. Step 4 would recognize that no worker should perform tasks that may lead to death, and to develop partnerships with migrants and women who were assigned the most dangerous work, because an injury to one was an injury to all. If everyone acted together, the next ILO report on forestry would note that forestry was no longer among the most dangerous work in the world.
- 19.** The Employer Vice-Chairperson stated his strong belief in dialogue and promoting OSH in forestry, and stressed that significant improvements had been made in the forestry sector: declined accident numbers due to improved working methods, equipment, and training; a shift towards better practices as the sector increased its added value; the growth of formal employment; the reduction of hazards through new technologies; and initiatives to improve the sustainability and greening of the sector. Challenges remained: informal work accounted for to up to 75 per cent of jobs, for which the ILO’s Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204) was a useful basis for progress; data was lacking at many levels, since many countries included forestry within statistics for agriculture, fisheries and similar sectors; legislation was often inadequate, also as a result of poor data; there was a lack of skilled and trained workers that led to more accidents; illegal logging which accounted for 15 to 30 per cent of timber production and was intrinsically linked to the informal economy; and the changes brought on by climate change. All parties had roles to play at the appropriate levels to ensure decent work for all.
- 20.** The Government Vice-Chairperson summarized the preliminary discussions by the Government group. First, regulation on forestry work varied greatly from country to country, and even where it existed was often not enforced. Second, the nature of the sector was predominantly informal in the countries represented in the group, and some of them had large numbers of migrant workers. Third, there was little awareness among workers of their rights or existing regulations. The outcome of the meeting should provide guidance to support the sensitization of workers in the sector, including through the use of ILO tools.
- 21.** The representative of the Government of Indonesia stressed that forestry played a significant role in the Indonesian economy as the country boasted one of the most diverse tropical forests in the world. It had 20.6 million hectares of forest, and the sector employed around 30.46 per cent of all workers, with further growth expected. The country was shifting from unsustainable to commercial forestry and the Government aimed to transform forestry into

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a provider of future green jobs. There was a need for greater awareness raising among local workers regarding their rights and OSH. The Bahasa Indonesia version of the ILO Code of Practice on Safety and Health in Forestry had been a valuable tool in promoting OSH in the sector.

22. An observer of the Government of Germany indicated that the report for discussion summarized the issues well, but did not show any substantial improvement since the previous meeting. The meeting should adopt recommendations to face the challenges regarding OSH. There was a need to ensure a viable and sustainable forest workforce in the future, including through ensuring application of OSH regulations and relevant training to all workers regardless of their contract or employment status. Due to demographic change and the ageing of the population, as well as competition between sectors for workers, forestry faced difficulties in attracting new recruits, since young people did not see it as an engaging career due to the unsafe work conditions, poor job security, and low pay. However, those who entered the sector were very dedicated. The application of the ILO Code of Practice on Safety and Health in Forestry Work and of the ILO Guidelines for Labour Inspection in Forestry should be examined to verify if they were still valid, since if they had been put into practice effectively, the problems raised in the points for discussion would have been resolved.
23. The observer of the Ministerial Conference on the Protection of Forests in Europe (Forest Europe) stated that in 2015, it had declared that green jobs must also be decent and that this was central to their programme. Forest Europe welcomed the opportunity to increase cooperation with ILO, and the meeting offered an excellent opportunity to improve cross-sectoral collaboration within governments and to promote the involvement of forestry companies and strengthen the inclusion of workers in this important dialogue.
24. The observer of the Forest Stewardship Council (FSC) noted the value of voluntary forest certification schemes as a way to address problems faced by workers in the sector. FSC worked with trade unions to ensure adherence to the ILO standards. Those initiatives also helped promote OSH standards and supported the work of labour inspectors.
25. The observer of the Organization of African Trade Unity (OATUU) stressed the importance of working as a true tripartite group on the issue of employment in the forestry sector. Despite the existence of many recommendations, forests were still being destroyed through the felling of centenary trees. A good outcome of the meeting would be recommendations that would support the preservation of forests while allowing for their responsible exploitation and for the protection of workers.

### **3. Consideration of points for discussion**

#### **1. What are the challenges, opportunities and new trends in ensuring decent and sustainable work in forestry?**

26. The Employer Vice-Chairperson stated that the challenge of creating decent jobs in the forestry sector required investment by societies. Many member States recognized that increasing reforestation would help absorb CO<sub>2</sub>, and as a renewable product, wood was capable of achieving anything that oil could achieve. Expanding forest use would be

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compensated by increased reforestation through for example tree plantations, which did not require additional resources such as those needed to exploit crude oil, concrete, or iron. Wood fibre was even replacing plastic, and new techniques in wooden construction were making even 20-storey wooden buildings possible. Some plantations were 300 years old, and in some regions it took 20 to 30 years for a new plantation to become harvestable, which had employment implications. Social protection should benefit all workers, but this was only possible when forestry was both sustainable and economically viable. Informal employment in the sector was highly prevalent, and needed to be addressed, since it was dangerous, involved slavery, illegal logging and economic injustices, in addition to having adverse impacts on combatting climate change: the ILO's Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204) should help in this respect by increasing decent work and improving OSH. The lack of reliable data on the forestry sector, including on the informal economy, was a problem, since forestry was often lumped together with agriculture. He supported the view by the Government of Germany that the ILO texts of 1998 and 2005 remained valid: greater promotion of those texts and of Recommendation No. 204 would benefit the sector. As regards the statement by the FSC, voluntary agreements could not replace the requirement for governments to develop laws and enforce their implementation. It was the role of the State to set standards for employers and workers, and he therefore supported the Workers' view that workers should not be blamed for accidents. All those involved had responsibilities.

- 27.** The Worker Vice-Chairperson noted the four major decent work challenges faced by the forestry sector: climate change, the informal economy, subcontracting, and organizing non-unionized workers. On climate justice, the International Trade Union Confederation had agreed that climate change was a trade union issue, calling for the greening of industries and the creation of new decent green jobs, including in ecological forestry. Efforts by communities to address climate change should be supported in different sectors, where models of good international relations involved both national and local dialogue to ensure a just transition towards carbon-free economy with appropriate re-employment and adequate social protection. Second, meaningful data on the informal economy were lacking. This did not excuse its high accident rates. In many countries workers lacked personal protective equipment (PPE) and appropriate clothing, and in some countries women were not even covered by OSH legislation. In India workers in non-timber forest products did not enjoy any minimum wage, and many workers were paid much less than stipulated under Minimum Wages Act of 1948. Third, subcontracting was widely utilized in the forestry sector, and created problems for social security coverage for forestry workers: for example Chilean legislation did not provide workers with sufficient protection, and the combination of strong international competition and weak government had resulted in poor working conditions. Finally, trade unions faced challenges in unionizing workers: multinational enterprises (MNEs) in particular created obstacles to workers' organization, including among Polish workers hired by a Swedish multinational enterprise and Indonesian migrant workers. Workers employed by MNEs should enjoy equal rights in all respects, including OSH, freedom of association, and collective bargaining agreements.
- 28.** A Worker representative from Chile stated that due to fires and drought fuelled by climate change, Chile had lost large forest areas in the past year, leading to many forest workers losing their jobs. A few multinational enterprises were responsible for large-scale deforestation. As a result of neo-liberalism, subcontracting had increased, resulting in lower wages in the sector. Forestry was the second most important sector for Chile after copper mining, but this was not reflected in terms of wages or livelihoods of the workers. As a result

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of climate change and subcontracting, the extent of informal employment in the forestry sector had increased, resulting in half of all forestry employment being informal.

