

Note on the proceedings

Tripartite Meeting on the Social and Labour Dimensions
of the Forestry and Wood Industries on the Move

Geneva, 17-21 September 2001

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Introduction

The Tripartite Meeting on the Social and Labour Dimensions of the Forestry and Wood Industries on the Move was held at the International Labour Office in Geneva from 17 to 21 September 2001.

The Office had issued a report¹ to serve as a basis for the Meeting's deliberations. The report explored the relationship between globalization, decent work and sustainable development in the forestry and wood industries. The sectors considered in some detail were forestry, the mechanical wood industries and furniture. The pulp and paper industry also received some attention. Following an examination of the current economic trends in the forestry and wood industries, the report considered their repercussions on the volume and quality of employment, on business and human resources development, and on the protection of rights at work and social dialogue. It concluded by highlighting a wide variety of initiatives undertaken by governments, employers and workers to deal with the challenges of globalization and to make the development of the forestry and wood industries socially sustainable, pointing the way to the integration of decent work into policies and industry practice.

The Governing Body had designated Mr. M. Arbesser-Rastburg of the Employers' group to represent it and to chair the Meeting. The three Vice-Chairpersons elected by the Meeting were: Mr. J. Zhang (China) from the Government group; Mr. S. Peyroulet from the Employers' group; and Ms. S. Mukadi from the Workers' group.

The Meeting was attended by Government representatives from Austria, Brazil, Chile, China, Democratic Republic of the Congo, Finland, France, Indonesia, Philippines, Portugal, Romania, Thailand and the United Kingdom; 20 Employer members and 20 Worker members. A representative of the Government of the United States was present at the sittings.

The Food and Agriculture Organization of the United Nations (FAO) was represented by an observer.

Representatives from the following non-governmental organizations also attended as observers: European Network of Forestry Entrepreneurs; Federation of Timber and Related Industries Workers' Unions of the Commonwealth of Independent States; International Confederation of Free Trade Unions (ICFTU); International Federation of Building and Wood Workers; International Federation of University Women; International Organization of Employers (IOE); International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF); Organization of African Trade Union Unity (OATUU); World Confederation of Labour (WCL); and the World Federation of Building and Woodworkers Unions.

¹ ILO, Tripartite Meeting on the Social and Labour Dimensions of the Forestry and Wood Industries on the Move, Geneva, 2001: *Globalization and sustainability: The forestry and wood industries on the move*, 122 pp.

The three groups elected their Officers as follows:

Government group:

Chairperson: Ms. Dembscher (Austria)
Vice-Chairperson: Mr. Dedinger (France)
Secretary: Mr. Dewar (United Kingdom)

Employers' group:

Chairperson: Mr. Frascini Chalar
Vice-Chairperson: Mr. Cameron
Secretary: Mr. Dejardin

Workers' group:

Chairperson: Mr. Forsman
Vice-Chairperson: Mr. Street
Secretaries: Ms. Bowling
Ms. Hellman

The Secretary-General of the Meeting was Mr. O. de Vries-Reilingh of the Sectoral Activities Department. The Deputy Secretary-General was Ms. C. Doumbia-Henry of the Sectoral Activities Department. The Executive Secretary was Mr. P. Poschen of the Sectoral Activities Department. The experts were Ms. A. Herbert, Mr. M. Lövgren, Mr. M. Urminsky and Ms. J. Wells. The Clerk of the Meeting was Ms. S. Maybud of the Management Services Unit of the Social Dialogue Sector. The Meeting held six plenary sessions.

The Chairperson opened the Meeting and called for a minute of silence in light of the recent tragic events in New York. In welcoming the tripartite participants, he noted the importance of the forestry and wood industry in his native Austria and recalled his long-standing involvement with ILO activities in this sector. A tripartite meeting in 1991 had identified such emerging issues in the forestry industry as depletion of resources, structural changes, relocation and globalization which were central to the agenda of the current Meeting. The recommendations which had been developed at that meeting and which had been implemented had resulted in rewards for the industry and for employment. Long-term thinking, forward planning and future-oriented action were characteristic of the forestry industry and essential for related industries. The Chairperson expressed the hope that these qualities, coupled with the expertise of the participants, would enable the Meeting to meet the challenges of today and to lay a solid foundation for the future.

Mr. de Vries Reilingh, Director of the Sectoral Activities Department, stated that globalization and sustainability were two of the most complex themes of our time. In countries around the world, the impact of globalization on the environment and on people aroused widespread apprehension and fear, conjuring up images of unemployment, poverty, the destruction of tropical forests and the loss of cultural diversity. Globalization was gaining momentum and profound structural changes were occurring in the forestry industry which affected enterprises, workers and communities. The combined effect of

new technologies, structural change and foreign direct investment was boosting productivity and eroding employment levels. Some countries faced a rapidly dwindling resource base. The quality of employment had often suffered, particularly with the shift to outsourcing, and working conditions continued to be poor in many countries. Conflicts about the rights of workers, of indigenous peoples and of local communities living in forest areas appeared to be on the rise. The speaker noted that the purpose of tripartite sectoral meetings was to foster a better understanding of the social and labour issues in various industries; to promote consensus among ILO constituents on the nature of the problems and how to tackle them; and to provide guidance for effective national and international policy and industry practice. The last meeting of the forestry sector in 1997 had provided an impressive example of international social dialogue in action. It had resulted in an ILO code of practice on safety and health in forestry work, which was widely used in major forest enterprises, provided guidance for national safety regulations, and served as an international reference document for policy, practice and certification. The efforts of forest and wood enterprises and of employers' and workers' organizations to rise to the challenge of reconciling globalization and sustainable development were encouraging. Social aspects and rights were being incorporated in the definition of sustainable forest management. The protection and expansion of the resource base were being harmonized with the aspirations of workers and local communities. Social dialogue was being used ever more widely to adopt and implement policies and practices to make the industry sustainable. Independent certification schemes, such as the Forest Stewardship Council (FSC), had effectively communicated with consumers to raise awareness of the desirability of environmentally and socially sustainable forestry. The forestry and wood industries had a good base to build on. The speaker expressed the hope that the Meeting would consolidate and expand on these promising ideas, not only for the forestry and wood industries, but also for others.

Part 1

Consideration of the agenda item

Report of the discussion ¹

Introduction

1. The Meeting met to examine the item on the agenda. In accordance with the provisions of article 7 of the *Standing Orders for sectoral meetings*, the Officers presided in turn over the discussion.
2. The spokesperson for the Employers' group was Mr. Platt and the spokesperson for the Workers' group was Mr. Forsman. The Meeting held five sittings devoted to the discussion of the agenda item.

Composition of the Working Party

3. At its fifth plenary sitting, in accordance with the provisions of article 13, paragraph 2, of the *Standing Orders*, the Meeting set up a Working Party to draw up draft conclusions reflecting the views expressed in the course of the Meeting's discussion of the report. The Working Party, presided over by the Government Vice-Chairperson, Mr. Zhang, was composed of the following members:

Government members

China:	Mr. Zhang
France:	Mr. Dedinger
Democratic Republic of the Congo:	Mr. Sambasi
Indonesia:	Ms. Yanri
Portugal:	Ms. Soares

Employer members

Mr. Agulló Estévez
Mr. Berg
Mr. Koestomo
Mr. Montenegro Sánchez
Mr. Platt

¹ Adopted unanimously.

Worker members

Mr. del Carmen Montilla

Mr. Forsman

Mr. Ochekurov

Mr. Street

Mr. Yaacob

Presentation of the report and general discussion

Presentation of the report

4. The Executive Secretary introduced the report, entitled *Globalization and sustainability: The forestry and wood industries on the move*, which would serve as the basis for discussion. He outlined an industry which was clearly in the process of globalizing. Trade was outgrowing production for basically all subcategories of products. World market prices were being formed beyond mere commodity prices, and there was a clear rise in foreign direct investment (FDI) in the forestry sector. While FDI had been evident for some years in industrialized countries, recently some developing countries had begun investing directly in other forest-producer countries as well.
5. Four main economic reasons were cited to explain why globalization was occurring. First, companies wanted to maintain a geographic presence in emerging markets. Second, relocation was spurred by consideration of how to reduce the unit cost of production, whether in terms of labour or raw materials. Third, advances in transportation and communications technology made it possible to manage a worldwide network of interlinking plants supplying raw materials or intermediate products from one country to further processing facilities elsewhere. Furniture designs could be sent around the globe electronically in an instant. Finally, tariffs and trade barriers had been lowered substantially, so that most forest industry products faced either no tariffs or tariffs of not more than 5 per cent. An important sectoral aspect of globalization was evident in the concentration of purchasing power for all important forestry and wood products. Main buyers included publishers, do-it-yourself stores, and retailers of construction materials and furniture. Buyers' consortiums wielded considerable power in the furniture sector.
6. Environmental reasons had also contributed to globalization. Declining supplies of tropical timber and in some cases the exhaustion of natural forests had forced companies to look for other sources of raw material supplies. Plantations were expected to meet a rising portion of industrial timber demand – up to 50 per cent – in the coming decades and this trend could accelerate with the implementation of the Kyoto Protocol. Also, recycling had made it competitive for some industries to move to locations with important volumes of used material.
7. The speaker drew the participants' attention to the fact that the industry was heading into a period of modest growth, with pockets of faster than average growth, such as urban South-East Asia, China and eventually Eastern Europe. Although the industry was still dominated by rather small enterprises, the sector was heading towards more concentration into larger units. Finally, he noted that the industries were relocating from the North to the South and from the West to the East for new markets, lower costs of production and access to raw materials.

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8. Worldwide employment in the forestry industry totalled an estimated 47 million person years, which included 17 million in the formal sector and 30 million in the informal sector. The industrialized countries were seeing falling or stagnating employment, whereas some developing countries were experiencing growth in employment, particularly where new forestry industries were being developed, as in Uruguay. However, there were also examples of stagnation, for example in Chile, where output was increasing, but employment was not. While the employment outlook had changed with globalization, wages remained little affected by the phenomenon. Industries competed for labour on their domestic markets and, where alternative employment was available, it was impossible to negotiate wages downward without losing qualified employees to other sectors.
 9. The challenge for the Meeting would be to see whether globalization and sustainable development could provide opportunities for synergy. The social dimension needed to be integrated into the policies and strategies related to the forestry sector. ILO texts had laid a good basis on which to build a shared international vision for such policies. They could be used to develop criteria and indicators for sustainable forest management and perhaps for the industry as a whole. With regard to certification, growing attention was being paid to the social components of sustainability. The speaker expressed the hope that the tripartite partners could come up with a vision of best practice for forestry contractors to stem the tendency towards decline in the quality of employment. He noted that small and medium-sized enterprises, which had much higher employment intensity per unit of output or investment than large producers, offered great potential in terms of job creation, contribution to export earnings, and local and regional development. He urged greater involvement of the social partners in the international debate about sustainable development from which they had largely been absent. Finally, he observed that the numerous initiatives to promote sustainability in all subsectors of the industry offered an important foundation on which to build, but needed wider coverage in order to make a difference for the industry as a whole. He challenged governments, employers and workers to focus their attention on how they could best contribute to socially sustainable development in the forestry and wood industries at the international level, nationally and in individual enterprises.
 10. The Employer spokesperson offered general comments on the report. He thanked the author for his honest acknowledgement of the difficulties inherent in collecting and collating statistical data. The Employers' group recognized the requirement to balance economic, social and environmental issues, and they endorsed the information in the report as a balanced and informative review of the industry. However, the report did not address the background of and issues facing forestry in tropical regions. The speaker noted that social issues were not the sole responsibility of employers and that governments also had social responsibilities, particularly in remote areas. The Employers' group felt that the definition of "contract labour" was unclear. There was a role for contractors, who often supplied specialist skills and machinery. Employment by contractors did not automatically disadvantage workers. Furthermore, collective agreement was not the only valid option, for engaging workers and labour governed by collective agreement was not necessarily the most efficient. Permanent employment was difficult to guarantee due to product cycles. The task of arresting the decline in trade union membership was the responsibility of the workers. On the environment, the Employers' group believed that the forest industry was a major contributor to global greenhouse gas reductions and that the natural forest would continue to provide a necessary resource for the industry. Countries should have long-term forest management plans, which looked forward more than 25 years. Action must be taken against illegal logging and the export of such timber. However, the insertion of "social clauses" in trade agreements was not an appropriate way to address social or environmental issues and certification should be a voluntary initiative. The needs of indigenous communities were complex and could be inhibited by cultural issues. Governments should assist employers in balancing the needs of industry with those of

indigenous communities. The speaker pointed out that globalization had been taking place since man began to travel and it had and would continue to provide benefits to mankind, including a wider range of products being available at ever-reducing cost. However, countries in transition from a protected market to an unregulated market needed assistance in meeting the challenges of globalization.

