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**How to assess if jobs in Europe's forests are decent and green**

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### **1 Introduction**

#### *1.1 Background*

Fostering employment in the forest sector, fostering rural development and livelihood in societies depending on forests are important elements of the *Forest Europe 2020* targets, which were addressed by the European Ministers at their last Ministerial Conference for the Protection of Forests in Europe, held in Oslo in 2011<sup>1</sup>. Sequentially, the Forest Europe process and the UNECE/FAO Forestry and Timber Section have made huge efforts to draw employment and social aspects further in the political focus.

The political declaration that forest management shall contribute to employment and livelihood in rural areas runs like a thread through the whole process of Ministerial Conferences for the Protection of Forests in Europe<sup>2</sup>. "Sustainable forestry needs a sustainable work force!" was the headline of the statement from the social stakeholder groups (contractors, workers and professional foresters) at the MCPFE conference in Vienna 2003<sup>3</sup>. The statement made reference to the Vienna declaration on viability of forestry. Already there, the stakeholders addressed the future challenges which might derive from a future lack of a competent and motivated work force. Educated staff and skilled workers are needed to fulfil all the forest management and operation tasks to achieve sustainable forest management. However, it took a considerable time to raise the importance of a *sustainable forestry work force* on a level on the political agenda where it becomes evidently an issue for political action. For example a working group for improving the social indicators for SFM<sup>4</sup> was already proposed in the MCPFE Work Programme in 2003<sup>5</sup>. But at that time, a decade ago, this action was not

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<sup>1</sup> Forest Europe, 2011a.

<sup>2</sup> All MCPFE results contain to some extent a reference to employment and rural development, mainly as a general political objective.

<sup>3</sup> MCPFE, 2003.

<sup>4</sup> SFM will be used throughout the text for Sustainable Forest Management

<sup>5</sup> Update of the Work Programme in MCPFE, 2005

implemented. One reason was the lack of resources on the side of the committed stakeholders<sup>6</sup>.

Among other initiatives the analysis of the data for the State of Europe's Forest report 2011<sup>7</sup> showed, despite a rather weak empirical data basis<sup>8</sup>, that the sustainability of the forestry work force is at risk due to ageing workers, declining numbers of employees in forestry, and a persisting alarming accident frequency.

An important driver for raising the awareness for a sustainable work force is the programmatic political approach towards *green economies*. The International Labour Conference stated it clearly: "A competent, skilled and motivated workforce is indispensable for better environmental performance"<sup>9</sup>. In line with the UN programmes for fostering green economies, the future challenges related to forestry work have been adopted to the Rovaniemi Action Plan<sup>10</sup> where decent green jobs have been defined as one of five pillars for supporting the contribution of forests to a green economy.

Subsequently, the Forest Europe Liaison Unit Madrid embarked on the debate about employment and working conditions in forestry at a *workshop on green economy and social aspects of SFM* which was held in March 2014<sup>11</sup>. One of the major results of this workshop was the mutual understanding, that the lack of information on social criteria for SFM is a main obstacle for improvement. "Information is needed for a better understanding of what challenges the forest sector needs to address. This information is essential for coherent action planning and decision taking"<sup>12</sup>.

The political goal that forest shall in a powerful way contribute to *greening* economies has been defined both by Member States of the MCPFE Forest Europe process and the constituents of the United Nations. Therefore, it is necessary to measure and monitor the progress of the forest sector towards a green economy. The actually used concept of sustainable forest management is by no means obsolete, but it needs to be complimented by criteria for assess-

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<sup>6</sup> See MCPFE, 2005 for status of implementation of proposed activities. For the case of the European Network of Forest Entrepreneurs, which wanted to contribute to the activity, the author can report, that it was impossible to embark on this working group and the challenging task connected to the objectives without support from MCPFE member states or other funding bodies.

<sup>7</sup> Forest Europe, UNECE and FAO, 2011.

<sup>8</sup> Forest Europe, 2011b

<sup>9</sup> ILO 2013a p XIV and p 34.

<sup>10</sup> Forestry and Timber Section, 2014. Rovaniemi Action Plan for the Forest Sector in a Green Economy. Geneva Timber and Forest Study Paper 35. United Nations, Geneva.

<sup>11</sup> Forest Europe, 2014.