- 29.** A Worker representative from Malaysia referred to the situation in East Malaysia: while freedom of association and organization was a fundamental right guaranteed by the ILO and Malaysia had ratified the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), few of the migrant workers employed by MNEs enjoyed unionization rights. Companies discouraged workers from joining unions: some 400 workers from Nepal and 200 from Indonesia had been dissuaded from joining a union, and employment contracts were not extended to migrant workers who chose to join unions. In East Sabah, migrant workers faced unlawful deductions from their salaries; companies confiscated workers' passports and charged them for their return. While Malaysia had a minimum wage in place, this was not paid to migrant workers in forestry. Similarly overtime was not paid, and migrant workers were not provided access to medical services but had to find their own treatment if they fell ill. They also lacked proper PPE. In one specific case, an Indian FSC-certified MNE that had received loans from the International Finance Corporation had falsified records of accidents, and had misguided and misinformed migrant workers about their right to join unions. This was often a reality in MNEs, including Japanese and Chinese operators. She expressed the hope that the parties concerned would examine these facts.
- 30.** A Worker observer from Turkey noted that in his country forests had until the recent past been State-owned and run, and local rural workers had performed most of the work. The country was undergoing change and production was being handed over to MNEs. This had increased the previously low fatality rates in the sector. Turkey was a host to some 4 million Syrian refugees, many of whom were unofficially employed in the forestry sector, lacking the necessary skills and thus facing very dangerous working conditions. In the first five months of 2019 there had already been 74 worker fatalities in the sector in Turkey. MNEs should not apply such unsustainable policies. Turkey was also suffering a very high rate of deforestation. Production had to be planned annually in the forestry sector. While before the annual production had been limited to 10 million cubic metres, the government had increased this limit to 13 million cubic metres, but without an increase in the number of workers, they were facing heavier workloads. He had spent 48 years in the forestry sector, and had seen many colleagues lose their lives: yet and nothing was changing. Up to 80 per cent of workers in the sector lacked social protection. This needed to be highlighted by prioritizing the health and safety conditions of workers.
- 31.** The Government Vice-Chairperson stated that the governments considered that the predominant challenge for the sector was informal work. This was often casual and without contracts, leaving workers underpaid and without access to social security benefits or legal protection. In certain countries, globalization continued to impact labour in the forestry sector, and workers were being trained only for them to migrate to work in forestry in other countries. Other countries relied on a migrant workforce for their forestry and timber industry, many of whom were under the control of subcontractors, which presented a challenge for national regulatory environment. Since many workers worked informally, they had been unable to organize and as a result lacked bargaining power. Another major challenges included inhospitable working environments and the lack of adequate protective equipment.
- 32.** In many countries forests were owned by the state or assigned as protected areas, where commercial activity was not allowed. This often led to illegal forest activities which put

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extra strain on the workers not fully covered by laws applicable to other workers. In certain countries, particularly in Europe, forest management certification, and particularly the FSC certification, was an issue. While it had helped the cause of workers, some participants had observed that FSC standards can be contradictory to national regulations. In some countries legislation needed to be updated on a more regular basis to keep pace with the latest developments. In relation to labour inspection, certain countries had the necessary infrastructure but faced staffing deficits.

- 33.** On opportunities in forestry, many Government participants agreed that while the legislation existed, there was a need to leverage technology to make the implementation of laws more effective and the inspection regime more streamlined. There was also a need to share best practices in legislation and inspection. There was an opportunity to build a culture of mutual responsibility, where enterprises integrated the welfare of labour into their Corporate Social Responsibility code. There was a need to empower small enterprises by improving their skillsets through skills certification with a view to raising awareness of safety in the industry.
- 34.** The Employer Vice-Chairperson considered that there were many challenges as well as opportunities: the latter included global supply chains and the value of their regulation to improve social protection and health and safety culture in the workplace. National governments should regulate MNEs operating in their countries, regardless of the location of their headquarters, and such regulation should address decent work needs. Cross-border flows of workers were not exclusive to the forestry sector, but clear data were needed on global supply chain companies. Often, working conditions in such companies were better than in domestic companies, as they were large brands concerned about their reputation and faced a higher level of scrutiny. National social partners and governments were hence the key drivers of change. There was no regulatory gap to be bridged at the international level: it was better to focus on implementing legislation at the national level.
- 35.** The Worker Vice-Chairperson disagreed with the Employer Vice-Chairperson on MNEs being better employers, as they exploited weak laws in other countries while they could not get away with such behaviour in their own. In the United States, such behaviour could be seen in their choice of the state in which they based themselves.
- 36.** An Employer representative from Panama noted that in her country commercial reforestation was being performed only by private enterprises. While they enjoyed tax breaks, these were reduced recently. Reforestation projects, certified by FSC, created jobs and complied with and went beyond the requirement in national legislation or other standards. Panama however suffered from a shortage of competent staff in forestry. Like all other countries in Central America, Panama had signed up to a number of international agreements, with commitments to large-scale reforestation and the replanting. However, they had no means to pursue the objectives due to a lack of resources. All investors needed to enjoy legal security and benefit from structural development in order to be able to carry out large-scale reforestation.
- 37.** A Worker representative from Gabon stated that the Gabon Government had an interest in changing workers' conditions and developing the national economy to create employment and jobs. Gabon had been in need of economic operators experienced in multinational work to support its economic development. In parallel with such cooperation between public authorities and economic operators, workers faced problems with regard to the freedom to form trade unions. Gabon's legislation prohibited dismissal for joining a trade union, but the criminal code did not specify punishment for such offences. In Gabon special economic areas provided jobs for more than 15,000 workers, but they encountered safety and health

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problems, especially those who worked informally. Unionized workers faced discrimination: they were blacklisted, and their name, photo, and car licence plate were made known to the enterprise to prohibit them from accessing the special economic areas, where employers benefited from reduced taxes. Workers were threatened with being laid off if they unionized: some 13,000 workers had been unionized, and as a result were now prohibited from working in or entering special economic areas. Public authorities faced a difficult situation, striving for economic development but depending on external economic operators for that. This had been communicated to public authorities, but nothing had happened. The problem was not unique to Gabon: many countries in the region experienced it. In the relationship between economic operators and the Government of Gabon, the former had more power and were effectively in charge of labour standards.

- 38.** The representative of the Government of Gabon, replying to the statement Worker representative from Gabon concerning the denial of trade union access to a forestry undertaking in a special economic areas, stated that the Government guaranteed access to the workplace for labour inspectors and other duly identified persons. Trade union representatives sometimes encountered difficulties in obtaining authorization due to language barriers. Special inspection services systematically enforced compliance with the national labour legislation in the special economic area. The recent initiation by the Prime Minister of a national round of social dialogue with a sectoral dimension illustrated the importance the Government attached to the role of trade unions, social dialogue and tripartism.

## **2. What are the recent developments and good and emerging practices on occupational safety and health (OSH) in forestry?**

- 39.** The Worker Vice-Chairperson observed that the ILO Code of Practice on Safety and Health in Forestry Work of 1998 and of the ILO Guidelines for Labour Inspection in Forestry of 2005 provided a valuable regulatory framework. Statistical data in the report for discussion clearly showed, however, that there was still room for improvement in OSH. He requested information on what activities had the ILO undertaken since the adoption of the two tools to promote their implementation. The prevailing high incidence of accidents and fatality rates was unacceptable, in particular in developed countries, and the situation was even bleaker given that large numbers of informal workers were hidden from the figures. If businesses did not respect OSH standards, their right of doing business would be questioned. Hazardous and unhealthy working conditions could not be justified by economic gain, since this would entail unfair competition in the sector and a race to the bottom. While mechanization had the potential to improve working conditions, it also gave rise to new challenges such as the need for training and education and the need to address exposure to biological and chemical agents. Climate change had exacerbated recurring threats in the sector, such as forest fires and vector-borne diseases such as tick-related illnesses.
- 40.** The Secretary-General provided background on the work done by the ILO since ca. 1998. All the standards included in the Appendix to the report were available on the ILO website. The two main ILO texts which were the outcome of tripartite consultations and could be used to guide national laws and regulations were the 1998 ILO Code of Practice on Safety and Health in Forestry Work and the 2005 Guidelines on Labour Inspection in Forestry. In addition, a number of national workshops had been organized following the adoption of the Guidelines, and several forest-specific reports and publications were developed. This

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meeting provided a good opportunity for constituents to adopt a set of useful conclusions to guide future work and to ensure inclusion of forestry in the ILO agenda in the coming years.