- 11.** The Worker spokesperson expressed the view that overall the report was well researched and generally captured the dynamics of the forestry and wood industries on the move. It provided an excellent overview of the main changes to date in the industry and gave a good indication of projected future areas of change. From the Workers' perspective forest-based work was important at two levels. In some countries it was one of the main branches of economic activity; in others it was less important nationally but very important locally. In addition, the indirect effects of forest-based employment on other sectors could be substantial and this second level could have been brought out more in the report. The changes in the forestry and wood sectors should also be linked to changes in other sectors. Labour markets across the world had been subject to deregulation and there had been increased informalization of work. The twin problems of unemployment and unsatisfactory employment were increasing. Even when workers were in principle protected by legislation, employers were able to circumvent the law to undermine basic worker rights. Within the labour force, migrant workers, women and children were particularly vulnerable and open to exploitation. Getting information on working conditions in the sector was difficult, but lack of scientific information should not be used as an excuse for inactivity in dealing with the very real issues that forest workers and woodworkers faced. Conditions reported by trade unionists were far from satisfactory, particularly in developing countries and in Central and Eastern Europe. Workers did not get adequate training, they lived and worked in very poor conditions and for very low wages. Women were particularly vulnerable and they faced problems additional to those faced by men. While the report did deal with these issues, it could have drawn them together to target areas of special concern – such as women in the forestry and wood industries. A particularly important area of concern was health and safety. The wide variation in accident and death rates between countries indicated that the health and safety of workers could be improved when a commitment was made by management. Improvement in health and safety could also lead to better management and be of benefit to both workers and employers. A recurrent theme in the report was the place of forestry and wood in the context of socially responsible development. The forest and wood industries were indeed leading in the area of socially sustainable development and there were models, such as certification and framework agreements, that could be taken from this sector and used elsewhere. The ILO Meeting was one of the few global forums where governments, employers and workers could discuss forestry issues and it was important for establishing joint actions for future collaborative work. The increasing problem of contract labour and the activities of labour agencies should also be considered by the Meeting.
- 12.** The representative of the United Nations Food and Agriculture Organization (FAO) briefly outlined his organization's work in forestry which was organized around four major programmes: forest policy and planning, forest resources, forest products and forestry field programmes. The FAO had strong collaborative links with the ILO, with joint programmes over many years. The two organizations cooperated in the FAO/ECE/ILO Committee on Forest Technology, Management and Training which assisted countries in developing their forestry activities within the context of sustainable development. FAO and ILO had worked through technical assistance programmes to enhance environmentally sound, sustainable forest operations and to support the training of forest managers, operators and workers to improve the safety, health and ergonomics of workers in forestry and in forest industries. Most recently, FAO had collaborated with the ILO in developing the National Code of Practice for Forest Harvesting in China.

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- 13.** An observer (International Federation of Building and Woodworkers, IFBWW) noted that economic developments, environmental demands and good working conditions were three essential issues for the future of the wood and forestry industries. The speaker called for the development of models for sustainable forest management to show that forestry was leading the way in sustainable development. Skills training needed much more attention to prevent accidents and raise productivity. Employment insecurity, contract labour and poor working conditions had to be addressed in any discussion of sustainable management. The importance of the forest industries differed between countries, but the resource was renewable and had to be managed in a sustainable way. Some employers had recognized that sustainable management was good for public relations as was the observance of core labour standards. The IFBWW had negotiated global agreements, notably with IKEA, and had also been involved in social dialogue at the European level. It had also engaged in dialogue with environmental groups to raise their awareness of the social and labour issues affecting forestry. The speaker regretted the absence of Government representatives and employers from some of the countries invited to the Meeting, but urged participants to work towards practical results which could be of use, both at the global and national level.
 - 14.** An observer (International Federation of University Women, IFUW) said the report presented a balanced overview and summary of the main issues, but regretted that it did not include references to the concerns of women in the forestry sector or to the importance of gender awareness for the development of sound policies for sustainable development. It had been noted that the majority of workers in the informal forestry sector were women who were often engaged in unpaid subsistence work related to fuelwood harvesting and transport. The key role of women and the importance of poverty alleviation should be taken into account in the shift from deforestation to sound reforestation and sustainable forest management. Women were also important as consumers and as the owners of forests and forest-related products. They were joining the workforce in the full range of forestry occupations traditionally reserved for men. An ongoing challenge was to overcome the discrimination that existed in these occupations, as well as to promote equal opportunities for men and women in small and medium-sized enterprises. It was appropriate to look at how action might be taken at the community level as well as internationally, nationally and at the enterprise level. The speaker regretted that only about 15 per cent of the delegates to the Meeting were women, whereas the goal had been a minimum of 30 per cent.
 - 15.** The representative of the Government of Indonesia, commenting on the report and on the Employers' statement, said that social conditions in the sector should be reviewed. In her country, job creation was very important and employment had significantly increased in the forest industries. There were 2.5 million workers employed directly in the sector, which had more than doubled its contribution to non-oil and gas revenue, from 25 per cent in 1985 to 57 per cent in 1994. It was therefore important to maintain the sector. She supported the Employers' statement that illegal logging should be eliminated. To achieve that goal, it was necessary to eliminate the illegal trade that triggered illegal logging. She drew the attention of participants to the recent Bali Declaration which committed participating member countries to combating illegal logging and associated illegal trade and to preventing the movement of illegal timber. All timber-importing and exporting countries were called upon to combat and halt forest crime. Her country had set up a tripartite communication forum to facilitate social dialogue in the sector. Working conditions and the safety and health of the workers must also be improved, which required the strengthening of labour inspection, and she called on the ILO to help.
 - 16.** The representative of the Government of Portugal noted three weak points in the report: first, there was no reference to Portugal where the forestry and wood industries were important, employing 6 per cent of the active population; second, there was not much reference to the Mediterranean region as a whole; and third, little attention was devoted to the role played by women in the sector, although they were increasingly involved in the

ownership and management of timber-processing plants. In Portugal, management for sustainability began in 1998 with strategic management plans in which the creation of jobs and working conditions were key issues. Appropriate vocational training for all workers, including those in small and medium-sized enterprises where training often had to start with the employers, was another key issue.

- 17.** The representative of the Government of the Democratic Republic of the Congo said that his country had 125 million hectares of forest but it was declining each year under the impact of subsistence agriculture, livestock grazing, harvesting of fuelwood and felling for industrial use. National production had been falling since 1991 and had averaged 250,000 cubic metres of round wood over the past few years. He denounced the pillage of forests in the east of the country, where workers coming from Asian countries were being exploited and biodiversity was being destroyed. Illegal logging was taking place without even minimal consideration of actions to ensure sustainable forest management. He did not agree with the assertion in the report that much of the timber in his country was not being exploited because it was beyond economic reach. Companies were utilizing and exporting timber in violation of national laws, and international organizations were not denouncing this behaviour. The State had called upon national reforestation services to work in the field and NGOs and international cooperative organizations were helping in the reforestation effort. The speaker observed that in developing countries, the concept of sustainability was still only a fiction for families whose livelihood depended on forests. It was widely believed to be an idea that enabled the rich countries to gain control of the forest products of developing nations. The concept needed to be better understood in order to gain wider acceptance.
- 18.** An Employer member from Ecuador commented on the current imbalance in international legislation regarding the use of natural forests and plantation forests and the exploitation of temperate zone forests and those in the tropics. A certain confusion reigned with regard to protected regions and production zones. Governments needed to clarify the situation in order for the forest industry to play its social and environmental role in sustainable development.
- 19.** The Chairperson of the Employers' group expressed his gratitude to the Governing Body of the ILO and the Sectoral Activities Department for having organized the Meeting and for the opportunity to exchange additional ideas and points of view among representatives of governments, employers and workers concerning the social and labour dimensions of changes in the sector. All participants were aware of the impact of globalization in their countries and in the forestry and wood sector, in particular, as well as the economic, environmental and social aspects that had to be kept in balance in order to attain the objective of sustainable development. The employers wanted to improve their competitiveness and profitability as well as the quality of employment in the sector so that workers could enjoy "decent work", a term which had now been widely accepted. The report prepared by the Office as a basis for discussion was very useful and could be considered a good point of departure for further analysis. The speaker stressed the importance of developing a mature dialogue between the social partners and called on all groups, including the Employers, to make efforts to arrive at positive conclusions and results by consensus, without resorting to voting, as it would then be easier to have the conclusions accepted by the parties and effectively implemented in the various countries. In conclusion, he expressed regret at the absence from the Meeting of the United States Employer delegate, whose country was living through difficult moments which affected and saddened all of humanity.
- 20.** This appeal to reach conclusions by consensus was supported by the Chairperson, who then invited participants to comment on the first of the suggested "points for discussion".

Point-by-point discussion

The main developments in the forestry and wood industries and the factors driving these changes

21. The spokesperson for the Workers' group outlined the main issues as: industry restructuring; the use of new technologies (which raised new questions every day and had had a marked effect on employment); the increasing move to plantation forestry; the linkage of the forest sector with other sectors; globalization, including the free movement of capital, investment decisions and integration of multinationals; sustainable forest management, which must be discussed against the background of public pressure; and the use of substitute materials and the ways to promote the use of wood.
22. The Employers' spokesperson agreed with three of the issues raised by the Workers' spokesperson, notably the increase in the size of plantations, linkages with other sectors and the need to plan for sustainable forest management. The Employers' group also wished to address the increasing focus on carbon emissions. This would hopefully promote investment in forests as well as in research and development and government assistance, but it could also reduce the supply of raw material as governments used forests as carbon credits. Other important issues included globalization, which continued to drive increases in productivity in order to remain competitive and which could lead to increased mechanization and lower employment levels; the increased need for capital investment; and an increasing shift to the use of plantation timber. The speaker noted that plantations could have other benefits, such as reducing salinization. They could provide a greater return per unit of land than other sorts of agriculture. Governments could help by researching the ways in which plantations could be expanded in an ecologically sustainable manner. However, increasing costs of wood could result in alternative materials being used, with negative impact on employment. A trend was emerging where the number of low-skilled workers was being reduced and they were being replaced by high-skilled workers.
23. The representative of the Government of Austria reported that forest industries were of great significance in her country, being second only to tourism in terms of income. Forest reserves were extensive, and only 2 per cent were cut each year, equivalent to the annual growth in the wood cover. In 1998, over 440,000 people were employed in the timber industry as a whole. Since 1995 the record of safety and health in the industry had improved following adjustments that were required to conform to EU directives. Sustainability had been an issue in Austria for more than a century, with forest laws originating in the nineteenth century requiring that the productive capacity of the land be maintained. Social aspects now needed to be included in the general policy of sustainability.
24. A Worker member from China questioned the figure in the report on the number of Chinese workers displaced by recent restrictions on forest harvesting. She reported that 300,000 workers had become unemployed and not 900,000 as indicated in the report, and asked the source of the data. The author responded that the figure was drawn from a Chinese newspaper and an English-language journal from China. It referred to the number of workers affected by the restrictions, but did not say that they would be unemployed. Many would be reallocated to different jobs. Indeed, this was an example of a far-sighted policy which took into account the employment impacts of measures such as logging bans.
25. A Worker member from the Netherlands reported that collective bargaining agreements had been binding in the forest and wood industries in his country for the past 50 years. The advantage was that the sector was tranquil and also that there were social funds providing

insurance and other benefits for the workers. He observed that employers in the Netherlands saw the importance of these collectively bargained agreements, which provided funds for training as well as social benefits. In some sectors workers were now being dismissed and re-engaged on individual contracts, and they had to pay much higher premiums for health insurance and pensions than those paid on a collective basis. He noted as well that trade union membership in the Netherlands was increasing. His union now had a record number of members.

26. The representative of the Government of Finland wished to share his country's experience. In Finland 70 per cent of the land area was forested and forestry had been the main engine of industrial development, as it could also be in some developing countries. At its peak, employment in the sector was 15-20 per cent of total employment in the country, but now it was only one-third as much because of huge productivity gains in forest harvesting. One result of the loss of employment opportunities was rural to urban migration. This could happen in developing countries also. The paper industry was particularly capital- and energy-intensive: labour productivity was high but capital productivity was low. Wages were high, but there was little employment. Another problem of capital intensity was lack of flexibility to respond to the business cycle. Issues of capital productivity and the business cycle should have been included in the report, as should the issue of resource productivity. Current thinking was that growth should be skill-based to increase the productivity of capital as well as resource productivity.
27. A Worker member from the Russian Federation said that his country had 20 per cent of world forest reserves and many valuable rare woods. The forest and wood sector was fifth in terms of contribution to GDP and fourth in exports, with 1.5 million workers, representing 8 per cent of the workforce. It could produce 700 million cubic metres of timber each year, but produced only 100 million cubic metres in the year 2000. It was operating at only 10-15 per cent of capacity because of worn out equipment and lack of investment. There were also traumas in the sector last year when 1,700 workers died. Another problem was out-migration of workers, forcing the sector to rely on immigrants who worked in very arduous conditions and were not members of trade unions. The trade unions tried to protect these workers through collective agreements that applied to all workers, whether they were members of a trade union or not. A new labour code was being prepared with assistance from the ILO, and they hoped that more normal working conditions would be established. A further major problem was that of unpaid wages.
28. A Worker member from Venezuela stressed that democratic processes and a participatory environment were needed in order to discuss issues, express dissent and arrive at solutions favourable to both workers and employers.

