

**Meeting of Experts to Develop Guidelines for
Labour Inspection in Forestry**Geneva
24-28 January 2005

Final report

Introduction

1. At its 287th Session (June 2003) the Governing Body decided to convene a Meeting of Experts to Develop Guidelines for Labour Inspection in Forestry. The Meeting was held in Geneva from 24 to 28 January 2005.
2. The agenda of the Meeting was to draw up and adopt guidelines on labour inspection in forestry.

Participants

3. Fifteen experts attended the Meeting, five of them appointed by the Governments of Bolivia, Cameroon, New Zealand, Poland and Sweden, five after consultation with the Employers' group and five after consultation with the Workers' group of the Governing Body. An observer from the Government of Finland who was co-author of the draft guidelines also attended.
4. Several observers also attended the Meeting, representing: the United Nations Economic Commission for Europe; the International Federation of Building and Woodworkers; the International Organisation of Employers; International Confederation of Free Trade Unions; World Confederation of Labour; World Federation of Agriculture, Food, Hotel and Allied Workers; Federation of Timber and Related Industries Workers' Unions of the Commonwealth of Independent States.
5. A list of participants is annexed to this report.

Opening address

6. Ms. Sally Paxton, Executive Director for Social Dialogue, welcomed the participants and highlighted the pivotal role of social dialogue in achieving the ILO's objectives. While the guidelines adopted would not be legally binding, they would have a certain weight as an instrument shaped and adopted by experts. Such guidelines, intended to protect the industry's 38 million workers in the formal and informal sectors, would also serve as a reference in drafting legislation and regulations on labour inspection in forestry. She noted that the ILO's long-term objective was to achieve decent work in a sustainable environment, at the same time reminding participants that any guidelines adopted had to be

applicable in all member States. In closing, the Secretary-General requested the participants to propose a programme of follow-up activities to be undertaken by the Office once the guidelines had been adopted.

Election of the Chairperson

7. Mr. Hanns Höfle was unanimously elected Chairperson of the Meeting.

Presentation of the draft code

8. The Government observer from Finland and co-author of the draft guidelines provided background information on them and outlined the specific challenges faced by the industry. These included working and living conditions, equal opportunities, occupational health and safety, and the need for shared employer-worker responsibility. Other challenges were: widespread contracting and subcontracting; seasonal work; bringing different types of legislation and practices into line with decent work principles; the special needs of small enterprises; corporate social responsibility; and the different systems in place for monitoring international labour standards, in particular the Labour Inspection (Agriculture) Convention, 1969 (No. 129), the Protocol of 1995 to the Labour Inspection Convention, 1947 (No. 81), and the ILO Declaration on Fundamental Principles and Rights at Work.

General discussion

9. Spokespersons on behalf of the Employer and Worker experts congratulated the Office on the draft guidelines. The Employer experts attached importance to defining the term “forestry” and to considering the special needs of small enterprises. The Worker experts drew attention to the different political and cultural realities represented at the Meeting. The links between international labour standards and the application of decent work principles took precedence among the issues to be considered in examining the draft guidelines.

Point-by-point discussion

1. **Background: Labour standards in forestry**

1.1. General description of labour issues in forestry

10. Following proposals by Employer and Worker experts, it was agreed that the last introductory paragraph for this section, stating that forestry work might be carried out by various organizations, should be deleted.
11. During the discussion on *General working conditions*, the Worker experts suggested the addition of text highlighting the extensive use of contract work in the forestry industry and indicating that the responsibility for the treatment of workers had to be clarified between the contractor and the organization for which the contractor was working. The Employer experts did not agree with this suggestion, and it was decided to leave the issue of contract labour for discussion in section 2.3.
12. In the discussion on *Living conditions* and following a suggestion made by the Employer experts, it was agreed that the expressions “it is essential that” and “are provided” should

be deleted. “Are provided” would be replaced with “should be provided”. It was felt this language was more appropriate in the context of a non-binding instrument, such as these guidelines. There was some concern from the Worker experts that certain facilities, such as drinking water, were a basic right and, as such, their provision should be obligatory. There needed to be certain minimum limits established within the guidelines. Upon suggestion by the Worker experts, the Meeting also agreed that there should be facilities for “communications, where possible”, in addition to those for eating, sleeping, washing and cooking.