- 41.** A Worker observer from the Russian Federation highlighted the need to preserve forests and forest workers in the light of climate change. To this end, it was important to align social protection for workers in forestry fire services with that of workers in other sectors and, at the same time, adjust it to the hazardous nature of their work, for example by reducing retirement age. Meanwhile, the country was losing both forestry inspectors and forests. The crucial role of inspectors patrolling and physically protecting forests should be acknowledged. Staff levels of such inspectorates should not be further reduced, but rather increased, and working conditions and salaries improved. General OSH legislation was insufficient and a professional forestry-specific industrial system for OSH needed to be created.
- 42.** A Worker observer from Malaysia stressed the poor level of social protection for migrant workers in forestry in his country, especially with regard to compensation in the event of an accident. Migrant workers represented a large share of the forestry workforce, and for many years they had lacked accident coverage, even for fatal accidents. Amendments in 1993 to the Employees' Social Security Act in Malaysia had left many migrant workers unable to receive accident compensation. In 2019 the Act had finally been extended to migrant workers.
- 43.** The Employer Vice-Chairperson stated that the horrors described during the discussion of point 1 the previous day should be avoided at all costs, but at the same time examples of good progress should be acknowledged.
- 44.** An Employer representative from Panama stated that her country had successfully improved occupational safety for forest plantation workers over the last two decades. Statistics showed such progress, even if they did not make it possible to abstract out the figures for forestry, since the data were aggregated with agriculture. Skills development and training had been useful in reducing OSH accidents, and the adoption of specialized machinery had improved both the sector's performance and workers' safety. Machinery had been adapted to the types of trees cultivated in the country as well as to weather conditions. Mechanization had reduced risks for workers, replacing some manual tasks. In rural areas in Panama forestry companies were the only companies offering formal and relatively well remunerated work. Competition in international markets between legally certified logging and illegal logging was an issue: India and China consumed 38 per cent and 39 per cent respectively of world timber, but required no certification of the source of the wood. A global chain of custody was needed to prevent illegal wood consumption, and this would also benefit workers.
- 45.** An Employer representative from Spain shared experience of his country's National Commission on Occupational Safety and Health in relation to the promotion of OSH in forestry. It began with an analysis of the situation in the sector and the revision of existing legislation, involving assessment of the gaps and making recommendations. Some gaps included lack of knowledge among OSH staff regarding the specific needs of the sector, coupled with the geographic dispersion and the seasonality of forestry activity. As a result, guidelines had been adopted and their implementation was being assessed.
- 46.** An Employer representative from Australia described her country's Work Health and Safety Subcommittee, which included workers' representatives, and had developed a range of initiatives in relation to OSH standards and practices that had been implemented nationwide.

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Many texts and tools were regularly updated to ensure their adequacy to developments in the industry, such as a successful lost-time injury frequency rate spreadsheet that companies had used for tracking since 2014, as well as guidelines for working hours and measures to promote safe equipment in the sector. Some practices rolled out for forestry had also been considered for other agricultural subsectors. Training was a key, and a set of Essential Training Standards for the safety of workers in forests were signed off by the industry in 2018. These standards were developed by the industry associations and they specified the units of competency that forest workers would be required to have to carry out certain tasks like driving heavy plant or log trucks; using hand held motorised equipment; and ground based workers working near heavy plant and tree falling operations. Additional focus was placed on supervision and training of new workers. Guidelines on fatigue measurement had been issued and trialled prior to their nationwide rollout. A code of practice on log haulage had been drafted with the full participation of employers and workers which clearly identified the chain of responsibility for both parties. Statistics on forestry remained a problem, since they were subsumed under data for agriculture and fishing in general.

- 47.** The Employer Vice-Chairperson stated that logging was well known as a significant force in the Canadian economy and that Canadian provinces were responsible for regulating forestry in line with national laws and ratified ILO Conventions. There had been a major trend towards mechanization, which reduced the exposure of workers to accidents, but in some areas there were still major hazards. Strong State regulatory enforcement was a fundamental requirement to improve OSH in forestry. Trade disputes with the United States, such as that on soft woods, were also affecting the sector, and companies had to adjust their logging practices to remain competitive. Contracting and logger certification were also required in Canada. Climate change was presenting more challenges, including in terms of pest management and forest fires. Workers generally received good wages in the sector.
- 48.** The Government Vice-Chairperson stated that the Governments considered that the ILO Code of Practice on Safety and Health in Forestry Work was comprehensive, but some parts seemed outdated and needed revision. The revision would be minor and should focus on sections related to technology, given major advancements in this field over the last two decades, and the impact of climate change. The Code should be more actively promoted, especially in developing countries, where it was less known. The new technologies now used in the sector were a two-edged sword: they had reduced certain accidents by the mechanization of some hazardous manual tasks, but new machinery could lead to other accidents, especially if workers were not adequately trained. Labour displacement due to automation should be borne in mind. Deforestation resulting from forest fires and storms induced by climate change was a major problem. Some countries had shared their experience in reducing accidents and risks through awareness raising and training. Further training and related efforts were still needed, such as sensitizing schoolchildren to forest preservation and safety and training standards. As regards the need for uniform data on the sector, the ILO should produce guidance on policies that could help countries collect data more uniformly. Governments had noted that forestry data was usually mixed with the agricultural sector, and there was a lack of sex-disaggregated information. ILO should support the countries in the establishment of data collection methods and in ensuring data uniformity.
- 49.** The representative of the Government of Sierra Leone noted that his country was now allocating some of the income from forestry exports to China to tree planting. Large companies benefiting from forestry trading in his country should also contribute to such efforts. Ministries responsible for labour affairs needed to build their capacity, in particular

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with regard to inspection skills, data collection, and reporting. Workers' compensation calculations and formulae needed to be revised to ensure that workers were fully compensated in the event of accidents.

- 50.** The Worker Vice-Chairperson welcomed some of the good practices shared by the Employers' Group, including chain of custody certification mechanisms for supply chains. In many cases, certification could improve the chain of responsibility and push for improved practices in freedom of association, collective bargaining and OSH.
- 51.** The Employer Vice-Chairperson stressed that the role of the ILO was to set standards that represented minimum floors when ratified by member States. Responsibilities also lay with member States and workers. When adequate legislation was lacking, certification and other schemes had been developed. But even third-party certification varied between countries, and depended on the legal frameworks and protection afforded by States.
- 52.** The Worker Vice-Chairperson, replying to the Employers' Group, said that while global framework agreements (GFAs) were the subject of a draft resolution submitted to the meeting, this did not exclude their discussion in the plenary. Good examples had been identified by the BWI, and it had already concluded agreements with large companies worldwide.
- 53.** The observer of the Food and Agriculture Organization referred to the safety and health programme that his agency had been developing over the previous two years. He expressed satisfaction that an FAO paper on accident analysis had been referred to during the meeting, and congratulated the Office on the report for discussion.
- 54.** An Employer representative from Panama lamented that the lack of government planning in the forestry sector had led to the loss of an entire generation of trained workers and labour shortages in forestry plantations. A large number of skilled workers would be retiring in the coming five years, and the government had recently approved a formal career programme for "forestry engineers". However, there was still no formal training framework for chainsaw operators or many other forestry jobs, and such occupations would also face labour shortages in the near future. Whereas cooperation in forestry between Germany and Panama had been successful, other projects had failed because of a lack of continuity. Many countries were unable to plan for the relatively short 25-year cycles, since in countries like Canada, Finland, Sweden and the United States forestry planning cycles averaged 85 years. She expressed disappointment that her government had extended tax breaks to 25-year cycle planning because of its inability to plan for a longer term in the forestry sector. Such tax breaks would only benefit foreign pension funds that had invested in what they saw as a short cycle of investment and yield.
- 55.** The observer of Forest Europe described the joint work between Forest Europe, UNECE, FAO and other agencies, including the ILO, on guidelines concerning the promotion of green jobs in forestry. They provided information on OSH, skills development and data collection, and covered active participation by forest industry, governments and workers' organizations in sectoral skills councils which operated at national level in European countries. There was also an initiative in Europe to promote international skills standards in forestry professions, and already two certification schemes for chainsaw operators existed. The parallel schemes in Europe provided international certification for forest workers in order to promote health and safety standards. This was beneficial to countries with high accident rates in forestry but lacked effective international or national certification schemes.

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56. The Government Vice-Chairperson stated that governments did not want to avoid their responsibility for training, but wished merely to highlight the challenges faced in safety and health in the forestry sector.