Implications for decent work: Rights at work, quantity and quality of employment, social protection and social dialogue

29. The Employer spokesperson observed that while employment levels in the sector generally were declining, there was expansion in some developing countries, which assisted in the alleviation of poverty. Further processing and value adding were promoting higher employment levels, as well as the development of skills in countries previously exporting raw materials. Recycling of forest products and waste should be encouraged and could generate new employment. Environmental management had to be addressed. Tropical areas were already subject to international agreements concerning ecologically sustainable development, but inappropriate environmental restrictions (including conditions on investment) adversely impacted on employment levels. Hence, there was a social and economic cost to the attainment of environmental objectives. Access to natural forests

must be guaranteed. The Employers felt that labour legislation and ILO standards must facilitate working arrangements appropriate to the situation in each country. Appropriate wages and other conditions should be negotiated on a collective, individual or other basis as determined by the parties concerned. Conditions of work, including working hours, had to be flexible and the ability to use contractors must continue. Social dialogue would assist in meeting the challenges facing the sector, hopefully by consensus. Increased resources should be allocated to improve and increase the level of training and there should be greater cooperation between developed and developing countries to share research. An increased focus on research and training could attract new people to the industry, which could be important for smaller countries and island States. So far as rights at work were concerned, it was noted that both employers and employees had rights, but that rights were accompanied by responsibilities. Employers' responsibilities included managing the business and making investment decisions, providing a satisfactory return to investors, and providing a safe working environment. Employees had to accept a level of responsibility for their own safety. They had a right to be paid in accordance with their employment contract, and an obligation to improve their skill level when possible.

- 30.** The Worker spokesperson said that restructuring brought job losses, relocation and lack of job security. Labour legislation existed in most countries but often laws were not enforced and ILO Conventions were not implemented, even in countries where they had been ratified. Labour inspection was poor and bad practice was not detected. Migrant and seasonal workers were used by employers to undercut wages and they needed special protection. HIV/AIDS was an important issue in southern Africa. Privatization was occurring in many countries and should be coupled with adequate protection for the workers. The ILO code of practice on safety and health in forestry work was an important complement to ILO Conventions. Skills training was closely connected to the issue of job losses due to the use of new technology. New technology brought new ways of working with implications for occupational safety and health. Workers needed to be trained and retrained in a process of continuous lifelong learning. They should be provided with well-maintained equipment and trained in its use. They also needed to be involved in the decision-making process and to understand how and why sustainability was important. The speaker urged the Meeting to agree on a definition of "sustainable development" which should include strong social protection. Contract labour was increasing in the industry and should be regulated. All workers needed good working and living conditions and all workers should be covered by collective agreements. Contract labour could be seen as an opportunity instead of a threat, offering better wages and improved occupational safety and health. The Worker spokesperson invited the Employers to respond to this vision. With regard to other points raised by the Employers, he pointed out that there were many international agreements covering temperate as well as tropical forests. There had been a call for action against illegal logging and it had been suggested that all countries should have long-term forest trade management plans. He welcomed the Employers' comments on value added and on recycling, which was good for the environment and created jobs, and he supported the concepts of increased resources available for training and of research cooperation between countries. These points provided a basis for serious tripartite dialogue on the future of the industry. It was assumed that all participants supported the principles on which the ILO was founded, notably that workers had the right to organize and bargain collectively. Collective bargaining could be a stabilizing factor and he wished to hear the views of the Governments and Employers on this issue.
- 31.** The representative of the Government of Austria said that the forestry workforce in his country had been declining and ageing. There were in excess of 5,000 workers in forestry, 14 per cent of them women who received 6.5 per cent less pay than men with the same qualifications. Forestry work was heavy manual work, often seasonal, and hours were long. There had been a relatively high incidence of illness and accidents in the sector and 90 per cent of workers complained of back pain. Following entry to the EU, the situation

was expected to improve as Austria brought its law and practice into conformity with EU standards.

- 32.** The representative of the Government of Brazil stated, with a view to updating the report, that according to the most recent data, the employment situation had improved in Brazil. The forest and wood sector was seen as a new priority in Brazil. There was much informal labour and a lot of accidents. A tripartite seminar was held on occupational safety and health in the forestry sector in the year 2000 and this was expected to lead to positive actions. Groups had been set up in various parts of the country to combat discrimination against women in terms of wages and access to jobs and the situation was improving.
- 33.** The representative of the Government of France reported that his country had passed new legislation in July 2001 which was designed to ensure the sustainable development of forests and to improve the situation of those engaged in forestry, as well as to incorporate France's commitments under international Conventions. In this legislation, sustainable development was seen to embody a balance between economic, environmental and social factors and to meet the needs of owners and users. Forestry was closely linked to issues such as rural development, employment promotion, combating greenhouse gases, the conservation of biodiversity, the protection of soil and water and the prevention of natural hazards. Forestry policy therefore crossed ministerial boundaries. Improving the qualifications of forestry workers and requiring at least some professional training for all those involved in harvesting were considered essential, as was greater management attention to safety. A number of safety measures were proposed. The law required the Government to reflect on the arduous nature of forestry work and on the possible consequences with regard to the retirement age. The social partners should begin negotiations with a view to permitting wood harvesters to retire early with a pension. The law also provided for joint recruitment of workers by public and private entities and by groups of employers, so as to provide for year-round employment, improved safety and health, and higher skills.
- 34.** A Worker member from Chile said that subcontracting or outsourcing was important in his country, where major plantations were developed in the 1950s. But so far no standards had been developed to ensure that the legal obligations to the workers were respected. Major companies – many of them multinationals – should be responsible for ensuring that their subcontractors respected the law, but many did not and the State did not have the means to see what was happening. This was an obstacle to decent work and the right to organize, with consequences for the multinationals whose image had been tarnished. The speaker accepted the existence of subcontractors, but there was a need to ensure that the rights enjoyed by organized workers were accessible also to contract workers.
- 35.** The representative of the Government of Austria noted the limits of control mechanisms and labour inspection to ensure implementation of legislation on workers' protection. She highlighted the importance of softer means, such as awareness raising, incentive schemes, and awards for enterprises which distinguished themselves with particularly good measures aimed at protecting workers. She also mentioned her Government's efforts to work towards ratification of the new Convention concerning Safety and Health in Agriculture, 2001 (No. 184).
- 36.** A Worker member from Germany said that collective bargaining was one way of ensuring decent working conditions and creating order in the sector. Social standards should not be used as a means to compete and contractors had to be subject to the same conditions as main enterprises. With minimum standards collectively agreed, competition was fair. But small contractors had to be protected, if they were dependent on one main employer, to ensure that this dependence did not lead to "social dumping" as regards working conditions.

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37. The Employer spokesperson said that Employers did not deny ILO Conventions regarding freedom of association and the right to collective bargaining, but affirmed that the right of workers not to associate also existed. The Employers maintained that collective bargaining was not the only way of ensuring that conditions of employment were respected. Some employees might prefer to bargain directly with an employer without the involvement of a third party. Replying to the Worker member from Chile, he said that employers should treat contractors working for them in the same way as their employees so far as health and safety and local and national laws were concerned. Contractors should be entitled to the same protection at work as other employees.
38. The Chairperson of the Employers' group elaborated on the comments of the Employer spokesperson. Contractors who were employers were subject to the same regulations as other employers and thus had to ensure that applicable regulations concerning conditions of work and occupational safety and health were implemented. The competent national authorities might have difficulty carrying out monitoring and inspection, particularly with regard to afforestation; such a situation could also arise with regard to controlling the activities of contractors or of forest-owning enterprises. When contractors and subcontractors were engaged, the main enterprise had a certain responsibility to maintain checks and controls and to know its contractors, but the main enterprise should not act as a substitute for government, nor should it duplicate government controls. This was an important point. To avoid serious problems, enterprises should not be held principally responsible in areas beyond their competence. Regarding collective bargaining, the speaker pointed out that the parties must enjoy freedom and autonomy at all levels if it is to function, but that bargaining could be more appropriate with workers' representatives at the enterprise level than at the sectoral or national level.

How governments, employers and workers can contribute to socially sustainable development

39. The Worker spokesperson affirmed that workers needed to be involved as important stakeholders in decision-making that affected them. Recognition was needed of the relationship between sustainable development and good working conditions. Best practices which emerged from national tripartite initiatives should be showcased. Two areas for early action included health and safety and the improvement of workers' skill levels through training programmes, skill certification programmes and the development of environmental skills. Open communication among governments, employers and workers as well as environmental interests, community groups and indigenous peoples was vital to success. Forest certification, the overall goal of which was well-managed forests and respect for agreed standards, created a win-win situation for the industry. Governments, employers, workers and consumers benefited from sustainable management of forests, improved productivity, higher skill levels and a healthy environment.
40. The Employer spokesperson highlighted two broad areas for cooperation among governments, employers and workers. These included the development through social dialogue and consensus of a long-term forest management plan to guarantee the supply of suitable raw material for the industry, and combined efforts to improve productivity and efficiency. It was the responsibility of governments to encourage the adoption of core labour standards and to adopt legislation to provide at least the minimum level of protection to workers, including in health and safety and injury management. Industrial relations systems should provide for flexibility in the types and conditions of employment, including the use of contractors. Governments should provide increased funds for research to increase competitiveness and efficiency, to raise workers' and employers' skills, and to prevent illegal logging, illegal trade and forest crime. Governments should not impose any new taxes or levies upon forestry industry employers. Employers should continue to train

managers to improve productivity and efficiency and, together with workers, should strive to reduce the occurrence of workplace injuries. Workers should participate in training to improve their skill levels, and recognize that work in the forestry industry is seasonal and cannot always be guaranteed.

- 41.** The representative of the Government of Portugal stressed the importance of improving the quality of employment through diversified vocational training and skill certification. Joint ventures and partnerships involving public and private actors were being encouraged in her country and a sustainable development plan for the sector had been developed with the participation of government, the social partners and many civil society associations following the adoption of a framework law concerning forest policy, one result of the Strategic Consultation Agreement (1996-99) signed by the Government and the social partners. In Portugal, two future-oriented studies had stressed the new structure of employment, the new job profiles and the skills required, if young people were to be retained in the sector.
- 42.** The representative of the Government of China described the efforts of his Government to protect natural forests and to undertake reforestation initiatives and other ecological projects in the upper catchment areas of three major rivers and in desert and wasteland areas. Timber production had been reduced by 60 per cent and this had resulted in the need to retrain hundreds of thousands of forestry workers and to create new jobs for them. Measures had been taken to ensure their livelihood, to retrain them for new jobs and to enable them to find appropriate work. The Government was developing a social security system which would provide old-age pensions, unemployment insurance, health insurance and other coverage to forestry workers. Considerable efforts as well as financial resources had been devoted to alleviating the difficulties posed to workers by the restructuring of the industry.
- 43.** A Worker member from China explained how Chinese trade unions were also helping workers affected by restructuring, especially through the creation of new enterprises. Not only had the new enterprises provided new employment opportunities, but they also contributed to social security and had helped to raise the standard of living of many families.
- 44.** The representative of the Government of the Democratic Republic of the Congo explained the measures his Government planned to take to ensure sustainable management of forest resources. These included encouraging people to redevelop land into forestry enterprises, attracting new investors, reforming forestry policy and legislation, and developing institutional capacity for technical and advanced training, notably in forest management and inspection, as well as specialized research. The Government was renewing contacts with international organizations concerned with the management of tropical forest ecosystems.
- 45.** A number of Worker members described experiences at the national level which contributed to sustainable development in the forestry and wood industries. A Worker member from the Russian Federation related his union's experience in the preparation of the new forestry code and with monitoring and certification of timber and forestry products. The union was involved in the technical inspection and approval of all equipment manufactured for use in the forest and wood industry. The union encouraged young people to enter the sector and provided some scholarships to forestry students, who represented the future of the industry.
- 46.** A Worker member from Sweden gave three examples of activities carried out in his country. First, labour rights had been integrated into the two major certification systems so that all contractors were covered by collective agreements, employers only employed

qualified workers and a good working environment was ensured. Second, an agreement between the IFBWW and IKEA pledged the company and its 1,500 suppliers to respect the ILO core Conventions and to pay fair wages. A third means to strengthen the industry related to the creation of regional industrial development centres to stimulate business and product development. The shareholder structure gave priority to regional manufacturers and ensured the representation of SMEs in the wood industries.