13. During the discussion on *Equal opportunity and vulnerable groups*, the Worker experts expressed concern that the text on migrant labour only mentioned the benefits of migrant labour, without noting any of the detrimental effects. Migrant work could be an asset or a liability for economic development. It was therefore agreed that the sentence starting “Migrant labour is an important asset ...” should be deleted.
14. During the discussion on *Occupational safety and health*, the Government expert from New Zealand suggested adding a new sentence highlighting the potential safety and health benefits of developing forestry tools, operations procedures and of the mechanization of high-risk operations. The Meeting agreed to this proposal.
15. The Employer experts suggested deleting the paragraph referring to stress, as stress was not a measurable factor and was not a large concern in the forestry industry. Several Government experts, however, noted the importance of stress, stating it was a growing phenomenon and had direct links to the world of work. The Worker experts also indicated that stress was a very important concern for them. The Chairperson observed that the Social Dialogue Committee of the European Union had a description of stress that had been accepted by employers’ and workers’ organizations. A working group was formed with one member from each group and with the participation of the Government observer from Finland, to propose alternative text. It was decided to rephrase the paragraph, removing the word “stress” and instead referring to “physical and mental health”. The new agreed text reflected the concerns of all.

1.2. Forestry frameworks for decent work

16. With regard to *ILO instruments for labour inspection in forestry*, a proposal was made by the Worker experts to mention Recommendations as legal instruments, along with Conventions. There was some concern by the Employer experts however that this might create confusion, as Recommendations, unlike Conventions, were not legally binding instruments. The Legal Adviser clarified that legal instruments were instruments that created obligations. Both Conventions and Recommendations were formal instruments and enshrined in the ILO’s Constitution. Unlike Conventions, Recommendations did not, however, create substantive obligations; they created only formal obligations, such as a member State’s reporting obligations. The Meeting therefore agreed to include a reference to Recommendations but to remove the term “legal” and to note that both Conventions and Recommendations were the instruments most commonly used by the International Labour Conference to formulate standards.
17. On the issue of *Voluntary forest management certification*, in list item 1.3, the Employer experts proposed the addition of “ratified” to qualify “ILO Conventions”. It was recalled by the Worker experts that this text was quoted from an FSC publication. The Meeting therefore agreed to leave the text unchanged and agreed to the Office proposal to add a footnote indicating this text was being quoted.
18. On the issue of information sharing, the Worker experts found the reference to “interested third parties” problematic, as it could be misinterpreted to exclude worker representatives from having access to information necessary in carrying out their roles. The Meeting

agreed that “parties not entitled” be used rather than “third parties”. The Meeting agreed to delete the paragraph dealing with the need to refer to ILO instruments at the workplace level, as the wording was misleading.

19. The section on the importance of labour issues in regard to *Corporate social responsibility* (CSR) was deleted, since CSR initiatives were voluntary activities and enterprises should have discretion in formulating their policies.

2. General introduction to managing labour standards in forestry

2.1. Management systems

20. After a lengthy discussion, this section was agreed to without change.

2.2. Consultation of workers' organizations

21. Following a long discussion on the objectives of this section, the Office redrafted the title of this section and the text of the paragraph to focus on the right to organize and elect representatives, consultations, social dialogue and achieving decisions by consensus, which was agreed upon with minor changes.

2.3. Working with contractors

22. While many experts felt that subcontracting was an important issue, the Employer experts favoured deleting this section because enterprises were not responsible for ensuring that their contractors complied with national labour regulations. After extensive discussion, the Meeting agreed on a redrafted text which clearly noted the existence of a variety of subcontracting arrangements and which made a reference to paragraphs 45 and 46 of the ILO code of practice on safety and health in forestry work, 1998, on contractual labour.