<sup>12</sup> *ibid.* p. 30.

ing *greenness* of forestry<sup>13</sup>. This accounts particularly to the employment and work related aspects of forestry. In the Rovaniemi Action Plan the criteria for forestry work are described as a “skilled and safe work force”<sup>14</sup>. The question is, whether these two criteria encompass sufficiently the dimensions of quality of work according to the concepts *decent work* and *green jobs*, which now form the normative framework for a sustainable forestry work force<sup>15</sup>.

### 1.2 Necessity of credible data

Employment in forests will need more political awareness and political action, because in the near future the forestry sector will face huge challenges to maintain a competent and motivated work force. Many signs point in the direction that the future availability of the sustainability of the work force is at risk, with all implications this will have for the development of the forest sector as a whole. A number of threats to the forest work force have been identified and addresses at various occasions:

- Ageing workforce (addressed in the State of Europe's Forests 2011 report);
- lack of young entrants to the forestry professions particularly for forest operations, enforced by the demographic change (Team of Specialists on Green Jobs in the Forest Sector - ILO/ECE/FAO Joint Expert Network)<sup>16</sup>;
- insufficient training and education of forest workers in parts of Europe (Team of Specialists on Green Jobs in the Forest Sector - ILO/ECE/FAO Joint Expert Network);
- persisting high accident risks and emerging health risks for operators of forest machines (addressed in the State of Europe's Forests 2011 report);
- continuing gender imbalance in forestry professions (Team of Specialists on Gender and Forestry)<sup>17</sup>;
- low profitability of forest operation services (addressed by contractors' representatives at various conferences both on UNECE/FAO and on EU/Forest Europe level).

During the last decades, forestry work and forest operations have undergone a radical change. The biggest and ongoing change is the transition from employment by forest owners to contracting out forest operations to service providers. In some parts of Europe (e.g. in the

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<sup>13</sup> Prins, 2013.

<sup>14</sup> *ibid.* Annex 2.

<sup>15</sup> The Forest Europe Workshop on Green Economy and Social Aspects of SFM concluded to apply the concept of decent green jobs in the forest sector (Forest Europe, 2014, p.28). This again is in line with the Rovaniemi Action Plan.

<sup>16</sup> Bildungszentrum Wald Lyss, 2008. Lack of qualified people? New threat to forests. 2nd International Conference of Forestry Training Centres. Conference Report.

<sup>17</sup> FAO, 2006

Nordic countries) this follows a long trajectory, starting in the 1950ies, in other parts (Central-East Europe) it was a radical shift after the change to market economies in the 1990ies. This results in a heterogeneous and fragmented structure of forestry employment which makes it particularly challenging to gather credible and coherent information about the actual situation and trends and developments.

It was one of the major conclusions from the Workshop on Social Aspects of SFM<sup>18</sup> that more and better information on social aspects and particularly on the situation of the work force is needed. To cope with emerging challenges and to deduce coherent actions and political decisions there is a crucial demand for statistical data which provide credible and comprehensive information about the structure of the European forestry work force and the related problem areas.

Data must not only provide a description of the status quo with regards to quantity of employment but must provide explanation of the criteria linked to the concepts of decent and green jobs. They must be appropriate to allow measuring the progress of forest towards a Green Economy<sup>19</sup>. Reliable data are e.g. needed to anticipate future needs for training and adaptation of education systems<sup>20</sup>.

### *1.3 Objectives and Targets*

This paper shall contribute to raising the awareness for the importance of a sustainable forestry work which shall be decent and contribute to greening the forestry sector. It is based on the comprehension that there is an urgent need for solid empirical knowledge about the situation of the European forestry work force. Recent debates, particularly the discussions at the Forest Europe Workshop on green economy and social aspects of SFM which was held in March 2014 have shown that the actually available information about employment and working conditions in forestry is insufficient to lead to coherent policies and decision making<sup>21</sup>.

The objective of this report is to reflect the actual state and quality of available information and to present recommendations for how to improve data on forestry employment for better awareness raising. The target of this study is to set a scene for further development of instruments and processes to better explaining the situation in forestry employment and for detecting problem areas which need political awareness.

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<sup>18</sup> Forest Europe, 2014. Report from the workshop p. 14.

<sup>19</sup> Prins, 2013

<sup>20</sup> ILO, 2013a

<sup>21</sup> Forest Europe, 2014.

Thus, this paper contributes to the debate about the development of forestry towards a green economy. It particularly adds work force related aspects to the question how to measure and monitor this progress<sup>22</sup>.