- 47.** A Worker member from Ghana described his union's shift from its traditional role of negotiating better conditions of service for its members into important new activities in job creation and environmental protection. A reforestation project set up with the assistance of the IFBWW provided primary and secondary educational benefits, specifically targeted youth employment in the areas being reforested, and ensured that 20 per cent of the proceeds went to the chiefs and the people owning the land. The project served as a real encouragement to government agencies, employers, civil associations, community groups, and indigenous peoples to undertake serious reforestation and afforestation projects.
- 48.** A Worker member from the Netherlands noted that due to the plethora of standards in the forestry and wood sectors, the Dutch Government had set up a tripartite entity, the Keurhout Foundation, which had established minimum national standards applicable to the entire chain of custody. Non-certified wood could not be used in building and construction projects in which the Government participated. Many private builders also conformed to the standard, so the Foundation's standards acted as a gatekeeper for Dutch producers and consumers.
- 49.** A Worker member from Malaysia described in detail the development of a national timber certification system covering forest management, assessment and the tracking of timber through the chain of custody. Three state forest districts in Peninsular Malaysia had already achieved recognition by the Keurhout Foundation and shipped certified wood to the Netherlands. The number of Dutch clients was increasing. Clearly, timber certification had become an important marketing tool for the industry, which was one of the major foreign exchange earners in the country.
- 50.** A Worker member from Germany discussed two practical initiatives in Germany, which addressed sustainable development. First, the certification system of the FSC covered economic, social and environmental issues and ensured representation of employers', workers' and environmentalists' interests. Decision-making in the FSC was by consensus, which created win-win situations. Certification was carried out on a voluntary basis and was widely used, since all partners benefited. The second major initiative was the agreement between Faber Castell and the IFBWW according to which the company agreed to respect ILO standards, national legislation and national collective agreements in all its production and distribution facilities around the world. The agreement had been concluded voluntarily. One result was that the firm's workers in all parts of the world had become more motivated and had begun to see themselves as part of a larger whole.
- 51.** An Employer member from Ecuador expressed his support for voluntary certification and observed that there was considerable resistance to certification systems which were involuntary. He suggested that governments working together could provide the transparency that markets needed.
- 52.** A Worker member from Chile discussed the positive experiences emerging from a tripartite meeting in forestry held with the encouragement and assistance of the ILO. The meeting adopted a code of forestry practice, which spurred the sector's interest in items, such as roads, transport systems, health and safety, firefighting and workers' training. With the support of the Government and of the IFBWW, representatives of workers' organizations had travelled throughout Chile training workers in the use and application of

the code of practice. With representatives of major enterprises, efforts were being made to bring some order into contracting and subcontracting, and discussions had begun on health and safety. The speaker also noted the establishment of a tripartite forestry council for a major forestry region in Chile, which he considered an extremely valuable step for the economic, social and environmental development of his country. Tripartism had proven its worth in making sure that workers' views and opinions were properly and forcefully expressed at the negotiating table.

53. The Chairperson of the Working Party on Resolutions reported that, in accordance with article 14 of the Standing Orders, the Working Party had met to consider the receivability of the three draft resolutions submitted by the Workers' group. The proposed draft resolution concerning sustainable forest management and sustainable development initiatives was referred back to the Meeting by the Working Party on Resolutions, which considered that it related to point 3 of the agenda.
54. The Worker spokesperson strongly urged that the substance of his group's proposed draft resolution be reflected in the conclusions of the Meeting. The operative section invited the Governing Body of the ILO to request member States to encourage tripartite discussion on sustainable development in the wood and forestry industries; allocate the necessary resources for the ILO to address sustainable development; and request the Director-General of the ILO to establish linkages with other United Nations organizations to ensure that the social elements of sustainability are fully incorporated into international policy; and as part of the Rio+10 process, to work within the United Nations Commission for Sustainable Development to ensure that core labour standards become a central component and measure of sustainable forest and wood activities.
55. The Employer spokesperson said that the Employers did not accept the content of the proposed draft resolution. Rio+10 was the appropriate forum in which to deal with the economic and environmental aspects of sustainable development. The ILO should be responsible for the social and labour implications and not delegate this responsibility to outside organizations or conferences such as Rio+10. The paragraph concerning "linkages with other United Nations organizations to ensure that the social elements of sustainability are fully incorporated into international policy" caused the Employers great concern as it could be interpreted as a "social clause", which the Employers rejected. Economic growth to alleviate poverty would not be achieved through the imposition of trade sanctions. Nor would the implementation of core labour standards, such as those relating to child labour, be encouraged by isolating countries through trade sanctions. While the speaker could not agree to the inclusion of the text as drafted, the Employers would be willing to discuss the substance to see whether agreement could be reached with regard to the conclusions.
56. The representative of the Government of Austria said that the Government group had reached a consensus that the substance of the proposed draft resolution should be discussed in the context of the conclusions of the Meeting. The Meeting thus decided that the substance of the proposed draft resolution would be included in the draft conclusions to be considered in the Working Party on Conclusions.

Future ILO activities

57. Discussion then turned to how the ILO could best assist constituents in their efforts to implement socially sustainable development in the forestry and wood industries.
58. The Worker spokesperson encouraged the ILO to provide leadership on socially responsible practices by encouraging tripartite discussion on sustainable development in the forestry and wood industries. He also stressed the ILO's role in the promotion and

implementation of core labour standards, drawing the attention of participants to alleged violations of workers' basic rights. Resources should be dedicated to actively promoting the ILO code of practice. The ILO should work with other UN agencies to promote social issues in the context of sustainable development, especially in light of the global commitment reflected in Agenda 21. Engagement in international policy discussions should ensure that the concept of decent work is embedded in this framework. The ILO could assist in analysing the social impacts of deforestation, developing strategic solutions and ensuring that social accountability was an integral part of those solutions. The ILO could play a role in developing and monitoring social accountability in efforts such as carbon trading. ILO standards should be embedded in forest certification initiatives, the coverage of which should be extended to wood-processing industries.

- 59.** The Employer spokesperson emphasized four main areas for future ILO activities. The ILO should: continue to carry out research to improve understanding of the forestry and wood sector; promote the Declaration on Fundamental Principles and Rights at Work; lobby governments to provide funds for research to promote productivity, efficiency in the industry and for training as well as resources to prevent illegal logging. The ILO should assist developing nations to improve efficiency and productivity in their industries.
- 60.** The representative of the Government of Chile emphasized that after a wave of privatizations, governments were drifting away from tripartite negotiations. The ILO had a role to play in making sure that this trend was reversed. The contract labour problem was having a distortionary effect on labour markets and needed to be regulated. The issue of access to natural forests deserved further research as did the question of employment and environmental protection. He concluded by describing the complex situation in which government, enterprises and local communities found themselves as a result of the conflicting demands of indigenous peoples and private owners of forests and other natural resources over the question of land rights.
- 61.** A Worker member from the United States highlighted areas in which he believed that some consensus had been reached. First, globalization was increasing as was foreign direct investment. Second, long-term planning was needed to ensure a reliable and affordable source of fibre. Planning had to be transparent and involve all stakeholders through a participatory approach. Workers should be invited into the decision-making process at every level. The importance of plantations was acknowledged, although they must not diminish biodiversity. Forestry had to provide value to civil society through the creation of jobs which reduce poverty. One way to ensure that forestry wealth remained in local communities was to promote SMEs and local value added production. On the question of certification, there was agreement that it should be voluntary and that certification could contribute to building relationships between producers and consumers. Over time, certification schemes could act as a deterrent to illegal logging. On the issue of health and safety in forestry work, the ILO code of practice offered an excellent starting point for national implementation efforts. Contract labour was a contentious issue, but the speaker believed that there was general agreement that all workers must have decent work. Contract labour should not be used to replace existing jobs. Also, the use of contract labour could expose landowners to legal liabilities for contractors who engaged in unsafe or illegal activities on their land. There was consensus that investment in training and education was necessary for productivity enhancement and improved competitiveness. By integrating biological and land stewardship skills into traditional forest-based jobs, loggers could have access to year-round employment, planting and thinning trees as well as harvesting them. The ILO should promote the ratification and implementation of core labour standards and monitor member States' efforts to create social dialogue on sustainable development. Core labour standards should become central components of the Rio+10 process.

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62. The Employer spokesperson rejected the proposal to integrate labour standards into the Rio+10 process. He noted that globalization and its effects were not always accompanied by foreign direct investment. A large proportion of SMEs were contractors and he rejected the view that contract labour could not replace existing jobs. Since landowners did not have control over the actions of contractors in all circumstances, they might not be liable for contractors' actions. Employers might not be able to involve workers in all levels of decision-making, and workers might be required to make an investment in upgrading their skill levels.

**Consideration and adoption of the draft report
and the draft conclusions by the Meeting**

63. The Working Party on Conclusions submitted its draft conclusions to the Meeting at the latter's sixth sitting.
64. At the same sitting, the Meeting adopted the present report and the draft conclusions.

Geneva, 21 September 2001.

(Signed) Mr. M. Arbesser-Rastburg,
Chairperson.

Conclusions on social and labour dimensions of the forestry and wood industries on the move ¹

The Tripartite Meeting on the Social and Labour Dimensions of the Forestry and Wood Industries on the Move,

Having met in Geneva from 17 to 21 September 2001;

Adopts this twenty-first day of September 2001 the following conclusions:

Globalization and sustainable development

1. Globalization is gaining momentum in the forestry and wood industries and accelerating the structural changes that have taken place in this sector over the last decades. Globalization presents advantages, provides new opportunities but also comprises risks. The far-reaching changes caused by globalization and the speed with which they occur have also given rise to concerns over its repercussions on employment levels and forest-based livelihoods, over job security, working conditions and rights at work.
2. At the “Earth Summit” in Rio de Janeiro in 1992, world leaders committed to the goal of sustainable development. This important work will be followed by a further summit (Rio +10) which will be held in 2002. This call has since been echoed by governments at all levels, employers, workers’ organizations, social and environmental groups as well as by many markets and consumers. The forestry and wood industries have taken the goal of sustainable development very seriously. The many initiatives by governments, enterprises, workers and workers’ organizations to simultaneously keep the industry economically viable, protect the forests and the environment as well as contribute to social development and justice have given the sector a lead in putting sustainable development into practice. Substantial efforts are needed, however, to extend the coverage of these initiatives and to make sustainable development the norm in the sector. The forestry and wood industries themselves stand to benefit from an exchange of experiences between the ILO constituents in enterprises and countries and the replication of effective approaches.

Sustainability of the forest resource base

3. A sustainable base of forest resources is a vital precondition for the future of the forestry and wood industries. Drastic reductions in raw material availability in a number of countries, entailing among other consequences the loss of large numbers of jobs and rural livelihoods has resulted from unsustainable land use, both past and present, including excessive levels of forest harvesting, poor logging practices and poor farming practices, as well as from natural disasters and changing priorities given to the allocation of forestry resources. Governments, private forest owners and the forestry and wood industries should adopt clear and stable long-term policies and management plans for forests based on

¹ Adopted unanimously.

national legislation and practices as well as strategies for industry development in order to secure a reliable resource base (including secure land tenure) for industry activity and growth. These policies, plans and strategies should include adequate provisions and financial resources for social and labour aspects of sector development such as employment, income generation, improvement of working conditions and occupational safety and health as well as vocational training. Workers and their representatives² should participate in making the decisions that will affect them.

4. The forest industry recognizes its responsibility for sound environmental management in its forestry and industrial operations. Voluntary enterprise codes of forest practices are useful tools for sound management, they should be drafted with the involvement of all stakeholders, and should be used more widely. The forestry and wood industries need secure access to resources, in order to be able to commit long-term investment. Guarantees about access to raw material from publicly owned forests, including natural forests, should be based on agreements reached by consensus in an open decision-making process involving all interested groups. Where restrictions on harvesting levels or the setting aside of forest areas for conservation purposes are deemed necessary, the economic and social impact of such measures needs to be properly assessed. Where conservation measures result in adverse social impacts, governments should develop plans to mitigate such impacts in consultation with the social partners and back the implementation of the plans by adequate funding.
5. Reforestation and afforestation, particularly in the form of forest plantations, can make an important contribution to timber supplies and forest industry development as well as to the rehabilitation of degraded landscapes and to the sequestration of the greenhouse gases (such as CO₂). Poorly designed and implemented plantation projects can have unintended effects and lead to economic, social and environmental costs. Giving full consideration to social, economic and environmental impacts can assist in maximizing benefits for all concerned.
6. In some important producer countries of timber and wood products, the regeneration of forests and the continued supply of raw material is being undermined by illegal logging which far exceeds the allowable annual cut. Illegal logging may directly affect the biodiversity of the forest ecosystem. The illegally harvested timber is often destined for international markets and smuggled out of the country of origin. This is a serious threat to the industry. If not abated, illegal logging will curtail the contribution of the forest industries to national economic development, to employment and income generation. Governments, as well as processing industries, exporters and importers, should urgently adopt effective measures, including laws and policies, to stop illegal logging and the trade in poached timber and products. Measures should include a wider use of remote sensing and ground inspection of log movements as well as mechanisms to trace the origin of logs

² Throughout this text, when the term “workers’ representatives” is used, it refers to Article 3 of the Workers’ Representatives Convention, 1971 (No. 135), which reads as follows:

For the purpose of this Convention the term “workers’ representative” means persons who are recognized as such under national law or practice, whether they are: (a) trade union representatives, namely, representatives designated or elected by trade unions or by the members of such unions; or (b) elected representatives, namely, representatives who are freely elected by the workers of the undertaking in accordance with provisions of national laws or regulations or of collective agreements and whose functions do not include activities which are recognized as the exclusive prerogative of trade unions in the country concerned.

through systems-like chain-of-custody verification. The Meeting notes the East Asia Ministerial Declaration on Forest Law Enforcement and Governance adopted in Bali, Indonesia, on 13 September 2001, and recognizes the efforts taken to combat illegal logging, trade in illegal logs, and other forest crime.