3. Implementing the international labour Conventions

23. The Government expert from Bolivia expressed some concern at the bracketed text that excluded the rights and issues of local communities and indigenous peoples from the scope of the topics covered by the guidelines. The Meeting therefore agreed to remove the two sentences referring to the scope of the topics, as well as the words “by Peter Poschen”. The Employer experts suggested removing point 3.8, since the issue of indigenous peoples was dealt with in other instruments and did not relate directly to forestry labour inspections. The Office also agreed to make minor drafting changes in the French version of the guidelines, for clarity.

3.1. The right to organize and bargain collectively

24. After the discussion on *ILO requirements*, several minor changes were made to add clarity to the text: the term “employers” was added to indicate that freedom of association affirmed the rights of both employers and workers to join organizations of their choosing; text explaining the role of the ILO Governing Body Committee on Freedom of Association was added; the Office agreed to substitute “enterprise” for “organization” and “workers' organization” for “trade union”, according to standard ILO terminology; and to substitute a less ambiguous term for “recognize” (and its variants). At the suggestion of the Worker experts, the Meeting also agreed to change the title of the text box to read “The basic requirements of the international labour Conventions Nos. 87 and 98 are:”, and to add a new last bullet point to the text box indicating that these Conventions required the

promotion of the development of voluntary collective bargaining to regulate terms and conditions of employment.

25. In the section *Meeting the requirements*, the Meeting agreed to delete the second sentence of point 4.
26. In the section *Guidelines for inspectors*, points 1 and 2 were revised to focus on the presence, rather than recognition, of workers' organizations and on enterprise policy regarding collective bargaining.
27. The Meeting agreed to rename the section on small enterprises, to delete two sentences therein, and to shift all such sections forward to form a new subchapter 2.4.

3.2. Prohibition of forced labour

28. Under *Meeting the requirements*, the references to contractors and contracts were revised to be more universally applicable.
29. In the section *Guidelines for inspectors*, the reference to NGOs was removed from point 1. Separate interviews were included in point 2. Point 3 was slightly reworded.

3.3. Child labour

30. Under *Guidelines for inspectors*, after a discussion about whether the minimum age limit in point 1 should be brought into conformity with the relevant Convention it was decided to keep the text as drafted. Point 2 was revised to include the identification of hazardous tasks within enterprise policy on the employment of young people. The reference to a sample of records was eliminated from point 3. In point 4, workers' representatives were also to be consulted regarding the ages and occupations of children observed at work.
31. The last two paragraphs of the section *Special considerations for small enterprises* were deleted. The remaining paragraph was shifted forward to subchapter 2.4 as previously decided.

3.4. Equality of opportunity and treatment (non-discrimination)

32. Under *Meeting the requirements*, examples pertaining to occupational safety and health were deleted from point 1. Point 4 was reworded to place the responsibility for non-discriminatory policies and practices directly on contractors.
33. In the section *Guidelines for inspectors*, points 4, 5 and 6 were reworded to eliminate references to ethnicity, but to retain those to gender. In point 5, the phrase "where appropriate" was inserted. The notion of "representative sample" was included in point 6 and the reference to self-employed contractors was eliminated. The secretariat was asked to ensure that references to ethnicity were eliminated from points 1 through 8 of "Meeting the requirements".

3.5. Fair remuneration

34. The first paragraph in the section on *ILO requirements* was amended to clarify that systems of minimum wages referred to requirements to establish legislation on minimum wages. The text box was amended to be consistent with the wording of Convention No. 131.

-
35. Point 4 in the section on *Meeting the requirements* was amended to specify that written agreements on conditions of work, especially wages and payment periods, should be executed before employees enter employment.
 36. Point 1 in the section on *Guidelines for inspectors* was amended to eliminate references to self-employed contractors, contractors and subcontractors and to render consistent with other text, the recommendation that inspectors check on rather than ensure compliance. A new bullet point was added to the text box for inspectors to check on the maintenance of payroll records. Point 2 was amended to specify that wages should not be lower than the established minimum wage rather than being “sufficient”.
 37. The paragraph in the section on *Special considerations for small enterprises* was amended to clarify that remuneration should not be less than the established minimum wage, rather than being “fair”, and to delete the reference to maintaining an adequate standard of living. The Meeting agreed to move the entire amended text to section 2.4.