#### *1.4 Approach and Structure of the report*

While social aspects of forests cover a wide range of issues, this paper focuses on employment in the forest sector which shall be in line with the concepts of *decent work and green jobs*. This requires a brief outline of these concepts to illustrate the need for defining verifiable criteria and indicators for assessing whether the situation in forestry meets the requirements of *decent green jobs*.

The gaps of the recently available data about forestry employment will be shown with a review of the recent State of Europe's Forest 2011 report<sup>23</sup>. Based on the concepts *decent* and *green* and with respect to the gaps of the actual data set, a first outline will be made to specify criteria for assessment of decent green forestry jobs, and first recommendations will be made for improving data collection instruments and processes.

## **2 Decent work and green jobs**

*Decent work* and *green jobs* are the two complementary normative concepts which provide the criteria for identifying *decent green jobs* in the forest sector. In the Rovaniemi Action Plan<sup>24</sup> the goals to be aimed at by decent green jobs are identified as follows: "The workforce is able to implement sustainable forest management, and the forest sector contributes to achieving the social goals of the green economy by providing decent jobs." This is summarised as "sustainability of the work force", and it is operationalised by the underlying criteria which already form the labour related criteria of SFM: the quantity of employment and accident rates. The latter can be considered as a key indicator for working conditions<sup>25</sup>. A keen debate at the Forest Europe Workshop<sup>26</sup> led to a complementary definition that green jobs in forestry are decent jobs which are related to SFM and environmentally friendly production processes based on goods and services from sustainably managed forests.

It is a common understanding that the concept of SFM already provides a solid basis for the contribution of forests to a green economy. The task to cope with in this paper is to identify

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<sup>22</sup> Prins (2013) opened the debate for the whole forest sector.

<sup>23</sup> Forest Europe, UNECE and FAO, 2011

<sup>24</sup> Forestry and Timber Section, 2014. Rovaniemi Action Plan for the Forest Sector in a Green Economy.

<sup>25</sup> See also Ghai, 2003 who refers to accident frequency as the main indicator for working conditions, since this is an indicator which delivers quantitative values.

<sup>26</sup> Workshop on Green Economy and Social Aspects of SFM. Forest Europe 2014.

which aspects of green jobs and decent work are not yet covered in the set of criteria and indicators for SFM.

### *2.1 Decent Work*

The concept of decent work was introduced in 1999 by the International Labour Office as a comprehensive framework for the quality of work<sup>27</sup>. Purposely, the concept of decent work was elaborated in the broadest possible sense to include labour rights and standards for working conditions, which were already codified by the bodies of the International Labour Office, namely the ILO Core Conventions and Recommendations<sup>28</sup>. Thus, decent work is a very broad and inclusive concept. It can be considered as a vision rather than an operational system for assessment and monitoring. To understand this concept it is worthwhile to read the paraphrase provided the ILO in 2001:

“The goal of decent work is best expressed through the eyes of people. It is about your job and future prospects; about your working conditions; about balancing work and family life, putting your kids through school or getting them out of child labour. It is about gender equality, equal recognition, and enabling women to make choices and take control of their lives. It is about your personal abilities to compete in the market place, keep up with new technological skills and remain healthy. It is about developing your entrepreneurial skills, about receiving a fair share of the wealth that you have helped to create and not being discriminated against; it is about having a voice in your workplace and your community. In the most extreme situations it is about moving from subsistence to existence. For many, it is the primary route out of poverty. For many more, it is about realizing personal aspirations in their daily existence and about solidarity with others. And everywhere, and for everybody, decent work is about securing human dignity.”<sup>29</sup>

And again in own words of the ILO:

“Putting the Decent Work Agenda into practice is achieved through the implementation of the ILO’s four strategic objectives, with gender equality as a crosscutting objective:

Creating Jobs – an economy that generates opportunities for investment, entrepreneurship, skills development, job creation and sustainable livelihoods.

Guaranteeing rights at work – to obtain recognition and respect for the rights of workers. All workers, and in particular disadvantaged or poor workers, need representation, participation, and laws that work for their interests.

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<sup>27</sup> Described in detail in the ILO report from 2001.

<sup>28</sup> A comprehensive guide to the relevant ILO Conventions and Recommendations was already prepared by Peter Poschen (2000), who at this time was the forestry expert in the ILO.

<sup>29</sup> ILO, 2001.