Certification of forest management and labelling of forest products

7. Independent, third-party certification of forest management has been spreading rapidly in recent years in all regions. Voluntary certification is a good tool to promote sustainable forest management and to communicate the industry's achievements with respect to sustainability to stakeholders (including buyers and consumers of forest products). Certification should be transparent and certification standards should include a minimum coverage of social aspects based on core ILO Conventions and take into account the ILO code of practice on safety and health in forestry work. Workers and their organizations are entitled to be consulted in the development of certification standards and in the performance assessment mechanisms.

Employment

8. The growing pressure to reduce unit cost in order to remain competitive on world markets for forest products as well as for substitute materials, coupled with the almost universal availability of advanced technology and the rise in foreign direct investment, have led to rapid increases in labour productivity. As productivity is rising much faster than production volumes, employment in the sector is declining in many countries. A number of countries have been an exception to the general rule and benefited from the creation of many new jobs in this sector, particularly where value added, further processing industries have been established. On the whole, however, globalization has hastened the decline in employment in these industries. This trend is expected to continue. The impact on employment can be particularly strong in countries in transition to market economies. The speed and scale of the reductions in employment may require social plans and active labour market policies to cushion the social impact, particularly in timber-dependent communities and regions. Reducing unit costs should not prevent workers' access to basic services such as health and educational facilities, especially in remote locations.
9. In many countries, the sector faces competition in national labour markets. The workforce is ageing in many countries and recruitment can pose problems for occupations that have difficult working conditions and offer relatively low remuneration. Rationalization and concomitant redundancies mostly affect unskilled workers. For the remaining workforce, high labour productivity in more capital-intensive production processes has in many cases resulted in better jobs, requiring specialized skills, offering much better working conditions and higher pay. The promotion of further, value added processing and skills-based supplies and services can partly compensate for the loss of employment in forestry and primary wood processing and significantly enhance the contribution to overall economic development. Labour laws must facilitate the negotiation and implementation of flexible work practices at the enterprise level.

Skills

10. Skills are an evermore important ingredient in order to achieve high productivity and a good economic performance in the forestry and wood industries. The prospects of thorough training and the acquisition of advanced skills also contribute to making the

industry attractive for young jobseekers with good potential. The training offered should prepare trainees for the use of advanced technology. In addition, it should also impart knowledge and skills concerning subjects like occupational safety and health, sustainable development, sustainable forest management or general environmental management. Given the rapid change of technology and work organization, training systems should cater for lifelong learning. Where redundancies occur and workers have to be relocated, retraining and skill diversification are important to facilitate the transition to new jobs and sources of income. Skills testing and certification according to industry-wide standards enhance the benefits of training to both employers and workers, because skills are recognized and become “portable”, thus enabling workers to be more mobile. Governments, employers and workers and their respective organizations should be involved in the design and delivery of training and skills certificates. Governments should ensure that the necessary resources are allocated to skill development for workers as well as for employers in the sector. Industrialized countries should assist developing ones through technology transfer and skill development, for example, by supporting the creation of national training systems for the forestry and wood industries.

Application of the ILO Declaration

- 11.** The ILO constituents in the forestry and wood industries fully support the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up adopted in 1998. Governments should make every effort towards the ratification of core Conventions referred to in the Declaration. They should cooperate with workers and employers to analyse levels of compliance, to identify possible deficits and to encourage the widest possible adoption of these standards in the forestry and wood industries. An important measure to ensure better observance of the fundamental principles as well as compliance with other applicable labour legislation is more and better labour inspection especially in remote areas. Governments should ensure that inspectorates have adequate resources and trained staff to provide constructive information to enterprises as well as to act as enforcement agents. More effective labour inspection will also contribute to avoiding unfair competition from firms evading legal obligations.

Gender issues

- 12.** While documentation and statistics on the subject are incomplete, women play a role in the forestry and wood industries as forest owners, workers, employers and consumers. In some cases evidence exists of inequalities of opportunity and of treatment which is not compatible with core ILO standards, namely the Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111). Governments should take measures to improve the information on the role and situation of women in the forestry and wood industries. In cooperation with employers and workers, governments should ensure that women receive equal remuneration for work of equal value and are afforded equal opportunity and treatment in employment, including with respect to access to education, training, credit and small enterprise promotion. This should include, where possible, measures to help workers reconcile work and family responsibilities. Women should have adequate maternity protection according to national law and practice. Workplaces should be free from sexual harassment. Protection against sexual harassment is particularly important in remote areas.

Contractors

13. Globalization and structural change have led to the spread of outsourcing and an increase in the use of contract and, if applicable, subcontract labour. In forestry, reliance on contract labour has become a feature of operation in many countries. Contract labour can have positive and negative implications. In some cases, contract workers have been required to work in lower quality jobs. Contractors, subcontractors and their employees should be entitled to the benefits of the principles and rights enshrined in the ILO Declaration. They should have access to proper training, especially in the areas of health and safety and skills development. The responsibilities of the various parties in contracting arrangements should be clearly established, both at the national level and in the relevant contracting and/or subcontracting agreements.

Promotion of small and medium-sized enterprises

14. Small and medium-sized enterprises (including contract labour) account for a substantial proportion of the contribution which the forestry and wood industries make to economic and social development of local communities, rural areas and countries. They tend to be employment-intensive and to add value to forest products through further processing. Small and medium-sized enterprises should therefore be assisted through ongoing capacity building for entrepreneurs, such as training in management and business administration, especially through improved access to information, to organizations, to services, adequate financial resources and to venture capital. Development schemes and programmes should include the social partners. The social partners and the governments should work together to identify skills shortages and training opportunities in the small and medium-sized enterprises.

Social dialogue

15. Social dialogue is important to cope with the challenges of globalization, harmonization of labour relations and sustainable development. The numerous examples of social dialogue at international, national and enterprise levels referred to in the report of the Office as well as during the discussions at the Meeting demonstrate the benefits for all parties and the opportunities which may include agreements on changed working arrangements at individual firms and agreements between enterprises and workers' representatives. Social dialogue should be conducted in a fair and open manner, provide access to information and seek to resolve disagreements by consensus. Governments should establish and periodically convene national and regional tripartite forums for the forestry and wood industries to facilitate a regular exchange about social and labour issues, to promote the application of the ILO Declaration in the sector and as a mechanism to achieve consensus among the social partners concerning the sustainable development of the forestry and wood industries.

The role of the ILO

16. The concept of sustainable development encompasses economic, environmental and social components. The ILO is the competent international organization to deal with social and labour matters. The Office should establish linkages with the relevant United Nations organizations in order to ensure that social and labour concerns in the Declaration on the Fundamental Rights and Principles at Work are taken into account in international policy discussions affecting the forestry and wood industries. The Office should also explain its supervisory mechanisms concerning compliance with ratified Conventions.

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- 17.** The knowledge base on some important aspects of the forestry and wood industries is still inadequate. The ILO should conduct research to close gaps in information and improve data on employment and other key indicators, on the role and status of women in the sector and on best practices in the use of contractors.
 - 18.** The ILO should actively promote the application of the ILO Declaration in the forestry and wood industries and advise constituents on suitable approaches. The promotion of core standards should emphasize information, advise on capacity building, as well as monitor compliance and use of enforcement by national authorities only where other means have been ineffective. Labour inspectorates can contribute to all these functions and the ILO should support member countries in developing suitable approaches and procedures for labour inspection and in training labour inspectors.
 - 19.** The ILO should build on its successful cooperation with a number of countries and promote social dialogue in the sector in all countries with a significant forestry and wood industry. When requested, it should assist constituents in establishing and running tripartite forums for the forestry and wood industries.
 - 20.** In order to enhance the contribution of the sector to economic and social development and to the alleviation of poverty, the ILO should assist member countries, particularly developing ones and countries in transition, to improve efficiency and productivity as well as working conditions in the forestry and wood industries. Particular emphasis should be given to training, to the promotion of small and medium-sized enterprises and to occupational safety and health. Regarding the latter, the ILO should continue to assist countries to use the ILO code of practice on safety and health in forestry work on a voluntary basis in their national context.
 - 21.** The ILO should lobby governments, in particular in industrialized countries, to mobilize additional funding for the programmes and activities listed above.

Part 2

Resolutions

Consideration and adoption by the Meeting of the draft resolutions

At its third plenary sitting, the Meeting set up a Working Party on Resolutions, in accordance with article 13, paragraph 1, of the Standing Orders.

The Working Party, presided over by the Chairperson of the Meeting, consisted of the Officers of the Meeting and three representatives from each of the groups. The members of the Working Party were:

Officers of the Meeting:

Mr. M. Arbesser-Rastburg (Chairperson)

Mr. J. Zhang (Government Vice-Chairperson)

Mr. S. Peyroulet (Employer Vice-Chairperson)

Ms. S. Mukadi (Worker Vice-Chairperson)

Government members:

Brazil: Mr. P. Parucker

Finland: Mr. P. Tiainen

Thailand: Mr. K. Nakchuen

Employer members:

Mr. J.J. Frascini Chalar

Mr. H.A. Paidoo

Mr. L.P. Toscano

Worker members:

Mr. J. Ansah

Mr. R. Gerdin

Mr. J.-M. Zenon

At the Meeting's sixth plenary sitting, the Chairperson, in his capacity as Chairperson of the Working Party on Resolutions and in accordance with article 14, paragraph 8, of the Standing Orders, submitted the recommendation of the Working Party on Resolutions regarding the draft resolutions before the Meeting. As required by the same provisions of the Standing Orders, the three Vice-Chairpersons of the Meeting had been consulted on the contents of his oral report.

The Working Party had before it two draft resolutions submitted by the Workers' group, which were declared receivable. The Working Party amended the texts of the resolutions on the basis of proposals made by its members within the time limit set by the Officers of the Meeting. The Working Party recommended the adoption by the Meeting of the amended draft resolutions.

Resolution concerning future activities of the ILO

The Meeting unanimously adopted the resolution.

Resolution concerning the social dialogue initiatives in the wood and forestry sectors

The Meeting unanimously adopted the resolution.

Texts of the resolutions adopted by the Meeting

Resolution concerning future activities of the ILO¹

The Tripartite Meeting on the Social and Labour Dimensions of the Forestry and Wood Industries on the Move,

Having met in Geneva from 17 to 21 September 2001,

Observing that ILO activities and tripartite meetings in the field of forestry and wood are important contributions for promoting social dialogue amongst social partners and therefore promoting sustainable development,

Observing that future ILO activities should be guided by the outcomes of this Meeting;

Adopts this twenty-first day of September 2001 the following resolution:

The Tripartite Meeting on the Social and Labour Dimensions of the Forestry and Wood Industries on the Move invites the Governing Body of the ILO to:

- (1) allocate the necessary resources for the ILO programme of sectoral activities to facilitate implementation of the Meeting's conclusions and resolutions, taking account of the final report of the Meeting, in particular with a view to improving employment, working conditions and occupational safety and health;
- (2) convene a sectoral tripartite meeting for forestry and wood as early as possible and to consider putting on its agenda "sustainable development and social dialogue as a means to promote the application of the principles and rights enshrined in the ILO Declaration on Fundamental Principles and Rights at Work";
- (3) request the Director-General of the ILO to:
 - (a) prepare a study on the various forms of social dialogue, including collective bargaining, in forestry and wood including an assessment of barriers to bargaining and identifying what needs to be done to strengthen the capacity of the social partners to promote social dialogue, including collective bargaining;
 - (b) call on governments to consult with workers' organizations and employers' organizations when they consider measures to be taken as follow-up to the Tripartite Meeting;
 - (c) develop guidance to promote tripartite dialogue in the member States on sustainable development in the wood and forestry sectors.

¹ Adopted unanimously.

Resolution concerning social dialogue initiatives in the wood and forestry sectors ²

The Tripartite Meeting on the Social and Labour Dimensions of the Forestry and Wood Industries on the Move,

Having met in Geneva from 17 to 21 September 2001,

Observing the importance of social dialogue based on representative social partners in contributing to the progress of the forestry and wood sectors,

Observing that many regional and international governmental and intergovernmental processes and initiatives develop policies for sustainable development in these sectors,

Noting that the forestry and wood sectors have developed sustainable practices, for example voluntary forest certification,

Noting that the ILO can play an even more active role in promoting social dialogue;

Adopts this twenty-first day of September 2001 the following resolution:

The Tripartite Meeting on the Social and Labour Dimensions of the Forestry and Wood Industries on the Move invites the Governing Body of the ILO to request the Director-General of the ILO to promote the process of social dialogue and voluntary agreements which conform to the fundamental ILO standards.