3.6. Occupational safety and health

38. The second paragraph in the section on *Systematic occupational safety and health management* was deleted.
39. The second paragraph in the section on *Development of an enterprise safety and health policy* was slightly amended by replacing “and good safety culture may” with “should” to make it less ambiguous.
40. The bullet points on *Assignment of responsibilities* were amended to include that safe working methods and equipment would be provided as well as used and that workers were trained on safety measures. Additionally, two bullet points inserted to ensure that appropriate measures for a safe and healthy environment were in place as well as the recording and notification of occupational accidents and diseases.
41. While discussing *Employment conditions, qualifications, organization and training of personnel*, the Meeting agreed to replace “ensure” with “ascertain”, as the Employer experts felt this was closer to the intended meaning of the text. It was also agreed to amend the third sentence in the first paragraph to end “... necessary certificates, and/or training.”
42. During the discussion on *Communication and information about risks and their prevention*, the Worker experts proposed a new paragraph outlining measures that could be taken by employers and workers to promote safety and health, and highlighting the right of workers to elect workers safety representatives. The Meeting agreed to adopt this paragraph, with some minor changes as proposed by the Employer experts. The Meeting also agreed to delete the phrase “should this be necessary” from the first paragraph and to delete the second paragraph on the psychological aspects of OSH, as it was felt this topic was adequately covered in other parts of the text. The Worker experts noted, however, that topics such as fatigue remained important issues in the workplace, with potential impacts on safety and health.
43. In the first sentence of the section on *Specific provisions for safe and healthy forestry work*, the Meeting agreed to delete the word “dangerous” as a qualifier for machinery, since it was usually required that machinery not be inherently dangerous.
44. On the issue of *Dangerous substances*, the Meeting agreed to amend the last sentence of this section to read “Workers should be informed and trained on the risks associated with the use of hazardous chemicals, including long term health hazards and hazards to reproductive health of both men and women”. Also, the Office took note of a suggestion

from the Government expert from Bolivia for a minor clarification of the Spanish version of the text.

45. In the section on *Work clothing and personal protective equipment*, the word “available” was deleted and the end of the sentence was amended as follows: “... appropriate clothing and equipment provided at no cost and used by all workers concerned.”. The Meeting also agreed to delete the text box, as this was an example specific to the European Union and not appropriate for document aimed at a global audience.
46. In the discussion on *First aid, emergency rescue and Occupational health services*, the Worker experts suggested deleting “and occupational health services” from the section title and creating a new section entitled “Occupational health services”. Text was proposed for this new section related to the provision of occupation health services. The Meeting agreed to these suggestions.
47. In the discussion on *Shelters, housing and travel*, the Government expert from Bolivia said that the text did not specify who would cover the cost of transport in remote locations, which he felt should be borne by the employers. Most other experts felt that the term “provided” implied that this cost would be covered by the employer. The Meeting also agreed to replace “needs to” with “should” in the first sentence.
48. In the section on *Guidelines for inspectors*, the Worker experts proposed an additional point to address insurance and social security regimes. The Meeting agreed to this proposal, with two minor changes as suggested by the Employer experts. It was left to the discretion of the Office to decide where best to place this new point within the section.
49. On the issue of *Special consideration for small enterprises*, the Worker experts thought it could be useful to include the example of the Swedish system of regional safety representatives. The Employer experts recalled that it was preferable to avoid country-specific examples in the text. The Worker experts therefore proposed a more general text that read: “In small workplaces, which have no OSH committees, local workers’ organizations may appoint regional health and safety representatives, where there is a need to improve OSH. The regional OSH representative’s role is to activate local OSH work, and ensure that it functions, and to give advice and support in various ways. Collaboration of this kind between employers and workers can form the basis of good OSH conditions.” After a discussion, the Meeting decided not to include this text in the guidelines. The Meeting did agree to delete the third paragraph of this section.