**3. What good practices of social dialogue can be identified to promote decent work and OSH in forestry; and how can effective tripartite social dialogue be used to address the future of work in forestry?**

57. The Employer Vice-Chairperson recalled the resolution concerning the second recurrent discussion on social dialogue and tripartism, adopted by the International Labour Conference in June 2018, which stated that “free, independent, strong and representative employers’ and workers’ organizations, together with trust, commitment and respect by the governments for the autonomy of the social partners and social dialogue outcomes are key conditions for effective social dialogue”. There were many different, context-dependent forms of social dialogue, include bi- and tripartite, and a “one size fits all” approach to social dialogue was inappropriate. Nevertheless, collective bargaining laid at the heart of effective social dialogue. States had specialized regulatory bodies with the technical expertise required to enforce health and safety standards. The direct intervention of the legislature was acceptable only if that system were to fail. It was important to preserve the diversity of approaches to social dialogue, as there were different context and traditions based on country experiences.
58. The Worker Vice-Chairperson stated that social dialogue was an essential pillar and tool for promoting decent work and OSH in forestry. Within a conducive political and economic context, social dialogue in its different forms could help develop effective policy and action plans to protect worker’s rights, especially regarding OSH and including training. The treatment of trade unions as equal and active partners in dialogue, rather than as passive recipients of policy decisions, was essential to the effective functioning of social dialogue. International framework agreements (IFAs) could provide a means to further promote and establish international OSH standards: ILO core Conventions and other instruments were a legitimate basis for establishing policies and joint OSH committees. However, many countries lacked the necessary legislation and enforcement of ILO standards needed to implement social dialogue effectively. The absence of representatives of international framework bodies in the meeting was an indication of how challenging social dialogue could be for workers’ representatives. It was essential to promote an environment that enabled and encouraged functional social dialogue mechanisms through the enforcement of national laws protecting freedom of association.
59. A Worker representative from Chile described OSH as a non-negotiable right. The prevalence of informal and multinational enterprises in the Chilean forestry industry was the main obstacle to protecting workers’ rights to OSH. Strong and influential unions were essential to protect these rights, and social dialogue was an effective method for achieving change. The Chilean Government had organized a nationwide dialogue initiative to achieve its goals for the forestry industry by 2035, covering the full range of activities in the sector, and had published the full discussions. The diversity and competing interests of the stakeholders were obstacles to consensus, but the approach was valuable since it had been conducted in good faith. The dialogue had had some positive practical effects, such as environmentally oriented legislation that had become a national standard for the industry, and recognition of work both in planted and primary forests. This was a positive change

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from the situation that had prevailed 20 years previously. Upcoming legislation would classify forestry work as heavy work, and would allow forestry workers to benefit from early retirement schemes. Aggressive collective bargaining was essential for the advocacy of a decent monthly wage that was not tied to bonuses or piece rate pay, and this had led to the improvement of the industry over the past two decades. Unions were the only organizations with the appropriate structure to represent the real interests of workers faithfully and to face the remaining challenges.

- 60.** A Worker observer from Sweden stated his country had many years of experience in strong social dialogue and collective bargaining at national and sectoral levels, including in the forestry and wood processing sectors. Almost all workers in these sectors were covered by national and sectoral collective agreements, as well as by a voluntary certification system. IFAs, like those of Stora Enso or IKEA, were based on a strong legacy of social dialogue. Governments should promote strong and independent trade unions in order to achieve meaningful social dialogue. The Future of Work initiatives in the forestry sector should support environmental, economic and also social sustainability. Also Sweden faced some challenges in implementing collective agreements, but this did not negate its strong tradition and system of social dialogue.
- 61.** The Government Vice-Chairperson said that forestry workforce remained largely unorganized and social dialogue in the sector mainly depended on the unionization of its workforce. Workforce organization and social dialogue was absent in the micro, small and medium-sized enterprises that predominated in the sector, many of which employed only two or three people, as well as among indigenous and tribal peoples. In order to achieve effective social dialogue, the workforce needed to be organized. Governments were committed to supporting their organization and promoting collective bargaining. The ILO could provide member States with technical advice on promoting organization and social dialogue, for example through national dialogue processes. Developed countries could also help others to promote social dialogue in the sector.
- 62.** The representative of the Government of Sierra Leone pointed out that informality hindered the consolidation of social dialogue in the sector. Governments could take action to educate employers, including in small enterprises, so they could establish employers' associations, and educate multinational enterprises before they operated in host countries. Governments should however also take action to help SMEs to organize their workers into trade unions in order to promote tripartite discussion.
- 63.** Responding to the Worker Vice-Chairperson, the Employer Vice-Chairperson stated that the examples by the Workers' group such as IFAs in Sweden and social dialogue experiences in Chile demonstrated how diverse social dialogue was, since countries had different forms of and approaches to social dialogue. Unionization was not the only way of exercising social dialogue, but many other ways and means were available. Lack of social dialogue resulted in unsatisfied workforce and high turnover, and hence made social dialogue essential to make jobs desirable. He questioned how the few existing IFAs and GFAs that only represent a very small part of employers in the sector could encourage effective workers' representation. Other systems of social dialogue embodying human rights principles existed, are used by workers, and should be acknowledged.
- 64.** The Worker Vice-Chairperson recalled the principles observed in the ILO concerning tripartism and social dialogue: social dialogue must be based on strong, independent workers' and employers' organizations with the necessary technical capacity and access to

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- relevant information to participate in social dialogue; political will and commitment to engage in good faith in social dialogue on the part of all the parties; respect for the fundamental rights of freedom of association and collective bargaining; and an enabling legal and institutional framework. While social dialogue could take place in non-union setting, to ensure its effectiveness, trade unions first needed to exist.
- 65.** The Government Vice-Chairperson recalled that the Government Group had raised the importance of an organized workforce, but had not mentioned unionization specifically. Workers must be organized in order to exercise their collective power and have access to effective social dialogue.
  - 66.** The Worker Vice-Chairperson stated that social dialogue must be approached by the meeting with respect for the ILO's tripartite structure in order to avoid undermining ILO principles.
  - 67.** Responding to the Employer Vice-Chairperson's concerns, a Worker observer from Sweden stated that although he did not know how many workers were covered by GFAs, they represented a labour relations framework that nevertheless needed to be recognized and supported by global and national standards. Governments played a critical role in this context.
  - 68.** The Secretary-General appreciated the references by the Employer and Worker Vice-Chairpersons to the Conclusions concerning the second recurrent discussion on social dialogue and tripartism adopted by the International Labour Conference in 2018. The Conclusions stated: "Free, independent, strong and representative employers' and workers' organizations, together with trust, commitment and respect by the governments for the autonomy of the social partners and social dialogue outcomes are key conditions for effective social dialogue".
  - 69.** A Worker observer from Bosnia and Herzegovina referred to her country's current experience in the forestry and wood processing sectors. Her country had diverse regulations in place at the federal, cantonal and district levels. Occupational injuries and diseases in the public forestry sector were to certain extent recorded for the public sector, but data were not available or under-reported in the private sector, including the wood processing and paper processing sectors. Similarly, collective bargaining agreements covered the forestry sector widely on account of its public sector nature, but did not cover the wood or paper processing sectors to the same extent. Her country showed poor compliance of its national laws and regulations with ILO standards or EU Directives. As a result, there were substantial gaps in laws and regulations on OSH: many dated from the time of the former Yugoslavia, were outdated, and provided no means of enforcement. The government had attempted to revise labour protection laws in 2012 and 2017, but the amendments were never submitted to Parliament. The ILO should support her country in the adoption of adequate labour and OSH regulations in forestry.
  - 70.** The Worker Vice-Chairperson found it troubling that the member States had been silent during the discussion on social dialogue, given that it is the core issue in the ILO and its Centenary.
  - 71.** The Employer Vice-Chairperson considered important to discuss who the ILO worked with, especially in relation to the term "most representative" when referring to the unions. In relation to OSH, employers had the liability and accountability to provide a safe workplace. There were no laws stating the representatives or unions had the liability over health and

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safety. Unions represented the workforce, and they were a legitimate voice who had to be heard but they did not run the business and did not have liability when things failed. This increased the employers' role and responsibility. Laws required employer's engagement with workers and their representatives, but they did not specify unions as worker representatives. It had been estimated that no more than 20 per cent of the world's working population was unionised, meaning that 80 per cent of the population was not represented in the meeting. The term "most representative", had to be put in context that unions only represented a small part of the global working population, not all workers. Unions cared for all workers but they did not represent all of them. Some multinationals did not have non-union worker representation, and their forms of social dialogue were legitimate and diverse and needed to be recognized.

72. The Worker Vice-Chairperson responded that in order to have meaningful social dialogue, workers representatives needed to be involved. There were a large number of informal workers all over the world who were not being counted or represented by workers' organizations, bringing up numbers of those who were to were not organized may have been misleading. Without the tripartite structure there would not be decent work and safety and health in the workplace and it would not be sustainable. All the three parties were part of this and they needed to work together and without it they were lost.
73. The Worker Vice-Chairperson expressed dissatisfaction with the outcome of discussions on the role social dialogue could and should play in improving working conditions in forestry. The ultimate outcome of the meeting should be that in the future decent work and safety and health were established in forestry, and not a dream achievable only in certain developed countries. Some of the earlier statements conflicted with ILO resolutions, conclusions and other texts that had been approved through tripartite consultations. The resolution concerning the second recurrent discussion on social dialogue and tripartism adopted by the International Labour Conference in June 2018 stated: "free, independent, strong and representative employers' and workers' organizations, together with trust, commitment and respect by the governments for the autonomy of the social partners and social dialogue outcomes are key conditions for effective social dialogue". It had been agreed to avoid duplicating past debates and disputing agreed principles. In the case of including some of the recommendations made in the Workers' draft resolution in the conclusions, the resolution could be considered for withdrawal.
74. The Employer Vice-Chairperson also expressed dissatisfaction with the outcome of the discussions on social dialogue. Employers favoured social dialogue as a basis to prevent workers' suffering injuries and ensure their social protection. The ILO's fundamental principles and rights at work included social dialogue and social protection, and should be upheld.