² Adopted unanimously.

Part 3

Other proceedings

Panel discussions

Decent work and sustainable development – social sustainability in the forestry and wood industries

Moderator: Mr. Steve Pursey, International Policy Group, ILO, Geneva

Panellists: Ms. Marianne Barner, Head of Corporate Information, IKEA, Sweden

Ms. Wang Ping, Agriculture and Forestry Industrial Workers' Union of China, Beijing

Mr. Philippe Egger, Decent Work Pilot Programme, ILO, Geneva

Ms. Barner started her presentation of the furniture giant IKEA by tracing its origin back to its foundation in 1943 in a traditionally poor region in southern Sweden. This had encouraged ingenuity and hard work among the people who lived there. With this spirit the company had since grown to become a big group with an annual turnover of 10 billion Euro from 40 stores in 33 countries and with sourcing activities from 2,000 suppliers. Ms. Barner informed the panellists and the audience – as the first group to get the news – that China has recently topped Sweden to become the biggest sourcing country for IKEA products.

The speaker explained that IKEA developed and maintained its sustainability policy by having regular and good contacts with suppliers as well as through an ongoing dialogue and cooperation with other organizations. These included the ILO, IFBWW, Save the Children, Greenpeace, WWF and local NGOs. By way of example, she quoted IKEA's partnership with local NGOs to address the problem of child labour in India.

The second speaker was Ms. Wang Ping from the Agriculture and Forestry Industrial Workers' Union of China. Her union represents 95 per cent of a total of 13.1 million workers who are active in 8,360 enterprises and institutions. Ms. Wang Ping presented the launch of a number of projects under a 15-year programme with the aim to promote environmental and sustainable development in forestry. The elements of the programme included forest protection and the reduction of harvesting in certain regions, the creation of protected areas, reforestation of overharvested areas and the establishment of new areas of forest land for commercial forestry.

As a consequence of the project 740,000 persons out of the total forestry workforce of 1.46 million workers will have to be relocated to other activities. Some 180,000 are going to be retrained over a three-year period at various training centres. More than 275,000 workers will be laid-off with a one-time compensation and then assisted to start their own businesses. Ms. Wang Ping indicated that mentality had changed in China and that the State was no longer considered as an employer that could guarantee lifelong employment. In this context, she expressed the hope that the ILO would assist in the training of forest workers.

At the outset of the third presentation, Mr. Egger contended that sustainable development meant decent work opportunities for all women and men. Furthermore, decent work was: opportunities for productive employment and rising real incomes; security through social protection; and dignity through basic rights, voice and representation. GDP had by far outgrown the increase in world population since 1900 by a

ratio of almost 5 to 1. GDP per capita continued to be unevenly distributed, however, with the major share in Western Europe and North America. For example, real GDP per capita in Africa accounted for 1/9 of that in the richest country in 1900. Today, the same ratio had fallen to only 1/20.

The World Gini coefficient – a measure of income inequality – had also changed over the recent 100 years, from 0.40 to 0.48, thus indicating an increase in income inequality. Finally, Mr. Egger summarized the policies and key factors to promote decent work at three different levels: at the international and global level – market access, development financing, technology transfers and basic rights; at the regional level – trade arrangements, exchange of experience and expertise; at country level – balanced growth for employment, rising incomes, social protection and basic rights.

Discussion

An ILO official and a government representative from Portugal wondered to what extent international agreements are integrated in the IKEA group and how for example the policy about child labour was formulated and implemented. Ms. Barner replied by underlining that child labour was not accepted at all. The ILO Conventions Nos. 138 and 182, were taken into consideration and the interest of the children was included in all business decisions. If child labour were to be involved in any activity, the suppliers had to draw up an action plan with the aim of creating a better situation for the children. It needed to be borne in mind though, that the problems of child labour could not be solved merely by a company adopting a code. The phenomenon was far more complex and included illiteracy, family and health problems among others. IKEA thus had to take broader social measures, for example helping children to attend school. IKEA also had high expectations regarding the ILO and hoped that the ILO would work hard with implementing Conventions in countries that have ratified them.

A representative of IFBWW commented that the cooperation with IKEA started five years ago as a consequence of a threat of a boycott in connection with bad working conditions in Romania. IFBWW initiated a social dialogue leading to an international framework agreement with IKEA based on fundamental ILO standards. The firm had since taken the lead in implementing the agreement among its suppliers. Monitoring groups reported on compliance at national level, which had prevented conflicts and problems. Ms. Barner agreed with the comment and underscored the value of the cooperation with IFBWW and the results achieved. This cooperation would continue although with slight modifications in the monitoring routines.

Following a question from an Austrian Government representative concerning auditing, Ms. Barner informed that inspections of suppliers were normally announced even though surprise audits also occurred. As a complement to auditing, a good cooperation with local NGOs had also been established.

A Government representative from the Democratic Republic of the Congo asked if recycling of furniture existed in the IKEA group. Ms. Barner replied that recycling existed. It was for example possible to take old furniture back to the local store. Recycling would be even more developed in the future. A Chilean representative asked how IKEA perceived their image in the eyes of the firm's competitors. While this was a difficult question to answer, Ms. Barner felt that IKEA had a unique position as the only global furniture company in the world. She hoped that they were perceived as taking their responsibility seriously and providing value for money. She left no doubt that IKEA was also pressing ahead with productivity improvements among its suppliers and with further refinement of just-in-time delivery.

The Chilean representative raised a question about the average size of the companies involved in the lay-offs in China, and how the financial terms for the mentioned projects were structured. Ms. Wang Ping replied by saying it was a very difficult question to answer. China was still in the process of opening up the economy and the structure of the companies involved was quite diversified. Another factor is the growing foreign ownership of companies, which was changing the structure of enterprises. As regards financing of the ongoing and planned projects, the main responsibility lay with the local government. If, however, the local government was not able to take on its responsibility, the central government would step in.

In response to a question, if there was a difference between decent and good quality work, Mr. Egger explained that certain basic criteria had been laid down to define decent work. The level of job quality deemed feasible or desirable was then determined by each country. Generalizations were difficult, as decent as well as indecent work existed in both the informal and the formal sectors. There was a need for more knowledge and a better understanding in this respect.

Aspects in the certification of forest management and the labelling of forest products

Moderator: Mr. Kit Prins, United Nations Economic Commission for Europe (UN/ECE), Geneva

Panellists: Mr. G. Schlemmer, Forest Stewardship Council (FSC), Mexico

Mr. J. Pöllänen, Finnish Forest Industries Federation, Finland
(Employer delegate)

Ms. R. Nussbaum, SGS-Proforest, United Kingdom

Mr. Prins introduced the topic for discussion, noting that certification is a relatively new phenomenon in forestry. Ten years ago the organizations and functions represented on the panel did not exist and thinking on sustainability was restricted largely to tropical hardwoods whereas today more attention was paid to plantation forests and to softwoods.

Mr. Schlemmer, a former president of the woodworkers union in Germany, was elected to the Board of FSC two and a half years ago and was the first trade unionist to be on the Board. FSC was a non-profit organization for certification with headquarters in Oaxaca, Mexico. It was founded one year after the Rio Conference. FSC was the only certification scheme with worldwide coverage. To date forests had not been properly exploited and were under threat in many parts of the world. Governments had done little to change the situation and we were still far from a solution. Mr. Schlemmer called the next 20-30 years a “window” of opportunity to move to sustainable use. Some successes had been recorded, with 8,000 wood products (ranging from charcoal to log houses) having used FSC certified wood. But still only 6-7 per cent of exploited woods were certified by FSC. There were three aspects to sustainability, environmental, economic and social, represented by three “chambers” within the FSC. All three chambers had equal footing and there was permanent pressure to balance the three aspects and arrive at consensus. Social aspects were very important. There were many people living and working in the forest, including many working without payment, and good conditions of work were the exception rather than the rule. There were many fatal accidents, many contract workers with no skills or training in how to use equipment safely, low wages and competition from low-waged migrant labour from neighbouring countries. Child labour also existed. ILO Conventions and codes of practice were used in setting out the principles of social

sustainability and award of the FSC certificate was subject to respect for ILO Conventions. “Chain of custody” certification was also increasing in line with the requirement of consumers that good practice was followed in production, and clever entrepreneurs had recognized this. Certificates were issued for a period of five years and reviewed annually. If there was a serious violation the certificate was withdrawn.

In response to the presentation, an ILO staff member wanted to know what control mechanisms the FSC had set up in individual countries to monitor the certification process. A Worker member from Indonesia asked if it was mostly developed countries that were using the FSC and what were the difficulties of implementing such schemes in developing countries. A Worker member from Papua New Guinea said that in her country FSC was seen as dealing with only environmental issues: she wondered how certification for social issues would be dealt with in developing countries. A Worker member from China asked about the role of Trade Unions in certification.

Responding to these questions, Mr. Schlemmer said that the FSC did have supervisory capacity to “monitor the monitors”. He admitted that most certified woodlands were *not* in developing countries and that this *was* a weakness of the FSC that they were trying to address. The FSC was an environmental protection organization but it also tried to protect working conditions: some countries were against certification of social aspects but they would persist in including them. Monitoring must involve all concerned parties including the trade unions who were invited to participate and able to put their views.

The next speaker was Mr. Pöllänen, a forester working for the Finnish Forest Industry Federation. Practically all forests in Finland had been certified under the Pan-European Forest Certification (PEFC). The PEFC was a voluntary, private sector initiative that aimed to ensure environmentally sustainable and sound economic and social practices and thus create a positive image of the forest industries and of wood as a renewable resource. The PEFC provided a framework for the mutual recognition of independent national schemes. Activities included forest certification, certification of procedures for “chain of custody” verification and product labelling. He outlined the criteria for certification in the Finnish scheme, 18 of which were environmental, 12 economic and nine social. Number 17 of the social criteria required that employers comply with legislation and collective agreements and pay the social security, pension, unemployment insurance and accident insurance fixed by legislation. Users of the PEFC system were mostly European countries but the United States and Canada would be joining shortly. The procedures for monitoring were also outlined.

The representative of the Government of Brazil asked if there was a relationship between the PEFC and cooperatives, which had a similar logo. A Worker member from Germany asked about transparency; he wondered if the information that was made available to the holder of the certificate was also available to outsiders. An observer from the Permanent Mission of the United States asked how independent, third auditing was carried out. And a Worker member from China asked what measures were taken in the event of a violation of the rights of the workers.

In response, Mr. Pöllänen confirmed that there was no connection between the logo of the PEFC and the cooperative movement; that there was complete transparency with inspection information available to all; that the process was monitored by independent companies; and that any violation of the rights of the workers would be dealt with according to the laws of the country concerned.

Ms. Ruth Nussbaum, trained as an industrial chemist before doing a Ph.D. in tropical forest ecology. She had worked in forest certification for almost ten years, including as director of Qualifor, the forest certification branch of the Société Générale de Surveillance.

She had recently become head of Proforest, a consulting firm based in the United Kingdom. She spoke about the practical problems of certification. There was a need for an international standard that could be applied nationally and locally and there was now broad agreement that the standard should cover environmental, economic and social aspects. The first problem was that technical data was always incomplete. The second difficulty was balancing environmental, economic and social criteria in the development of national standards. Compromises were inevitable, but the process itself was considered valuable in developing an understanding of “sustainable development”. Major challenges in the social arena included: the setting of minimum conditions (which involved deciding if standards set by legislation were adequate); setting standards for labour employed by contractors; setting rules for the replacement of direct employees by contractors; balancing employment and conservation; overcoming cultural obstacles to safety and developing appropriate safety equipment for use in developing countries; and helping small enterprises to comply with legislation and address health and safety concerns. In conclusion, the speaker noted that certification was not in itself a solution to the world’s forestry problem but it could be a powerful tool. The certification process provided a useful arena for addressing issues and an opportunity for those involved to gain experience in balancing various needs.

Discussion

An observer from the European Network of Forest Entrepreneurs stated that the shift to contract labour was economically sensible and gave an opportunity for greater involvement in the sector, but contractors must meet all requirements including the social criteria. Certification should serve as a tool to prepare a “level playing field” for all groups working in the area. The speaker agreed with this sentiment.

The Chairperson opened the general discussion with two questions to the panel. He wondered why there was not greater mutual recognition between certification schemes as the multiplicity of schemes could cause confusion among consumers. He also asked for clarification on the relationship between governments and certification schemes. The Deputy Secretary-General of the Meeting also had two questions. She asked Mr. Pöllänen to clarify his organization’s view of the right of workers to organize and collective bargaining; and if there was a role for international organizations in the certification process.

Mr. Pöllänen responded that certification required adherence to national laws and in all countries in PEFC freedom of association was recognized by law and this was why it had not been specifically referred to. A Worker member was worried that PEFC did not find it necessary to be specific about trade union rights. While it might not be necessary to spell out these rights in European countries other countries were copying these schemes and the basic values should be spelt out because of replication elsewhere. He also expressed concern over Ms. Nussbaum’s remark that safety equipment might be too expensive for the workers because employers should pay for this. Ms. Nussbaum responded that large companies did generally provide safety equipment but there were problems with small companies.