3.7. Workforce qualification and training

50. Section 3.7 was adopted with the moving of the section on small enterprises to section 2.4.

3.8. Indigenous peoples

51. Following a long discussion on the importance of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), for labour inspection in the industry, the Meeting decided to delete section 3.8 on indigenous peoples and to add the Worker experts’ redraft of the introduction and the paragraphs on *meeting the requirements* to the appropriate sections of section 3.4. This agreement reconciled the strong position of the Employer experts, who did not support a specific section on this issue, with the opinions voiced by most Government and all the Worker experts, who thought it to be of great importance and stressed the relevance of Article 20 of Convention No. 169. The suggestion by the Worker experts to add further references to indigenous peoples in other sections to clarify that they were also protected under these provisions was not agreed upon. Nor was consensus achieved on a proposal to add a specific reference in the section on forced labour, as

suggested by a Government expert, who emphasized that indigenous peoples were most susceptible to forced labour.

4. General guidelines for labour inspectors

- 52.** The Meeting agreed to a proposal to add introductory text on forestry enterprises. The reference in the proposed text to “international labour standards” was changed to “ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up.”
- 53.** The Worker experts proposed text indicating differences between the forest certification evaluation process and labour inspection. The text was amended to include language on differing concepts of forest ownership, to include a reference to regional certification, and to remove a reference to social standards extending beyond ILO core labour standards. The Meeting agreed to the proposals and decided the text should be moved to the introduction to voluntary forest management certification in section 1.2.
- 54.** The Meeting agreed to add language highlighting the need for dialogue among the social partners during the organization and implementation of labour inspections. The Office agreed to find a suitable place for such text.
- 55.** The Meeting agreed that reference to “labour standards” in this introductory section be changed to “working conditions and labour practices” so as to avoid confusion with ILO labour standards.

4.1. Organizing an inspection

- 56.** During the discussion on *Planning an inspection*, the Meeting agreed to amend the first sentence of paragraph 1 to read: “Inspection activities should be strategically planned to maximise positive decent work outcomes and the efficient use of inspector resources.” The Meeting also agreed to add language highlighting the need for dialogue among the social partners during the labour inspection process. In addition, the Worker experts noted that in certain countries, prior notification was illegal. The text was therefore amended to remove references to unannounced visits and advance notice and to indicate inspectors should provide advance notice, “when permitted”.
- 57.** During the discussion on *Deciding where to visit* the Government expert from Bolivia emphasized that indigenous people needed to be mentioned as a specific group, and a reference to Convention No. 169 was needed. Due to a lack of consensus, the original text was retained.
- 58.** In the subsection on *Logistics*, the text was adapted to indicate that the enterprise may provide the transportation required to access remotes sites.

4.2. The inspection in practice

- 59.** In the subsection on *Opening meetings and working with the enterprise management*, the phrase “and other important stakeholders” was removed.
- 60.** In the subsection on *Management systems review*, a reference to the ILO Declaration on Fundamental Principles and Rights at Work replaced a reference to “the legal framework of the ILO”.

4.3. Assessing labour standards

- 61.** The title was changed.

-
- 62.** In the subsection on *Important issues to assess*, the first paragraph was deleted, except for the second sentence, which was moved to the third paragraph. In the third paragraph, the word “companies” was replaced by “enterprises”.
- 63.** In the subsection *Interpreting the requirements in context*, the word “minimum” was deleted from line six of the first paragraph. In line eight, “minimum requirements” was replaced by “fundamental principles”. The reference to workers in small enterprises was shifted to the beginning of the second paragraph and their entitlement to the same “rights” as other workers was added. In the following sentence, the replacement of “owners” by “managers” of small forest holdings was adopted to ensure relevance in countries where state ownership of forests is the rule.