Extending social protection – to promote both inclusion and productivity by ensuring that women and men enjoy working conditions that are safe, allow adequate free time and rest, take into account family and social values, provide for adequate compensation in case of lost or reduced income and permit access to adequate healthcare.

Promoting social dialogue – Involving strong and independent workers' and employers' organizations is central to increasing productivity, avoiding disputes at work, and building cohesive societies."<sup>30</sup>

This outline of the vision and the content of the decent work concept already indicate that it is much wider than the actually applied criteria for labour in SFM, which in a gross summary cover skills, health and safety and the quantity of jobs.

Relevant criteria which add to the actual understanding of sustainable forestry work are gender equality, fostering entrepreneurial skills, fostering the active participation of workers, a wider understanding of social protection, and last but not least the role of social dialogue for a decent work life.

These criteria will be taken up again in chapter 4 where the criteria and indicators for assessing decent and green work will be discussed in more detail.

A very important aspect of the decent work concept is, that here employment covers work of all kinds, not only people employed in the formal economy, but it encompasses unregulated work, self employed, and home workers<sup>31</sup>. This is of particular relevance for forestry where a huge amount of work is carried out by contractors, by self employed and last but not least also by private forest owners and their family members.

## 2.2 *Green Economy and Green Jobs*

Soon after UNEP launched the Green Economy Initiative back in 2008<sup>32</sup> this concept very quickly spread into policy debates. It was taken up globally as a label for a very wide range of policies and activities which foster environmentally friendly economic processes. Green Economy has been discussed and referenced broadly in the development of the Rovaniemi

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<sup>30</sup> ILO Decent Work Agenda on the Internet: <http://www.ilo.org/global/about-the-ilo/decent-work-agenda/lang--de/index.htm> (viewed 22.9.2014)

<sup>31</sup> Ghai, 2003

<sup>32</sup> see UNEP Websites for a full range of information about the history and the actual promotion of the Green Economy Initiative: <http://www.unep.org/greeneconomy/>

Action Plan and has found its way into the Forest Europe objectives. For the purpose of this paper it has particular relevance due to its spin off in the ILO Green Jobs concept<sup>33</sup>.

In short, green jobs can be described as work in a green economy: It is work which contributes to positive environmental products and production processes. It is work in processes which contribute to saving energy, protecting the environment, producing goods and services which result in positive environmental benefits; and it is also work which is assigned to making economic units more environmental friendly, e.g. by a more efficient use of resources, particularly energy<sup>34</sup>.

The understanding of Green Jobs adds a new dimension to the evaluation, whether forestry work can be considered as being “green”. A formerly expressed opinion of the author was that forest work should be considered as *the* generic green work<sup>35</sup>. With a closer look into the concept of green jobs this statement can not generally be held up. Even if work is carried out in forest management systems which are considered and potentially certified as meeting sustainability criteria the question needs to be raised if the individually applied forest operation processes and methods really contribute to environmental benefits.

### 2.3 Decent Green Jobs

The recent debate in the Forest Europe process has led to the recommendation to adopt the concept of decent green jobs as the normative frame and development goal for employment in forestry<sup>36</sup>. This follows closely the aforementioned concepts of ILO and UNEP. The forestry-specific denotation is that green jobs in forestry are jobs which contribute to SFM<sup>37</sup>.

Using the concepts of decent and green jobs generates a huge challenge for forest policies and the scientific community, since this requires considerable effort to develop an explanatory system and a statistical framework which will provide the information needed to understand and to monitor the actual situation in forestry work and its development towards decent green jobs. The biggest task ahead is to identify indicators for measuring work against these standards.

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<sup>33</sup> <http://www.ilo.org/global/topics/green-jobs/lang--en/index.htm>

<sup>34</sup> ILO, 2003a

<sup>35</sup> Kastenholz, E., 2011. Future of forestry work - opportunities and threats for the most traditional green job.

<sup>36</sup> ILO, 2013a

<sup>37</sup> SFM as defined by MCPFE Helsinki1993, Resolution H1.

### 3 Quality of recent data and data collection procedures

The valuation of the data quality for employment in forestry is based on the experience with analysing the data for the two labour related indicators for the State of Europe's Forests 2011 report (SoFE 2011)<sup>38</sup>. Based on the provisions of criteria for SFM from 1993, the sustainability of work is measured by the number of employees, specified by gender, age and qualification level, and the accident frequency for measuring safety at work.