**4. What policies, strategies, programmes, tools and actions are needed to promote decent work and OSH in the forestry sector, taking into account, inter alia, the 2030 Agenda for Sustainable Development, by Governments, by workers' and employers' organizations, and by the ILO?**

75. The Worker Vice-Chairperson stressed the seriousness of accident levels in forestry: it was a silent Rana Plaza-scale problem, and deserved a corresponding response. The ILO should

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accordingly adopt a similar programme to that introduced on OSH in Bangladesh following the tragedy, involving a study of current challenges in OSH and labour inspection in forestry, and the promotion of social dialogue in the sector, in countries like Bosnia and Herzegovina, Brazil, Gabon, Indonesia, Mozambique, the Russian Federation, and Turkey. Multinational enterprises should be further encouraged to engage in cross-border dialogue in accordance with the ILO Tripartite Declaration of Principles concerning MNEs and Social Policy. Attention should be given to the political and legal barriers to unionization in the sector. The ILO should do more to promote safety and health in forestry, including more active dissemination of its Code of Practice on Safety and Health in Forestry Work and Guidelines for Labour Inspection in Forestry. Closer attention was needed to the ratification, effective application and monitoring of international labour standards in forestry, especially the core labour standards and the Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] (No. 121) and the Promotional Framework for Occupational Safety and Health Recommendation, 2006 (No. 197). Most governments were committed to forestry in view of its importance for climate change, but forests were facing silent destruction: the search for a just transition to a green economy must include trade unions, and should cover both reforestation and replanting, and take into consideration the REDD mechanism.

- 76.** The Employer Vice-Chairperson observed that little detail had been discussed on OSH needs. Employers maintained that OSH was a shared responsibility of all stakeholders, and action was needed by governments, employers, workers, and the ILO. Governments were launching campaigns to encourage employment in forestry, since it was not perceived as attractive. Improvements in social dialogue would help with this situation, and the ILO could also support in enhancing the sector's image. Governments also needed more data, especially employment and accident data disaggregated by gender, types of injuries, indigenous origin of workers, and vulnerable groups, and in such a way as to permit a distinction between plantations and natural forests. Only then could they have a sound factual basis for policy and action. Legislation specifically on OSH in forestry should be adopted through consultations with the social partners. All such legislation required greater enforcement. Greater diversity in the forestry workforce should be encouraged.
- 77.** The ILO texts of 1998 and 2005 should be more actively promoted, and reviewed and updated to take account of developments regarding climate change and mechanization through tripartite consultation and in collaboration with other UN and multilateral agencies. Good practices on OSH in forestry should be better shared, and employment in the sector promoted. Particular attention should be given to promoting the 1998 Declaration on Fundamental Principles and Rights at Work and its Follow-up, in particular through national laws and practice, and the Resolution and Conclusions concerning the promotion of sustainable enterprises adopted by the International Labour Conference in 2007. The ILO should conduct research in collaboration with social partners on topics such as diversity of the workforce, data collection and dissemination, climate change, and employment creation. Social dialogue was essential to improve OSH practices and ensure an OSH culture in the workplace. Employers and workers should work together to promote forest management systems.
- 78.** The Government Vice-Chairperson stated that most government participants had referred to the lack of legislation specifically addressing forestry or timber. Forestry-specific regulations were hence needed, which might be included in existing codes concerning decent work and health in the workplace. Existing legislation should be more strongly enforced, especially that on minimum wages: the informality of the forestry sector made this difficult,

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but governments should make greater efforts to apply the law. A further need was to review penalties for non-compliance, as criminal codes often failed to specify them. Many countries had functioning social security systems, but these did not always reach forestry workers, often due to informality. Governments needed to provide better incentives for employers in forestry, including contractors, to use safer methods, such as machinery, rather than cheaper but more dangerous labour-based techniques. These might include tax breaks, rewards for afforestation efforts, and priority in public procurement contracts.

- 79.** Conflicts had arisen in relation to forest management certification schemes, and also between them and health and safety laws and ecological regulations. Governments needed to ensure that certification requirements did not contradict with safety measures. Particular attention should be given to ensuring the availability and use of PPE, which was often not specific to forestry. Limited data was another major challenge, as figures specific to forestry were unavailable, including accident data. Governments should create guidelines on data collection in forestry, and the ILO could provide guidance on how to harmonize methods. The ILO should also more actively promote its texts of 1998 and 2005, and update them to take account of changes in technology, deforestation, climate change, the informal economy, and non-wood forest products. Employers should make greater efforts to provide adequate training to forestry workers.
- 80.** An observer from the Government of Germany stressed the need for the ILO to cooperate closely with other international bodies, such as the UNECE and FAO and their Team of Specialists on Green Jobs in Forestry, to promote green jobs and continuously improve working conditions in forestry. It should identify how such cooperation should function. The final report of the meeting could include an appendix on other useful texts on promoting OSH in the forestry sector.
- 81.** An observer from the Government of Spain emphasized the importance of OSH training for forestry workers. Commercial forestry required certification of the legality of holdings. Labour inspection faced particular challenges in forestry, especially as regards to access to worksites. New technology, such as drones and mobile technologies, should be used to improve the situation, in particular to improve cross-border cooperation in declaring workers, including those in the informal economy and migrant workers. The high degree of informality in forestry was also an obstacle to the enforcement of minimum wages, social security and OSH.
- 82.** The representative of the Government of Sierra Leone drew attention to the importance of cooperation within countries between different government agencies, and between central and provincial authorities, with a view to ensuring effective data collection, law enforcement, and labour inspection.
- 83.** The representative of the Government of Cameroon supported the statement by the Government of Spain regarding the problems of access to isolated operations faced by labour inspectors in forestry. The Occupational Health Services Convention, 1985 (No. 161) was relevant to enable health services work better in the sector. The ILO should examine the possibility of new standards or texts to enable OSH and labour inspectors to function more effectively in forestry, especially in recording occupational diseases and accidents and following up on them.
- 84.** The Worker Vice-Chairperson stated that the conclusions to be adopted by the meeting should make specific reference to the ILO Transition from the Informal to the Formal

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Economy Recommendation, 2015 (No. 204) as a basis for achieving the 2030 Agenda for Sustainable Development and the SDGs. Informality was a major obstacle to the development of sustainable forestry and prevented the sector from making its full contribution to rural development and the SDGs.

- 85.** The representative of the Government of Sierra Leone stated that, in view of the large-scale worldwide deforestation and its impact on climate change, governments should consider encouraging MNEs and others active in forestry to make special efforts for reforestation and replanting. The ILO should support national programmes on this. Informality was also a major cause of the underfunding of social security programmes: the National Social Security Trust Fund in his country was based on contributions by workers (5%) and employers (10%), but many forestry employers evaded payments. Nor did the government have a clear idea of the basis for wage payments: some workers were paid per log. Help was needed to formalize the sector.
- 86.** The representative of the Government of Belgium stressed the value of joint cross-border action and development of technologies to support this between all concerned to enforce labour inspection and OSH in forestry: enterprises that violated the law on one issue tended also to break other laws. Belgium, France, and Luxembourg enjoyed excellent cooperation in this respect.
- 87.** The representative of the Government of Ireland supported the view expressed by the Government of Sierra Leone that the ILO should support the creation of national incentives for reforestation and replanting. The criteria to qualify for such incentives should include compliance with the principles of decent work and OSH.
- 88.** The representative of the Government of Gabon observed that many forestry workers were trained on the job, including on OSH. This was not always appropriate, and as a result workers often lacked the necessary skills to perform their work safely. Better training policies to ensure safer working conditions were hence needed in forestry.
- 89.** The representative of the Government of Nigeria suggested that the ILO should offer technical assistance and capacity building to member States to improve the effectiveness of training for labour inspectors in forestry.
- 90.** The Government Vice-Chairperson observed that certification was a recurrent topic in the discussion, especially as regards conflict with legislation, ecological principles, and OSH requirements. The ILO or some other international organization could work in collaboration to certification agencies to ensure their alignment with ILO standards and national laws in order to not to contradict with human safety.
- 91.** A Worker observer from Bosnia-Herzegovina stressed the relevance of international labour standards to certification schemes, which should respect them. FSC certification should be revised to include respect for trade union and workers' representatives in monitoring compliance with such standards.
- 92.** The observer of the Forest Stewardship Council (FSC) stated that FSC certification recognized the importance of and required compliance with the national laws, including on forestry management. It also gave full recognition to the importance of human rights and core labour standards. FSC was working to streamline the incorporation of ILO standards into its chain of custody certification.