4.4. Feedback of results

- 64.** After much discussion, the wording “management representative” was changed to “employer and worker representatives” in the title and the first sentence of the first subsection of 4.4, previously entitled *Working with the management representative*.
- 65.** In the subsection *The closing meeting*, the Meeting accepted a proposal from the Worker experts to replace the first three sentences.
- 66.** After much debate between the Worker and the Employer experts on the subsection *Intervention, enforcement and advice*, the Meeting adopted a proposal of the Secretary-General to revise the first sentence of the subsection to read: “The general labour inspection approach is evolving from being merely enforcement to the parallel provision of competent advice.” This change was agreed upon as was the inclusion of “identifying and when possible” hazards in the last sentence of the subsection.

Annex 1

- 67.** The first heading under “Criteria” was corrected to refer to fundamental rights at work and a footnote added to note the source on which the annex was based.

Annex 2

- 68.** Annex 2 was adopted unchanged.

Annex 3

- 69.** Annex 3 was deleted.

Annex 4

- 70.** Annex 4 was adopted unchanged.

Annex 5

- 71.** Annex 5 was adopted unchanged.

Annex 6

- 72.** Recognizing that Annex 6 was a tool to assist labour inspectorates in the development of checklists, the Meeting decided to change the title to reflect this.
- 73.** The Employer experts suggested removing references to “contractors” throughout the Annex and replacing the term with “workers”. Whereas in general this was agreed, the

Chairperson noted that exceptions would arise and therefore, decisions would best be made case by case.

74. The title of subsection 1 was revised to include freedom of association.
75. In point 1.3 the words “and contractors” were removed with the caveat that this point referred solely to workers’ right to freedom of association.
76. In point 1.6 the reference to “protection” was replaced with a clearer expression of the right to freedom of association and the right to bargain collectively even in the absence of a trade union.
77. In point 1.13, the term “workers” replaced references to employees.
78. Points 1.14 and 1.15 were removed, despite the Worker experts’ observation that this might undermine the Governing Body’s expressed desire that the guidelines developed should also be useful for forest certification schemes which incorporated labour standards.
79. In subsection 2 on fair remuneration, the reference in point 2.3 to “an adequate standard of living” was replaced with a reference to “relative living standards of other social groups”.
80. A new point 2.7 referred to respect for minimum wage legislation.
81. In subsection 3 on *Child labour*, the words “contractors’ employees” were replaced by “workers” in point 3.2 and the words “employees and contractors” were replaced by “workers and employers” in point 3.4.
82. In point 4.3 of subsection 4 on *Equality of opportunity and treatment (non-discrimination)* the Meeting agreed to substitute “written or unwritten” with the requirement to ensure that the “policy is known and implemented”.
83. Point 4.4 was deleted.
84. In point 4.5 the experts agreed to replace “managers” by “employers”.
85. Consequently, the Meeting deleted another reference to managers in point 5.1 of subsection 5 on *Workforce qualification and training*.
86. The Meeting agreed to delete “contractors and self-employed persons” in point 5.3.
87. In subsection 6 on *Prohibition of forced labour*, it was decided to shorten point 6.1.
88. The draft text in point 6.2 was replaced by a requirement to report forced labour to the competent authorities.
89. The Worker experts suggested replacing the draft text with the requirement for known procedures to exist for management and unions to be informed of any suspected forced labour. The Meeting agreed to this wording after it had been amended by the Employer experts, who suggested to replace the word “unions” with “workers’ organizations”, since unions were not present everywhere.
90. Subsection 7 was deleted.
91. The Meeting agreed to replace “independent employees/contractors” by “workers” in points 8.3.2 and 8.3.3 in subsection 8 on *Systematic OSH management*.

-
92. It was also decided to delete “All managers and” in point 8.5.1.
 93. In subsection 9 on *Specific provisions for safe and healthy forestry work* the experts decided to amend point 9.3.1 to read “Employers inform workers of the required PPE for their work”.
 94. Keeping in line with earlier decisions, the Meeting replaced the reference to employees and contracted labour with the term “workers”.