Responding to the question on mutual recognition of certification schemes, Ms. Nussbaum said that this was a good idea but hard to achieve in practice due to detailed technical content and implications of schemes. Mr. Schlemmer agreed that the detail was important and that “the devil was in the detail”. Many systems did not respect the conditions of work of foresters and harmonization was a complex and a political problem.

The promotion of small and medium forest-based enterprises

Moderator: Mr. W. Sengenberger, Decent Work Pilot Project, ILO, Geneva

Panellists: Mr. P. Sattler, ECO PLUS, Austria

Mr. G. Odgaard, Trade Union of Construction and Wood Workers, Denmark

Mr. E. Kastenholz, European Network of Forestry Entrepreneurs, Germany

In his introduction, Mr. Sengenberger argued that small and medium-sized enterprises (SMEs) have certain advantages from a decent work perspective, notably that they create a great deal of employment. This was particularly important in view of the fact that the world needs 500 million new jobs. Furthermore, SMEs were more in tune with the needs of local communities. Despite the advantages associated with SMEs, they also face problems such as the lack of and difficulty in obtaining capital. He posed the question to participants – What can be done to make sure SMEs provide good jobs?

The first speaker, Mr. Sattler from Austria, described the development of “forest industry clusters” in Austria and the beneficial impacts and challenges for SMEs associated with the development of clusters. He noted that in Austria small forest owners predominate. Ninety per cent of forest holdings had less than 200 ha. Their owners face a great deal of economic uncertainty. To address their needs and the needs of the timber sector, SMEs and the Government had developed clusters. These served as a platform for SMEs and provided services such as qualification programmes, data sharing, communication and the transfer of know-how between SMEs. They also joined forces in purchasing, research, staff development, sharing of machine use, and in the marketing of products. Currently timber clusters existed in Styria, Upper and Lower Austria, Salzburg and Carinthia.

Experience had shown three key criteria for the success of these clusters: first, their joint development between government and SMEs; second, clear leadership responsibilities; and third, a readiness to act on the part of all participants. In conclusion, he noted that the development of clusters or similar arrangements needed to be market-oriented, it needed to involve strong local partners and multipliers and also required political support mechanisms.

The second panellist, Mr. Odgaard, pointed out that the sizeable furniture sector in Denmark was largely made up of SMEs. He further noted that many of these SMEs were suppliers to multinational enterprises. Far from being an economic threat to the small firms, this relationship was a way for them to increase profits. SMEs within the furniture sector focused on high quality and thus produced a higher rate of return than furniture sectors in other countries. He conceded, however, that there had been increasing competition in recent years from low-cost producers operating in Poland and the Czech Republic.

This new competition was not a major problem for the industry because it could build on its focus on high quality and craftsmanship. Craftsmanship alone was, however, not enough to ensure the survival of SMEs in the future. It was also necessary to ensure that the workforce obtained new skills and competencies. SMEs in Denmark did not lack advanced technology, but they needed training in the use of that technology to ensure that they obtained the full benefit of their investment. Workers were increasingly required to

perform a range of functions and therefore needed highly developed as well as multiple skills. The furniture industry in the Nordic countries and in Italy had developed the concept of “flexible specialization” to cater for this need. In addition to better internal use, firms had the opportunity to amortize equipment faster by sharing it within a cluster of firms. He also argued that production runs more smoothly and that productivity increases if workers have the power to make decisions and solve problems on their own.

Mr. Kastenholz, Secretary-General of the European Network of Forestry Entrepreneurs, thanked the ILO for permitting him to participate in the Meeting as an observer. He noted that the membership of the Network and its affiliated associations consisted mainly of self-employed persons or small forestry contractor firms. His organization coordinated action for economic development of these SMEs across Europe. He drew attention to the fact that the emergence and nowadays dominant position of contractors in the forestry sector was a result of structural changes.

Discussing the advantages of contractors in the forestry sector, he noted the flexibility, increased productivity and specialization and thus economies of scale that resulted from the development of contractors. On the other hand, a significant number of problems also existed because of and for contractors. These included the use of short-term contracts and the resulting discontinuous employment at times. Contractors also generally maintained lower health and safety standards, and had lower levels of quality. Moreover, there was a significant number of environmental problems associated with the practices of contractors. Finally, and perhaps most importantly, there was a notable lack of profitability for these enterprises.

In order to address these disadvantages, his organization focused work on several key elements, namely, training for contractors, quality management, certification and health and safety management. He did not believe, however, that SME development and promotion could be addressed by contractors alone, but rather required negotiations among partners and policy discussions.

Discussion

A lively discussion emerged from the presentations, which focused on the role of unions in organizing contractors. Several Worker representatives argued that unions should be organizing and representing contract workers. Mr. Kastenholz disagreed with this view. In his opinion, the contractors would not be interested in being represented by trade unions since they saw themselves as independent actors. A representative from Finland noted his country’s experience with the use of long-term contracts for contractors, which had resulted in net benefits for all concerned. In the logging industry in that country, 95 per cent of the work was performed by contractors. In the wood industry, contractors accounted for half of all jobs. Concerning the experience of the clusters in Austria, it was noted that the use of contractors in Austria resulted in a situation where work was subcontracted but not responsibility.

Mr. Odgaard insisted that outsourcing was good for small firms, because it provided more job opportunities to them. It promoted a division of labour for which they were well placed. There was a generally expressed opinion that social dialogue at the international and national levels was important to deal with the challenges posed by contract labour, but that few people had understood how it could be promoted and used.

In his summary, Mr. Sengenberger stressed that the question of the representation of contractors and their workers and the search for ways in which they could be involved in social dialogue in the ILO and elsewhere was an intriguing new issue that had emerged in

this discussion. The ILO and others would have to reflect in the future on whether there was a need for a fourth pillar in social dialogue, at least in some economic sectors.

Closing speeches

The Secretary-General provided information on participation in the Meeting, noting that women made up 12 per cent of the total number of delegates, advisers and observers in attendance. Their contribution to the success of the Meeting far outweighed their numbers. The Meeting had been an important occasion in ILO's efforts to assist constituents in the forestry and wood industries and, in particular, to address the social and labour dimensions of globalization and sustainability in the sector. Discussions during the plenary sessions and in the two working parties had demonstrated the topicality of these issues. The three panel discussions had provided an opportunity for more in-depth exchange of information and experience on social sustainability, the social aspects of certification, and the promotion of SMEs in the forestry and wood industries. The spirit of tripartite dialogue which had prevailed had enabled the Meeting to adopt important conclusions and two resolutions. The Secretary-General highlighted the importance for ILO constituents as well as for the Office of putting the adopted conclusions and resolutions into action at both the national and international levels. He stressed that many of the areas identified for future action would require the continued contribution of knowledge and experience on the part of the constituents and he looked forward to ongoing collaboration with them.

Ms. I. Dembsher (representative of the Government of Austria) noted that the Meeting had successfully dealt with important, substantive issues thanks to the knowledgeable inputs both from the ILO secretariat and the Government, Employer and Worker representatives. Although opinions had sometimes diverged, the three parties had found a common path which led to agreement. While the Tripartite Meeting had been effective, she noted that contractors had not been included in the discussions and she urged that some way be found to incorporate such workers and to ensure their rights.

Mr. J.J. Fraschini Chalar (Chairperson of the Employers' group) observed that, at a time when globalization was spurring change in the forestry and wood industries, sustainable development required a balance among economic, environmental and social concerns. No single aspect should take priority over the others. Compliance with fundamental labour standards formed an important aspect of social sustainability. The ILO was used to hearing the views of the social partners and seeking consensus among them. This mature dialogue contributed to real social progress. The conclusions and resolutions adopted by the Meeting demonstrated the will of participants to reach common objectives. Indeed, the challenge was to ensure decent work for men and women around the world in line with the 1998 Declaration on Fundamental Principles and Rights at Work.

Mr. W. Street (Vice-Chairperson of the Workers' group) noted that the challenge facing the Meeting had been to seek opportunities for synergy between globalization and sustainable development so that men and women in the forestry and wood industries would have decent work. The speaker affirmed that decent work could be an outcome of globalization. It was no accident that countries which made the greatest investment in occupational safety and health, training and education, the elimination of sexual harassment and providing decent work for contractors, also had the highest productivity. Such investments were money well spent since they provided returns of even greater value. The speaker applauded the presence of government representatives from countries with some of the largest forestry and wood industries. The absence of employer representatives from the same countries underscored the need for continuing, fruitful tripartite dialogue at the national level.

The Chairperson expressed his appreciation for the knowledge and commitment that participants had brought to the Meeting. The discussions in plenary, the working parties, as well as the panels, had been of high quality, enabling a rich exchange of new ideas. It had

not been easy to reach agreement. At one point there had been the risk that the conclusions might remain suspended mid-air, like felled trees which had not fallen fully to the ground. The speaker commended participants for having found common solutions which transcended national features. He urged them to build on the results achieved in order to ensure sustainability in the forestry and wood industries. The Chairperson declared the Tripartite Meeting on the Social and Labour Dimensions of the Forestry and Wood Industries on the Move closed.

Evaluation questionnaire

A questionnaire seeking participants' opinions on various aspects of the Meeting was distributed before the end of the Meeting.

1. How do you rate the Meeting as regards the following?

	5 Excellent	4 Good	3 Satis- factory	2 Poor	1 Unsatis- factory	Average score
The choice of agenda item (subject of the Meeting)	11	6				4.6
The points for discussion	7	10	1			4.3
The quality of the discussion	4	9	4			4.0
The Meeting's benefits to the sector	7	9	1			4.4
The conclusions	8	6	4			4.4
The resolutions	5	8	2			4.5
Panel discussion on decent work and sustainable development	6	9	1			4.3
Panel discussion on certification	5	10	1			4.2
Panel discussion on small and medium enterprises	2	11	2			4.0
Opportunity for networking	3	8	3			4.0

2. How do you rate the quality of the report in terms of the following?

	5 Excellent	4 Good	3 Satis- factory	2 Poor	1 Unsatis- factory	Average score
Quality of analysis	8	10				4.4
Objectivity	4	14				4.2
Comprehensiveness of coverage	5	9	4			4.1
Presentation and readability	8	9				4.5
Amount and relevance of information	8	7	2			4.4

3. How do you consider the time allotted for discussion? (tick one box in each case)

	Too much	Enough	Too little
Discussion of the report	2	15	1
Panel discussions		17	1
Groups		18	
Working Party on Resolutions	1	14	1
Working Party on Conclusions	1	13	1

4. How do you rate the practical and administrative arrangements (secretariat, document services, translation, interpretation)? (tick one box in each case)

	5 Excellent	4 Good	3 Satis- factory	2 Poor	1 Unsatis- factory	Average score
	11	3	1			4.6

5. Respondents to the questionnaire

	Government	Employers	Workers	Observers	Total	(Response rate: 18%)
	2	3	8	3	16	

6. Participants at the Meeting

	Government	Employers	Workers	Technical advisers	Observers	Total
	13	20	20	15	19	87

7. Delegates/technical advisers

	Government	Employers	Workers	Total
Delegates	13	20	20	53
Technical advisers	6	3	6	15

8. Female participation

	Government	Employers	Workers	Total	Percentage women delegates
Delegates	4	–	3	7	13
Technical advisers	1	–	2	3	

List of participants
Liste des participants
Lista de participantes

Representative of the Governing Body
of the International Labour Office
Représentant du Conseil d'administration
du Bureau international du Travail
Representante del Consejo de Administración
de la Oficina Internacional del Trabajo

Mr. Max Arbesser-Rastburg, Professor, Vienna

Members representing governments
Membres représentant les gouvernements
Miembros representantes de los gobiernos

AUSTRIA AUTRICHE

Ms. Iris Dembsher, Stellvertretende Leiterin der Abteilung X/5 für Internationale Sozialpolitik,
Bundesministerium für Wirtschaft und Arbeit, Wien

Adviser/Conseiller technique/Consejero técnico

Mr. Georg Zwerenz, Abteilung X/5 für Internationale Sozialpolitik, Bundesministerium für Wirtschaft und
Arbeit, Wien

BRAZIL BRÉSIL BRASIL

Sr. Paulo Parucker, Adviser to the Executive Secretary, Ministry of Labour and Employment, Brasilia

CHILE CHILI

Sr. Manuel Barrera, Agregado Laboral, Misión Permanente de Chile en Ginebra

CHINA CHINE

Mr. Zhang Junfeng, Counsellor, Permanent Mission of China in Geneva

Adviser/Conseiller technique/Consejero técnico

Mr. Wen Shifeng, Deputy Division Chief, Personnel and Education Department, National Forestry Bureau of
China, Beijing