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- 93.** The Employer Vice-Chairperson reiterated the Employers' view that third-party certification schemes were inadequate and often contradictory, and offered no real solution to the problems of forestry. It was not the role for the ILO to set the contents of third-party instruments.

## Consideration of the draft Conclusions

- 94.** The Meeting set up a working party to consider the draft Conclusions prepared by the Office on the basis of its discussions. The draft, as revised by the working party, was then submitted to the meeting in plenary sitting before its final adoption, with points highlighted where agreement had not been possible.<sup>3</sup>
- 95.** The preamble was adopted without change.
- 96.** Paragraph 1 was adopted without change.
- 97.** The draft of paragraph 2 included a proposal to insert "as well as casual and seasonal work" after "subcontracting" in the eighth line. The Government Vice-Chairperson supported the proposal. The paragraph was adopted as amended.
- 98.** The draft of paragraph 3 included a proposal to add, at the end, after the "Voluntary forest management certification schemes"<sup>4</sup> "[that are in line with international labour standards // that are in line with national legislation] [can support or complement national legislation to promote workplace compliance but these schemes] [cannot replace public governance systems.]".<sup>5</sup>
- 99.** The Employer Vice-Chairperson expressed a preference for the original text.
- 100.** The Worker Vice-Chairperson stressed that voluntary schemes could never replace public governance systems.
- 101.** The Government Vice-Chairperson preferred to retain the original text.
- 102.** The Secretary-General observed that a reference to international labour standards was not unusual in ILO texts, but might cause confusion in relation to voluntary schemes.

<sup>3</sup> In this report all references are to paragraphs as numbered in the original draft Conclusions (SMSWS/2019/8). Where the outcome of discussion on a point is not clear, the text of the Conclusions reproduced in appendix I should be taken as the authentic adopted text.

<sup>4</sup> Alternative proposed texts in brackets throughout.

<sup>5</sup> As agreed by the Working party, the "Voluntary forest management certification schemes" was accepted, but what follows that was not agreed on. When reference to "original text" is made in relation with paragraph 3 of the draft conclusions, it refers to the full sentence provided by the Office in the draft conclusions for the working party, "Forest management certification schemes can support or complement national legislation to promote workplace compliance but these schemes cannot replace public governance systems.". In the draft conclusions the separate brackets around "[can support or complement national legislation to promote workplace compliance but these schemes]" and "[cannot replace public governance systems.]" indicates that no agreement of including both of them was reached by the working party.

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- 103.** The Employer Vice-Chairperson proposed to remove the whole last sentence starting with “Voluntary...”. It was so decided. Paragraph 3 was adopted as amended.
- 104.** Paragraphs 4, 5, 6, 7, and 8 were adopted without change.
- 105.** In paragraph 9 there were proposed alternative drafts, reading: “Social partners have negotiated [tools] [international framework agreements and other tools and guidance] to promote decent and sustainable work in the forestry industry.”
- 106.** The Employer Vice-Chairperson observed that no international framework agreements existed in the sector.
- 107.** The Worker Vice-Chairperson stated that this was not the case, and referred to Stora Enso, SCA, and Arauco as examples.
- 108.** The Employer Vice-Chairperson observed that these applied to workplaces outside the scope of the meeting.
- 109.** The Worker Vice-Chairperson accepted that they applied to forest sector more generally, and hence proposed an alternative text, to read: “transnational company agreements (TCAs) including but not limited to international framework agreements (IFAs)”.
- 110.** The Government Vice-Chairperson expressed a preference for the original text as proposed by the Office draft for the Working party (“Social partners have negotiated international framework agreements and other tools and guidance to promote decent and sustainable work”).
- 111.** The Employer Vice-Chairperson observed that many other such agreements existed, and might all be listed, otherwise the reference would not be understood in the context of the meeting’s scope.
- 112.** Following a suspension to allow for consultations, it was agreed that, as a compromise, the proposal by the Worker Vice-Chairperson be adopted, but with corresponding changes involving the deletion of the last sentence of the paragraph and changes to paragraph 17 and the last bullet of paragraph 18, which are discussed below. The last sentence of paragraph 9 hence read: “Social partners have negotiated transnational company agreements, including but not limited to international framework agreements, to promote decent and sustainable work in the forestry industry.” Paragraph 9 was adopted as amended.
- 113.** Paragraph 10 was adopted without change.
- 114.** The representative of the Legal Adviser offered a legal opinion regarding the alternative texts proposed for the first sentence of paragraph 11, which were:

“... should engage in all forms of effective social dialogue at all levels ...” (original text) versus “...should engage in effective social dialogue at different levels...”; and

“...with collective bargaining at the heart of it...” (original text was without this addition).

As regards the first formulation, “effective social dialogue” had been used in the Social Protection Floors Recommendation, 2012 (No. 202) and the resolution concerning the second recurrent discussion on social dialogue and tripartism adopted by the International

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Labour Conference in 2018; the formulation “all forms of effective social dialogue” had not been used in any international instrument, but had been recently employed in the Recommendations of the Global Dialogue Forum on Challenges for Decent and Productive Work arising from Digitalization in the Chemical and Pharmaceutical Industries of December 2018. However, it had not been retained in the conclusions adopted by the Tripartite Meeting of Experts on Cross-Border Social Dialogue of February 2019. Therefore neither formula could be regarded as an established ILO term that required consistency based on precedent. Nor was either formula necessary as a matter of legal requirement. The meeting would hence have to consider the thrust of paragraph 11.

One of the enabling conditions of social dialogue was respect for fundamental rights to freedom of association and collective bargaining. Taken together with the preceding question, this implied that the criteria determining whether social dialogue had occurred in the sector was for the meeting to determine. In this regard, it was noted that reference to “collective bargaining at its heart” had been proposed for paragraph 9: this was drawn from the 2018 resolution on social dialogue and tripartism, which stated that “collective bargaining remains at the heart of social dialogue”.

- 115.** The Government Vice-Chairperson expressed a preference for the text as originally drafted (“...all forms of effective social dialogue at all levels to advance decent and sustainable work...”).
- 116.** The Employer Vice-Chairperson preferred a more flexible reference to the “various forms of social dialogue” available, thus replacing “all forms” with “various forms”.
- 117.** The Worker Vice-Chairperson accepted the proposal, provided the reference to social dialogue as being at the heart was retained, which reflected the third sentence of paragraph 9.
- 118.** The Employer Vice-Chairperson accepted this suggestion, on condition that the third sentence of paragraph 9 be repeated here.
- 119.** The Secretary-General reiterated the observation by the Legal Adviser that the reference to various forms of effective social dialogue echoed the recommendations of the Global Forum on Challenges for Decent and Productive Work arising from Digitalization in the Chemical and Pharmaceutical Industries of December 2018.
- 120.** The Government Vice-Chairperson agreed to the proposal, but asked that the reference to social dialogue at the heart be removed. The Worker Vice-Chairperson agreed to this request.
- 121.** Paragraph 11 was adopted as amended.
- 122.** Paragraph 12 was adopted without change.
- 123.** In paragraph 13 the Employer Vice-Chairperson had proposed that the draft be amended to state more simply the requirement for governments, employers and workers to observe the paragraph 7 of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, which stated that “its principles shall not limit or otherwise affect obligations arising out of ratification of any ILO Convention”.
- 124.** The Worker Vice-Chairperson had proposed that a reference be included to indicate its applicability to the forestry sector.