Annex 7

95. The title was revised to refer to an *aide-mémoire*, as in Annex 6. In accordance with previous decisions, references to employees, contractors, contracted labour and labour groups were replaced with the words “employers” and “workers” as appropriate. These changes affected points 1.1, 2.1, 2.3, 2.10, 2.11, 3.1, 5.1 and 5.3. For the same reason, references to unions were replaced with the words “workers’ organizations” in points 3.2, 3.3 and 3.4.
96. In the first subsection *Checklist for management systems review*, the reference to certification systems was removed from point 1.4. Points 1.5, 1.6 and 1.7 were deleted.
97. In the second subsection *Checklist for interviews with human resource management*, points 2.6, 2.9 and 2.13 were deleted. In point 2.8, the notion of “necessary” was replaced by “required by the national legislation”. In point 2.10 a reference to national legislation was also included. Point 2.12 was revised to refer to compliance with equal opportunities requirements.
98. In the third subsection *Checklist for interviews with national/local union and workers’ representatives*, point 3.2 was revised to include the inappropriate use of civil authority. In point 3.3, the word “organization” was replaced by “enterprise” and a reference to Conventions Nos. 87 and 98 was included. Point 3.7 was revised to include a reference to skill levels. Point 3.14 was deleted. The reference to managers was removed from point 3.15. In point 3.16, “without cost” was inserted after “workers” and “by law” removed.
99. The fourth subsection was deleted.
100. In the fifth subsection *Checklist for field visits*, the word “hazardous” replaced “dangerous” in point 5.6 and a reference to accident investigations was added. In point 5.10, the text was revised to require evidence that trained staff knew how to get emergency help in a timely manner. In point 5.13 the notion of “appropriate” was included.

Annex 8

101. The Meeting agreed to revise Annex 8 according to the proposal provided by the Labour Inspection Unit of the ILO, clarifying that the reference to “agriculture” included forestry.

Recommendations for ILO follow-up action

102. The Meeting made a number of recommendations for ILO follow-up action.

Adoption of the guidelines and of the report

103. After examining the text of the draft guidelines on labour inspection in forestry, the experts adopted the guidelines with minor modifications.

104. After examination of the draft report, the experts adopted it. Thereafter the experts adopted the report, the guidelines and the recommendations for ILO follow-up action.

Geneva, 28 January 2005.

(Signed) Mr. Hanns Höfle,
Chairperson.

List of participants
Liste des participants
Lista de participantes

Chairperson/Président/Presidente

Mr. Hanns H. Höfle, Professor, Institute of Forest Engineering and Forest Work Science, University of Göttingen, Göttingen, Germany

Experts nominated by Governments
Experts désignés par les gouvernements
Expertos designados por los gobiernos

BOLIVIA/BOLIVIE

Sr. Oscar Llanque Espinoza, Instituto de Investigaciones Forestales, Facultad de Ciencias Forestales, Universidad Técnica del Beni, Riberalta Beni

CAMEROON/CAMEROUN/CAMERÚN

M. Mathias Louis Bell, Sous-directeur de la réglementation et de la coopération internationale, ministère du Travail et de la Sécurité sociale, Yaoundé

NEW ZEALAND/NOUVELLE-ZÉLANDE/NUEVA ZELANDIA

Mr. Ross Hodder, Policy Adviser (Forestry), Workplace Group, Department of Labour, Wellington

POLAND/POLOGNE/POLONIA

Mr. Leszek Zajac, Director, Occupational Hazards Department, National Labour Inspectorate, Warsaw
Adviser/Conseiller technique/Consejero técnico

Mr. Robert Jaworski, National Labour Inspectorate of Poland, Warsaw

SWEDEN/SUÈDE/SUECIA

Mr. Uwe Synwoldt, Machinery and Personal Protective Equipment Division, Central Supervision Department, Swedish Work Environment Authority, Solna

Experts nominated by the Employers
Experts désignés par les employeurs
Expertos designados por los empleadores