**DEMOCRATIC REPUBLIC OF THE CONGO RÉPUBLIQUE DÉMOCRATIQUE DU CONGO
REPÚBLICA DEMOCRÁTICA DEL CONGO**

M. Fidèle Sambassi, Ministre Conseiller, Chargé d'affaires, Mission permanente de la République démocratique
du Congo à Genève

Adviser/Conseiller technique/Consejero técnico

M. Sébastien Mutomb Mujing, deuxième Conseiller, Mission permanente de la République démocratique du
Congo à Genève

FINLAND FINLANDE FINLANDIA

Mr. Pekka Tiainen, Ministerial Counsellor, Chief Economist, Ministry of Labour, Helsinki

FRANCE FRANCIA

M. Patrick Dedinger, Sous-directeur, Sous-direction exploitations, travail, emploi, Direction des exploitations de la politique sociale et de l'emploi, ministère de l'Agriculture et de la Pêche, Paris

INDONESIA INDONÉSIE

Ms. Zulmiar Yanri, Director of Occupational Safety and Health Standards, Department of Manpower and Transmigration, Jakarta Selatan

Adviser/Conseiller technique/Consejero técnico

Mr. Taufiek M. Bafadhal, Directorate-General of Chemical, Agricultural and Forestry-Based Industry, Department of Industry and Trade, Jakarta Selatan

PHILIPPINES FILIPINAS

Ms. Regina I. Sarmiento, Labor Attaché, Permanent Mission of the Philippines in Geneva

PORTUGAL

M^{me} Maria Candida Soares, Directeur général de l'emploi et de la formation professionnelle, ministère du Travail et de la Solidarité, Lisbonne

ROMANIA ROUMANIE RUMANIA

Mr. Petru Dumitriu, Minister-Counsellor, Permanent Mission of Romania in Geneva

THAILAND THAÏLANDE TAILANDIA

Mr. Kamjorn Nakchuen, Minister-Counsellor, Permanent Mission of Thailand in Geneva

Adviser/Conseiller technique/Consejero técnico

Mr. Nikordej Balankura, Second Secretary, Permanent Mission of Thailand in Geneva

UNITED KINGDOM ROYAUME-UNI REINO UNIDO

Mr. James Dewar, Safety Officer, Policy and Practice Division, Forestry Commission, Edinburgh

Adviser/Conseillère technique/Consejera técnica

Ms. Libby Jones, International Policy Adviser, Forestry Commission, Edinburgh

Members representing the Employers
Membres représentant les employeurs
Miembros representantes de los empleadores

- Sr. Raúl Agulló Estévez, Official, International Relations, CONFEMADERA, Madrid
- Mr. Henry Atta Paidoo, Ag. Human Resource Director, Forestry Commission, Accra
- Mr. Knut Berg, Managing Director, Skogbrukets Landsforening, Oslo
- Mr. Iurie Bors, General Manager, “Creator Iu. BORS” Furniture Factory, Chisinau, Moldavia
- Mr. Basil Cameron, Jamaica Employers’ Federation, Mavdeville, Jamaica
- Mr. Djimanto, Vice-President, Employers’ Association of Indonesia/APINDO, Jakarta
- Sr. Juan José Frascini Chalar, Asesor, Letrado Laboral de Empresas, Cámara de Industrias del Uruguay, Montevideo
- Mr. Sean Ghouralal, Chief Executive Officer, B.S. Hosein Limited, Arima, Trinidad and Tobago
- Sr. Víctor Giraldo, Vicepresidente de Grupo, SMURFIT Cartón de Colombia, Cali
- Mr. Haji Mohammad Javed, Managing Director, Ashraf Industries (Pvt) Ltd., Peshawar, Pakistan
- Mr. Robianto Koestomo, Chairperson of Foreign Affairs, Employers’ Association of Indonesia/APINDO, Jakarta
- Mr. Katsuhiko Kotari, Vice-President, Japan Forest Owners’ Association, Kamakura Kanagawa, Japan
- M. Luis Leal, Directeur général, Associação da Industria Papeleira (CELPA), Lisboa
- M. Ali M’Kaissi, Conseiller, Directeur central du social, Union tunisienne de l’industrie, du commerce et de l’artisanat, Tunis
- Sr. Fernando Montenegro Sánchez, Director Ejecutivo, Fundación Forestal Juan Manuel Durini (FFJMD), Quito
- M. Nkonka Kapinga Kenabantu Njibikila, Secrétaire, Comité professionnel des exploitants forestiers, Fédération des entreprises du Congo, Kinshasa
- M. Serge Peyroulet, Président, Commission sociale, Fédération nationale du bois, Société Peyroulet, Capvern-Les-Bains
- Adviser/Conseiller technique/Consejero técnico*
- M. Michel Astier, Chargé des affaires sociales, Fédération nationale du bois, Paris
- Mr. Christopher Platt, Executive Officer, Agribusiness Employers’ Federation, Adelaide, Australia
- Mr. Juhani Pöllänen, Forstmätare, Ombudsman, Finnish Forest Industries Federation, Helsinki
- Adviser/Conseiller technique/Consejero técnico*
- Mr. Arto Tähtinen, Director, Industrial Relations, Finnish Forest Industries Federation, Helsinki
- Sr. Liborio Plácido Toscano, Secretario Gremial, Federación Argentina de la Industria Madera y Afines, Buenos Aires
- Adviser/Conseiller technique/Consejero técnico*
- Sr. Hugo Luis Vicente, Presidente, Federación Argentina de la Industria Madera y Afines, Buenos Aires

Members representing the Workers
Membres représentant les travailleurs
Miembros representantes de los trabajadores

- Mr. Joshua Ansah, General Secretary, Timber and Woodworkers’ Union of TUC, Accra
- Mr. Karibai Assankhodzhaev, President of the Republican Committee of the Timber and Related Industries Workers’ Unions of Kyrgyzstan, Bishkek

Mr. Vasile Badica, Romanian Federation of Wood Workers, Bucharest

Mr. Alexander Czauderna, Bundessekretär, ÖGB Gewerkschaft Bau-Holz, Wien

Sr. José del Carmen Montilla, Federación Nacional de Trabajadores de la Construcción y la Madera de Venezuela (FLATICOM), Caracas

Ms. Beatrice Dindillo, Secretary, Papua New Guinea Timber and Construction Workers' Union, Waigani NDC

Mr. Ulf Forsman, International Secretary, Wood and Allied Workers' Union (FIN), Helsinki

Mr. Roger Gerdin, Economist, Swedish Forest and Wood Trade Union, Stockholm

Sr. Jorge González Castillo, Presidente, Confederación Nacional de Sindicatos y Federaciones de Trabajadores Forestales, Industria de la Madera, Celulosa, Papel y Derivados y Servicios Asociados, Concepción

Mr. Ivan Hursky, President of the Republican Committee of Timber Workers' Union of Bielorrussia, Minsk

Mr. René Lahoye, Hout-en Bouwbond CNV, Odyk

Ms. Hj. Sofiati Mukadi, President, FSP KAHUTINDO, Indonesia Wood and Forestry Workers' Union, Jakarta

M. Kouadio N'Dri, Secrétaire général, Syndicat national des travailleurs des industries du bois et de la mécanique générale (SNTIBMGCI), Grand Bassam, Côte d'Ivoire

Mr. Valery Ochekurov, President, Timber and Related Industries Workers' Union of Russia, Moscow

Advisers/Conseillers techniques/Consejeros técnicos

Mr. O. Gutorenko, Vice-President, Timber and Related Industries Workers' Union of Russia, Moscow

Mr. Serguei Filatov, President, Regional Union, Timber and Related Union, Irkutsk

Mr. Yury Gouchtchine, President, St. Petersburg Regional Union, Timber and Related Union, St. Petersburg

Mr. Wolfgang Rhode, Abt. Betriebspolitik Holz und Kunststoff, IG METALL-Vorstand, Frankfurt-Main

Mr. Vadim Sibilev, President, Timber and Related Industries Workers' Unions of Ukraine, Kiev

Mr. William Street, International Representative, International Association of Machinists and Aerospace Workers (IAM AW), West Linn OR

Ms. Wang Ping, Agriculture and Forestry Industrial Workers' Union of China, Beijing

Adviser/Conseiller technique/Consejera técnica

Ms. Wang Xuemei, International Liaison Department, All-China Federation of Trade Unions, Beijing

Mr. Azlan B. Yaacob, Assistant General Secretary, Timber Employees' Union Peninsular Malaysia, Kuala Lumpur

M. Jean-Marc Zénon, Secrétaire fédéral, Fédération générale FO bâtiment, travaux publics, bois, papier, carton, céramique, carrières & matériaux de construction, Paris

Advisers/Conseillers techniques/Consejeros técnicos

M. Gérard Savoye, Secrétaire national, Fédération générale FO BTP – Bois, Paris

M^{me} Sylviane Pouillet, déléguée d'entreprise, Fédération générale FO BTP – Bois, Paris

Others Autres Otros

Representatives of member States present at the sittings
Représentants d'Etats Membres présents aux séances
Representantes de Estados Miembros presentes en las sesiones

UNITED STATES ETATS-UNIS ESTADOS UNIDOS

Mr. Robert S. Hagen, Labor Attaché, United States Permanent Mission in Geneva

Representatives of United Nations, specialized agencies and other official
international organizations
Représentants des Nations Unies, des institutions spécialisées et d'autres
organisations internationales officielles
Representantes de las Naciones Unidas, de los organismos especializados
y de otras organizaciones internacionales oficiales

Food and Agriculture Organization of the United Nations (FAO)

Organisation des Nations Unies pour l'alimentation et l'agriculture

Organización de las Naciones Unidas para la Agricultura y la Alimentación

Mr. Rudolf Heinrich, Chief, Forest Harvesting, Trade and Marketing Branch, Forest Products Division, Forestry
Department, Rome

Representatives of non-governmental international organizations
Représentants d'organisations internationales non gouvernementales
Representantes de organizaciones internacionales no gubernamentales

European Network of Forestry Entrepreneurs

Mr. Edgar Kastenholz, Secretary-General, European Network of Forestry Entrepreneurs, Bollschweil

Federation of Timber and Related Industries Workers' Unions of the Commonwealth of Independent States

Fédération des syndicats des travailleurs des industries forestières de la Communauté des Etats indépendants

Mr. Victor Karniushin, President, Moscow

Mr. Gennady Shishkin, Vice-President, Moscow

Ms. Londa Sikharulidze, President of Georgian Republican Council of Timber, Paper and Wood Workers' Union,
Tbilisi

Mr. Vladimir Vassiliev, President of City Committee of the Timber, Paper and Wood Workers' Union of the City of Moscow, Moscow

Ms. Marina Mussiniants, Expert of the International Section, Moscow

International Confederation of Free Trade Unions

Confédération internationale des syndicats libres (CISL)

Confederación Internacional de Organizaciones Sindicales Libres (CIOSL)

Mr. Dan Cunniah, Director, Geneva Office, Geneva

Ms. Anna Biondi, Assistant Director, Geneva Office, Geneva

International Federation of Building and Wood Workers

Fédération internationale des travailleurs du bâtiment et du bois

Federación Internacional de Trabajadores de la Construcción y la Madera

Mr. Harrie Bijen, General Secretary, European Federation of Building and Woodworkers, Brussels

Dr. Jill Bowling, Forester, Carouge/Geneva

Ms. Marion F. Hellmann, Industrial Relations Secretary, Carouge/Geneva

Ms. Anita Normark, General Secretary, Carouge/Geneva

International Federation of University Women

Fédération internationale des femmes diplômées des universités

Federación Internacional de Mujeres Universitarias

Ms. Katherine Hagen, Versoix

International Organisation of Employers (IOE)

Organisation internationale des employeurs (OIE)

Organización Internacional de Empleadores (OIE)

Mr. Jean Dejardin, Adviser, Cointrin/Geneva

Mr. Soengeng Soekarto, Chairperson of Legal Affairs, Employers' Association of Indonesia, Jakarta

**International Union of Food, Agricultural, Hotel, Restaurant, Catering,
Tobacco and Allied Workers' Associations (IUF)**

**Union internationale des travailleurs de l'alimentation, de l'agriculture,
de l'hôtellerie-restauration, du tabac et des branches connexes (UITA)**

**Unión Internacional de Trabajadores de la Alimentación, Agrícolas,
Hoteles, Restaurantes, Tabaco y Afines**

Ms. Susan Longley, Petit-Lancy/Geneva

Organization of African Trade Union Unity (OATUU)

Organisation de l'unité syndicale africaine (OUA)

Organización de la Unidad Sindical Africana

Mr. Mohamed M. Abuzeid, Permanent Representative, Tripoli

World Confederation of Labour

Confédération mondiale du travail (CMT)

Confederación Mundial del Trabajo (CMT)

M^{me} Béatrice Fauchère, Représentante permanente, Genève

World Federation of Building and Woodworkers Unions

Fédération mondiale des organisations de la construction et du bois

Federación Mundial de Trabajadores de la Construcción y la Madera

M. Jean-Pierre Voets, Confédération mondiale du bois et du bâtiment, Genesius Rode