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- 125.** The Secretary-General suggested that the text of paragraph 13 be replaced by quoting paragraphs 7 and 12 of the Declaration in their entirety. It was so decided. Paragraph 13 was adopted as amended.
- 126.** Paragraph 14 was adopted without change.
- 127.** The header and first three bullets of paragraph 15 were adopted without change.
- 128.** In the fourth bullet, the Worker Vice-Chairperson had proposed that governments be asked to set up social dialogue forums to support implementation of nationally determined contributions under the Paris Agreement. The Employer Vice-Chairperson preferred a simple reference to social dialogue. Both however agreed that governments' opinions were the most relevant here.
- 129.** The Government Vice-Chairperson stated that the governments preferred the original text.
- 130.** An adviser to the Workers' group stated that, while the matter was for governments to decide, most had already subscribed to the Solidarity and Just Transition Silesia Declaration, and a reference to the commitments under the Paris Agreement in the Conclusions would provide an ILO an opportunity to highlight this.
- 131.** The Government Vice-Chairperson stated that governments could not agree on a single position, and they hence preferred to retain the original. The fourth bullet of paragraph 15 was adopted without change.
- 132.** In the fifth bullet it was proposed to add a reference to "adequate social protection schemes to all forestry workers". The Government Vice-Chairperson supported this proposal, but it should not be restricted to forestry workers, and should in addition specify that the concern was for access to occupational injury and disease benefit schemes.
- 133.** The representative of the Government of Cameroon observed that "occupational injuries" normally also covered occupational diseases. The representative of the Government of Nigeria echoed this view, referring to the usage in the Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] (No. 121).. The fifth bullet was adopted as amended, to read: "that ensures adequate social protection to all forestry workers including implementation of employment injury benefit schemes;".
- 134.** The other bullets of paragraph 15 were adopted without change.
- 135.** Paragraph 16 was adopted without change.
- 136.** In paragraph 17, the proposed addition of "innovative transnational company agreements" was withdrawn in favour of "joint initiatives" in accordance with the compromise agreed on paragraph 9.
- 137.** The first three bullets of paragraph 18 were adopted without change.
- 138.** In the fourth bullet, the Employer Vice-Chairperson proposed to replace "ensuring international policy coherence to promote the Decent Work Agenda" by "promoting international policy coherence on decent work". This proposal was adopted and the bullet was adopted as amended.

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**139.** In accordance with the compromise agreed on paragraph 9, the last bullet was amended to read “support tripartite constituents to engage in effective social dialogue to ensure safe and healthy workplaces in the forestry industry.” The paragraph 18 was adopted as amended.

**140.** The Conclusions were then adopted as a whole.

## **Consideration of the draft resolution**

**141.** A draft resolution on promoting decent work and safety and health in forestry, proposed by the Worker members, was withdrawn.

## **Concluding remarks**

**142.** The representative of the Government of Brazil stated that his Government was reviewing its labour and environmental policies and its policies regarding the ILO. Brazil’s views expressed during the meeting had been preliminary, and it reserved its position to further assess on the issues and the recommendations raised in the Conclusions, including in the Governing Body session that will consider these conclusions.

**143.** The Employer Vice-Chairperson paid tribute to the secretariat for preparing a sound report as the basis for discussion, and for their hard work to make the meeting a success. He thanked the Workers and Governments for their constructive contributions, and the Chairperson for her efficient work.

**144.** The Worker Vice-Chairperson thanked the Office, the Chairperson, the Employers and the Governments for their work before and during the meeting, and welcomed the long overdue Conclusions on the silent tragedy of safety and health in forestry. He expressed Workers’ commitment to move the work forward, and hoped the message of the meeting would help reduce fatalities.

**145.** The Government Vice-Chairperson thanked all those concerned for making the meeting a success: the staff, her colleagues on the benches, the Chairperson for her exemplary guidance, the Secretary-General for her valuable suggestions, and her government colleagues for their constructive contributions.

**146.** The Secretary-General welcomed the adoption of the Conclusions and congratulated the meeting on its success. It would provide useful guidance to improve OSH in forestry. She paid tribute to the vice-chairpersons and all participants who had made useful contributions. The ILO now had a mandate to follow up on work in the sector.

**147.** The Chairperson congratulated participants on a successful outcome to discussions on an important topic. Special thanks were due to those who had worked long and hard to draft the Conclusions and prepare them for discussion. She paid tribute to all those who had worked behind the scenes to make the meeting a success.

Geneva, 10 May 2019.

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## Appendix I

### Conclusions on promoting decent work and safety and health in forestry

The Sectoral Meeting on Promoting Decent Work and Safety and Health in Forestry,

Having met in Geneva from 6 to 10 May 2019,

Adopts this tenth day of May 2019 the following conclusions:

#### **Introduction**

1. Decent work is fundamental to ensuring sustainable and productive forestry operations that are environmentally friendly, safe for those working in them, and benefit the millions of people, many of whom are indigenous and tribal peoples, who depend on forests for their livelihoods, food and shelter. Despite the sector's potential to promote growth and employment, a number of decent work deficits persist, particularly in relation to occupational safety and health (OSH). Climate change further exacerbates the challenges for the sector. The promotion of decent and sustainable work in forestry can contribute towards the achievement of the Sustainable Development Goals, while the Paris Agreement recognizes the impact of forests on climate change. The importance of a Just Transition
2. <sup>1</sup> to sustainable production and the creation of decent and productive work are imperative.

#### **Challenges and opportunities for decent work in forestry**

3. Despite efforts and some improvements over the past decades, forests are dangerous workplaces. Decent work deficits such as poor and unsafe working conditions, obstacles to the right to freedom of association and the effective recognition of the right to collective bargaining, inadequate OSH measures, low productivity, low wages and lack of access to social protection continue to exist in the sector. The deficits are more pronounced among those working in the informal economy, many of whom are women. The high incidence of informality, and in some cases illegal practices, is a major challenge in advancing decent work in the sector. Outsourcing, contracting and subcontracting as well as casual and seasonal work can further exacerbate some of these challenges. Some countries employ migrant workers in their forestry sector, particularly countries that face labour shortages in the sector. However, migrant workers are sometimes vulnerable to exploitation and deprived of labour protection.
4. Coherent and effective laws, regulations and policies aligned with international labour standards and duly implemented are a precondition for advancing decent and sustainable work. Appropriate legislation is often in place, but is often not adequately complied with, partially due to the isolated nature of forestry work. National labour administration and inspection systems may have limited capacity and human and financial resources to reach out to remote forestry operations.
5. Forests will continue to provide direct and indirect job opportunities in the changing world of work, including new jobs in the green economy. Leveraging technological developments can support higher productivity, quality of output, and improved working conditions. These may further contribute to labour law compliance through, for example, enabling labour inspection in areas otherwise unreachable, and increase safety in forest work. Reforestation efforts can provide employment opportunities and, given the renewable nature of wood, sustainable forest management can help in mitigating the effects of climate change. Promoting access to quality skills development, training opportunities and skills certification is key for improving the working conditions and employability of forest workers as well as to increase the attractiveness of the sector to young people. The promotion

<sup>1</sup> ILO: *Guidelines for a just transition towards environmentally sustainable economies and societies for all*, Geneva, 2015.

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of a transition from the informal to the formal economy is crucial to improve the situation of forest workers and small and medium-sized forest enterprises.

### **Promoting occupational safety and health in forestry**

6. Work in forests has high OSH risks. This is due inter alia to the nature of work that takes place outdoors, often in isolated locations with highly varying terrain and harsh climatic conditions. Forest work includes risks related to the use of machines, falling trees, transportation, climatic hazards, noise and vibration, and exposure to chemical and biological substances, among many others. Climate change is further exacerbating OSH risks in forestry, for example through increased climatic extremes and forest fires, and the prevalence of vector-borne diseases in new areas. Robust regulatory frameworks coupled with meaningful implementation and enforcement mechanisms are essential in addressing OSH issues in forestry. Extending social protection systems to forest workers, including migrant workers, is paramount to promote OSH in the sector. Given the hazardous nature of the sector, employment-injury benefit schemes that ensure the provision of fair, equitable and effective compensation to workers and their families in the event of accidents and illnesses are particularly important.
7. Availability of reliable and comparable statistical data and research on accidents and work-related illnesses is a prerequisite for enabling evidence-based response strategies. In many countries forestry-specific data is not easily available, as it is often categorized under more generic sectors such as agriculture and does not cover all the categories of the workforce. The high incidence of informality in the forestry sector further hampers the reporting, availability and reliability of data. Furthermore, often the available data is not disaggregated by diversity and by activities.
8. Skills development is key for improving productivity and sustainability of enterprises and to ensure safe forestry operations. Improvements in and increased use of machines and technology in forestry play a role in reducing accident rates provided that the workers are trained in their appropriate use and apply the safety measures. Technology can reduce exposure to hazardous work but can also introduce new hazards. Furthermore, certain technologies can render some work superfluous and workers redundant. Therefore, Just Transition<sup>2</sup> and a sensible “human in command”<sup>3</sup> approach to technology is needed for a healthy, sustainable forestry industry. Forestry skills training, the establishment of OSH committees with employer and worker representation, and the development of safety guidance and codes of conduct are essential for improving OSH in the sector. Furthermore, capacity-building of employers’ and workers’ organizations as well as of labour inspectorates and other relevant government institutions at different levels are essential to reduce OSH hazards.
9. The ILO has developed two useful forest-specific tools to provide the framework and to support the constituents in addressing OSH issues: the code of practice on Safety and health in forestry work (1998) and the Guidelines for labour inspection in forestry (2005). While these tools are still relevant, they may need revision on aspects such as the impacts of climate change and application of new technologies in forestry. Also there is a need in some countries to further disseminate and promote the use of these tools.