Sr. José Abraham Bennaton Ramos, Consejo Hondureño Empresa Privada (COHEP), Tegucigalpa, Honduras

Mr. James Bongani Manana, Forestry Community Services Manager, Business Unity South Africa (BUSA), Pietermaritzburg, South Africa

Mr. Untung Iskandar, Counsel on Policy and Development, Association of Indonesian Forest Concession Holders, Jakarta, Indonesia

Mr. Henry Atta Paidoo, Director, Human Resource Management, Ghana Forestry Commission, Accra, Ghana

Mr. Pontus Sjöstrand, Director, Federation of Swedish Forestry Employers, Stockholm

Experts nominated by the Workers
Experts désignés par les travailleurs
Expertos designados por los trabajadores

M. J. Didier Afanda, Président, Fédération nationale des syndicats des travailleurs du bois et de la construction, USCL, Yaoundé

Sr. Sergio Gatica Ortiz, Presidente, Confederación Nacional de Trabajadores Forestales de Chile, Concepción

Mr. Valeri Otchecourov, President, Timber and Related Industries Workers' Unions, Moscow

Advisers/Conseillers techniques/Consejeros técnicos:

Mr. Georges Kanaev, Expert, Timber and Related Industries Workers' Unions, Moscow

Ms. Irma Kolodina, Expert, Timber and Related Industries Workers' Unions, Moscow

Mr. Victor Kouznetsov, Expert, Timber and Related Industries Workers' Unions, Moscow

Mr. Oleg Gutorenko, Vice-President, Timber and Related Industries Workers' Unions, Moscow

Mr. Anatole Rozhkov, Timber and Related Industries Workers' Unions, Moscow

Mr. Bronislaw Sasin, Deputy President, Trade Association of Polish Foresters, Warsaw

Mr. Ake Sjöln, Skogs-och Trafacket, Olof Palme, Stockholm

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

FINLAND/FINLANDE/FINLANDIA

Mr. Hannu Jokiluoma, Head of Development, Department for Occupational Safety and Health, Ministry of Social Affairs and Health, Tampere

Representatives of the 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

United Nations Economic Commission for Europe (ECE)

Commission économique des Nations Unies pour l'Europe

Comisión Económica de las Naciones Unidas para Europa

Ms. Caroline Stein, Assistant, UNECE/FAO Timber Branch, Geneva

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

**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 Karnushin, President, Federation of Timber and Related Industries Workers' Unions of the Commonwealth of Independent States, Moscow

Mr. Ivan Hurski, President, Republican Committee of Timber Workers Union of Belarus, Minsk

Ms. Marina Musinyants, Expert of the International Section, Federation of Timber and Related Industries Workers' Unions of the Commonwealth of Independent States, Moscow

International Confederation of Free Trade Unions

Confédération internationale des syndicats libres (CISL)

Confederación Internacional de Organizaciones Sindicales Libres

Ms. Anna Biondi, Director, Geneva

Ms. Raquel Gonzalez, Assistant Director, Geneva

International Federation of Building and Wood Workers (IFBWW)

Fédération internationale des travailleurs du bâtiment et du bois

Federación Internacional de Trabajadores de la Construcción y la Madera

Mr. William V. Street, Director, Global Wood and Forestry Program, Carouge/Geneva

Ms. Fiona Murie, Director of Health, Safety and Environment, Carouge/Geneva

International Organisation of Employers (IOE)

Organisation internationale des employeurs

Organización Internacional de Empleadores

Mr. Jean Dejardin, Adviser, Cointrin/Geneva

World Confederation of Labour

Confédération mondiale du travail (CMT)

Confederación Mundial del Trabajo

M. Hervé Sea, Représentant permanent adjoint, Genève

World Federation of Agriculture, Food, Hotel and Allied Workers (WFAFW)

**Fédération mondiale des travailleurs de l'agriculture,
alimentation, hôtellerie et connexes**

**Federación Mundial de Trabajadores de la Agricultura,
Alimentación, Hotelería y Afines**

M. Didier Hilbert, Hombourg/Budange, France