It is evident that these two indicators only provide a narrow insight into the situation of the work force.

- The quantity of employees provides of course an indication if and to what extent forestry fulfils the goal to create and maintain employment, but it is disputable whether the basic assumption is valid, that a high number of workers can generally be considered as a positive aspect. In line with the goal of the EU Lisbon strategy towards "more and better jobs" an equally important factor is the quality of employment, or referring to the thread of this text, its decentness. Actually, the data which have been collected and analysed for SoFE 2011 do not provide information which allows assessing if jobs are decent.
- Accident rates only reflect one of many aspects of the quality of working condition, but they always have been used as a key indicator, since the safety risks in forestry are outstandingly high compared to other occupations. Therefore, the analysis of accidents can be used to deduce assumptions about the work organisation, operation measures, and management cultures. And last but not least, it is one of the rare quantifiable indicators to measure labour related aspects.

There is considered doubt about the overall quality of the data which were reported for SoEF 2011. Data were collected by the editorial team of SoEF 2011 from national correspondents, using a data collection template which is, with regards to the indicators, in line with the EU Labour Force Survey (EULFS)<sup>39</sup> procedures. This shall ensure coherence of the collected data.

But are the reported data really coherent? Some national correspondents were able to provide data which were available on national level; others used the data which could be obtained from the EULFS. At this stage it can not be ascertained to what extend national correspondents used different data sources, or if the data sources were appropriate for delivering accurate information.

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<sup>38</sup> Forest Europe, UNECE and FAO, 2011. Abbreviation: SoFE 2011.

<sup>39</sup> [http://epp.eurostat.ec.europa.eu/portal/page/portal/employment\\_unemployment\\_lfs/introduction](http://epp.eurostat.ec.europa.eu/portal/page/portal/employment_unemployment_lfs/introduction)

According to the background information about data collection and reporting for SoEF 2011 the employment statistics are to a huge extent based on the European Labour Force Survey (EULFS). The EULFS generally maintains a very high standard in its statistical procedures and has a sophisticated quality control with regard to relevance, accuracy, timeliness and punctuality, accessibility and clarity, comparability and coherence<sup>40</sup>. But it needs to be considered, that EULFS is designed as a random sample survey, based on household interviews which are carried out on national level. While the EULFS processes statistics with a high accuracy for large population, e.g. for the ratio of employed vs. unemployed people across Europe, it is highly questionable if a Europe-wide random sample study can provide appropriate data for a small population, as it is the case with forestry employment. At this stage there is reasonable doubt about the data quality. This is shared by a recent assessment by the European Forest Institute which analysed the data quality and came to the conclusion that there “may be some problems with classification of some forest related occupations ...”<sup>41</sup>. However, the conclusion that “data quality and availability [is] adequate for this task” can not be shared since the question remains, if the various kinds of employment, formally employed, self employed, or family members, are adequately covered by the report.

The data quality for accidents (indicator 6.6 of SoFE 2011) is even more doubtful. The lack of credible data for measuring occupational safety was already concluded in the SoFE 2011 report. According to the EFI study<sup>42</sup> 20 out of 46 national correspondents report that they lack reliable data for accident frequency in forestry. Consequentially the EFI concludes that basic work is necessary to get credible and accurate information for this important indicator.

This very brief valuation of the quality of the actually available data indicates clearly that considerable efforts need to be undertaken to better describe the situation of the European forestry work force and the working conditions.

#### **4 Criteria for assessing if forest jobs are decent and green**

The Forest Europe workshop on Green Economy and Social Aspects of SMF concluded with the basic message: “The present criteria for monitoring SFM used for social issues are not sufficient to give a good insight on the social aspects linked with forests and the forest sector.”<sup>43</sup> The arguments outlined in the foregoing chapters of this report support this conclusion. The forthcoming task therefore is to set the scene for gathering better and more specific data for describing the situation of the forestry work force and of course also for other social aspects of SFM. Admittedly, this study focuses on the labour related issues.

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<sup>40</sup> Eurostat, 2014. Quality report of the European Union Labour Force Survey 2012 - 2014 edition

<sup>41</sup> European Forest Intitute, 2013

<sup>42</sup> ibd.

<sup>43</sup> Forest Europe, 2014, p. 25.