### **Social dialogue in forestry**

10. Social dialogue based on respect for freedom of association and the effective recognition of the right to collective bargaining is key in the promotion of decent and sustainable work including safe working conditions in forestry. Free, independent, strong and representative employers’ and workers’ organizations, together with trust, commitment and respect by the governments for the autonomy of the social partners are key conditions for effective social dialogue in forestry. Social dialogue has diverse forms and levels depending on the contexts and traditions of each country, with collective bargaining at its heart. Consultations, exchanges of information and other forms of dialogue between social partners and with governments are also important. Social partners have negotiated transnational company agreements (TCAs) including but not limited to international framework agreements (IFAs) to promote decent and sustainable work in the forestry industry.

<sup>2</sup> ILO: *Guidelines for a just transition towards environmentally sustainable economies and societies for all*, Geneva, 2015.

<sup>3</sup> ILO: *Work for a brighter future – Global Commission on the Future of Work*, Geneva, 2019.

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11. Governments have an important role in promoting decent and sustainable work in all operations of forestry enterprises, including in state-owned forestry enterprises, and in public procurement. This includes the creation of an enabling environment for sustainable enterprises and the formulation and implementation of policies to facilitate the transition from the informal to the formal economy.

***Recommendations for future action by the International Labour Organization, governments and employers' and workers' organizations***

12. Considering that ensuring the safety of workers and workplaces in forestry requires a joint commitment, governments and employers' and workers' organizations should engage in various forms effective social dialogue at different levels to advance decent and sustainable work, OSH and a Just Transition towards sustainability in forestry. As the sector is engaged in the global economy, cross-border social dialogue could be considered where possible.
13. Governments have the duty to adopt, implement and effectively enforce national laws and regulations including those specific to the forestry industry. They must ensure that the fundamental principles and rights at work and ratified international labour Conventions relevant to the forestry sector, protect and are applied to all workers in the forestry industry. Enterprises have a responsibility to comply with national law wherever they operate.
14. The Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy sets out principles in the fields of employment, training, conditions of work and life, and industrial relations which governments, employers' and workers' organizations and multinational enterprises are recommended to observe on a voluntary basis; its principles shall not limit or otherwise affect obligations arising out of ratification of any ILO Convention. Governments of host countries should promote good social practice in accordance with the MNE Declaration among multinational enterprises operating in their territories. Governments of home countries should promote good social practice in accordance with the MNE Declaration among their multinational enterprises operating abroad, having regard to the social and labour law, regulations and practices in host countries as well as to relevant international standards. Both host and home country governments should be prepared to have consultations with each other, whenever the need arises, on the initiative of either.
15. Governments should make efforts to collect and compile statistical data on employment and occupational accidents in forestry. This data should be disaggregated by diversity and activity, with a particular focus on groups vulnerable to discrimination.
16. Governments, in consultation with the social partners, should develop and implement coherent policies and strategies to create an enabling environment:
  - that promotes the benefits, employment, productivity and inclusive growth in the sector, including in micro-, small and medium-sized enterprises, as drivers of innovation and job creation in line with the *Conclusions concerning the promotion of sustainable enterprises* adopted at the 96th Session of the International Labour Conference in 2007;
  - that generates equal opportunities for women and men as well as for groups vulnerable to discrimination, including migrant workers and indigenous and tribal communities;
  - that promotes the formalization of the informal economy in forestry;
  - to support the sector in strengthening its contribution to Just Transition towards more sustainable economies and production which includes reforestation and the provision of well-designed incentive schemes to promote decent and sustainable jobs;
  - that ensures adequate social protection to all forestry workers including implementation of employment injury benefit schemes;
  - that ensures adequately resourced labour inspectorates responsible for forestry, including with a view to modernizing them, making use of new technologies;
  - that fosters the potential of the sector to achieve the 2030 Agenda for Sustainable Development and to effectively contribute to a future that works for all;

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- to develop and implement education and training programmes that respond to the rapidly evolving sector and pay attention to OSH, the promotion of digital skills and Just Transition.
17. Governments and the social partners should collaborate in ensuring safe and healthy workplaces in forestry, in line with relevant ILO instruments. Governments, in collaboration with the social partners, should develop and implement sustainable forest management.
  18. Workers' and employers' organizations, businesses and state-owned enterprises should consider developing joint initiatives to ensure safe and healthy workplaces in forestry, including through independent compliance schemes safety training and sharing of knowledge and information on effective ways to comply with safety and health standards.
  19. The Office should:
    - promote ratification and effective implementation of international labour standards relevant to the forestry sector, as well as respect for the fundamental principles and rights at work and build the capacity of constituents to realize these rights;
    - develop a work plan in consultation with tripartite constituents to support governments and social partners to promote and further implement the code of practice on *Safety and health in forestry work* (1998) and the *Guidelines for labour inspection in forestry* (2005), including through capacity-building; and initiate preparations to update through a meeting of experts these two tools to include specific provisions on emerging issues such as climate change, new technologies, migration, and the informal economy, among others;
    - support governments in their data collection and reporting efforts and undertake and disseminate research and comparative analysis and develop and share knowledge on trends and developments, lessons learned and good practices in addressing decent work and OSH challenges and opportunities in the industry;
    - strengthen collaboration and partnerships with other international organizations active in the sector with a view to promoting international policy coherence on decent work; and
    - support tripartite constituents to engage in effective social dialogue to ensure safe and healthy workplaces in the forestry industry.

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## Appendix II

### International labour standards that have an impact on forestry operations and practices

- Forced Labour Convention, 1930 (No. 29)
- Labour Inspection Convention, 1947 (No. 81)
- Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
- Labour Clauses (Public Contracts) Convention, 1949 (No. 94)
- Migration for Employment Convention (Revised), 1949 (No. 97)
- Right to Organise and Collective Bargaining Convention, 1949 (No. 98)
- Equal Remuneration Convention, 1951 (No. 100)
- Social Security (Minimum Standards) Convention, 1952 (No. 102)
- Abolition of Forced Labour Convention, 1957 (No. 105)
- Plantations Convention, 1958 (No. 110)
- Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] (No. 121)
- Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128)
- Labour Inspection (Agriculture) Convention, 1969 (No. 129)
- Medical Care and Sickness Benefits Convention, 1969 (No. 130)
- Minimum Wage Fixing Convention, 1970 (No. 131)
- Minimum Age Convention, 1973 (No. 138)
- Rural Workers' Organisations Convention, 1975 (No. 141)
- Human Resources Development Convention, 1975 (No. 142)
- Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)
- Occupational Safety and Health Convention, 1981 (No. 155)
- Occupational Health Services Convention, 1985 (No. 161)
- Employment Promotion and Protection against Unemployment Convention, 1988 (No. 168)
- Indigenous and Tribal Peoples Convention, 1989 (No. 169)
- Worst Forms of Child Labour Convention, 1999 (No. 182)
- Safety and Health in Agriculture Convention, 2001 (No. 184)
- Minimum Age Recommendation, 1973 (No. 146)
- Occupational Safety and Health Recommendation, 1981 (No. 164)
- Occupational Health Services Recommendation, 1985 (No. 171)
- Worst Forms of Child Labour Recommendation, 1999 (No. 190)
- Safety and Health in Agriculture Recommendation, 2001 (No. 192)
- Promotion of Cooperatives Recommendation, 2002 (No. 193)
- Promotional Framework for Occupational Safety and Health Recommendation, 2006 (No. 197)
- Social Protection Floors Recommendation, 2012 (No. 202)
- Forced Labour (Supplementary Measures) Recommendation, 2014 (No. 203)
- Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204)