

## **Health, safety and labour requirements within the PEFC chain of custody**

Paper for the PEFC public consultation (20 May 2010)

### **Introduction**

The issue of health, safety and labour requirements as part of the PEFC chain of custody has been discussed during the original development of the PEFC chain of custody standard (2000), during its revision in 2004 as also became a part of the current on-going standard revision run during 2008-2010.

On 5 February 2010, the PEFC Board of Directors discussed the topic in connection with a final draft of the revised chain of custody standard and commissioned the PEFC chain of custody working (PEFC CoC WG) group to develop a solution for incorporation of social requirements based on the Core ILO Conventions in the PEFC chain of custody for submission through the PEFC formal adoption process by the end of 2010.

On 27 April 2010, the PEFC CoC WG agreed to send the following enquiry draft for PEFC public consultation.

The draft is based on the following leading principles:

- a) Requirements are mandatory for all chain of custody holders as to avoid any form of discrimination amongst companies operating in different geographical regions.
- b) Requirements are based on the Fundamental ILO Conventions as the internationally recognised “norms” for securing labour issues.
- c) Requirements are combination of policy and performance requirements while evidence on compliance with them can vary dependent, for example, on legal framework in which the company operates or a size of the company. A recognised means of demonstrating the compliance will further be developed as a part of the PEFC Council guidance document.

## **Enquiry draft available for public consultation**

### **Appendix 4: Social, health and safety requirements in chain of custody**

Mandatory

#### **1. Scope**

This Appendix includes requirements relating to health, safety and labour issues that are based on fundamental ILO (International Labour Organisation) conventions.

#### **2. Definitions**

##### **Fundamental ILO Conventions**

Eight conventions (ILO 29, 87, 98, 100, 105, 111, 138 and 182) identified by the ILO's Governing Body as "fundamental", covering subjects that are considered as fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.

#### **3. Requirements**

3.1 The organisation shall have documented policy that includes the organisation's commitment to implement and comply with the social, health and safety requirements defined in this standard.

3.2 The organisation shall demonstrate that it:

- a) ensures workers' freedom of associations and rights for collective bargaining. These include working contracts which do not prevent workers from joining/participating in workers organisations and collective bargaining; workers' access to their representatives; transparent procedures for dismissal and bargaining with workers' representatives of legally recognised labour organisations where this is required or permitted by law.
- b) prohibits the use of forced labour covering the organisation,
- c) ensures minimum age for the employment of employees,
- d) ensures equal employment that covers recruitment, promotion, division of work and dismissal,
- e) ensures occupational health and safety, including its documentation and reporting.