As has been discussed in the previous chapters, there are two tasks to cope with:

- indicators need to be defined which are appropriate to assess if work is decent and green,
- based on the experience and analysis for SoEF 2011, the quality of the data needs to be improved considerably.

#### 4.1 *Criteria and Indicators*

It is evident that the actual criteria for SFM, quantity of employment and accident frequency, need to be maintained but improved. The criteria must be supplemented by additional aspects which derive from the understanding of decent work<sup>44</sup> and green jobs.

The decent work agenda calls inter alia for

- Safe conditions of work
- remunerative employment
- establishing gender equality
- fostering entrepreneurship,
- skills development
- to take into account family and social values
- social protection, namely compensation in case of lost or reduced income and permit access to adequate healthcare.
- social dialogue, involvement of workers' and employers' organizations in decision making processes

Employment: A solid employment statistic is the basis and provides the reference data for all specific indicators which shall be assessed and monitored. Therefore, it is of utmost importance to review the actual data collection instrument to ensure that all relevant figures can be credibly captured. Particular attention must be given to gathering sufficiently detailed information about the *employment form*, i.e. formally employed, contractors, self-employed, family members. This specification needs a further refinement. The data must further allow a breakdown of the employment categories for *gender* proportions, *age* groups, *task* and *skills* levels. In general, the items of the EULFS statistics are very useful and should be adopted,

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<sup>44</sup> A detailed identification of decent work indicators was carried out by Ghai (2003). His findings are considered here. The proposed criteria are further based on the results of the Forest Europe Workshop (2014).

but they must be specified and adjusted to enable gathering accurate data for the forest sector on national level, which will enable a cross item analysis.

Safe conditions of work: The key indicator for safety and health is *accident frequency*, specified by lost working time and fatality. To understand non-accidental health risks, which may be of equal severity for the work force it is crucially recommended to add *occupational disease* statistics to the data set.

Working conditions: Working conditions are very closely related to the operation processes which are applied. Therefore it is strongly advised to gather information about the proportion of mechanised vs. motor-manual work in harvesting. This again, in correlation to the information provided for health and safety, would allow deducting conclusions for at least an important part of the working conditions.

Remunerative employment: While this is an important criterion, it is also obvious that it is hard to specify a level of decent remuneration for forestry employment. This shall be subject to further debates. An indicator for efforts towards ensuring decent remuneration can be the information if and to what extent forest workers' wages in a country are subject to collective bargaining.

Establishing gender equality: The obvious gender disparities in the forestry work force and the lack of equality both in remuneration for same jobs, and in the representation in managerial functions must become visible in the data. It needs a clearer specification of the gender proportions according to tasks. That again requires generally a specification of the employment statistic according to tasks, or organisational levels which are occupied.

Fostering entrepreneurship: There is no reliable information about entrepreneurship in forestry work. The employment statistics need to provide information about the amount of work carried out by private enterprises and the structure of this sector needs to become visible, because this is a key indicator for the organisation of work and subsequently for working conditions. The establishment of decent working conditions and the application of effective forest operation methods is among other factors a result of economic viability of the enterprises<sup>45</sup>.

Skills development: The actual data collection already strives for assessing the actual skills levels of the work force according to the indicators provided by EULFS. Provided, that the data as a whole would be reliable and accurate, this information should be maintained. As a second aspect it should be assessed if and to what extent further education takes place in

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<sup>45</sup> Unfortunately, until today there is – with the exception of Finland – no scientific knowledge available about the economic performance of forestry contractors. The author considers this as very relevant research question, to providing a scientifically sound argument for fostering economic development and viability of the sector which provides the services for forest operations.

enterprises. This should be complimented by information about the education and training facilities and their capacities in each country.

Family and social values: A decent balance of working time, family time, and free time, is an important indicator for the quality of working condition. However, it is clear that this is difficult to assess on national or even European scale. Indicators to measure this criterion could be the number of weekly working hours and the amount of working time spent away from a home area.

Social protection: Compensation in case of lost or reduced income and permit access to adequate healthcare are crucial prerequisites for decent employment. In most European countries this is regulated in a legal framework. It is recommended to request a qualitative description of the organisation of accident compensation and health care for forestry workers.

Social dialogue: The right to associate is one of the principle workers' rights, and should be guaranteed by law. If workers are indeed involved in decision making processes is a different question. The dimension of social dialogue in a respective country can be measured by the portion of workers who are associated in trade unions, and the number of workers who are incorporated in collective agreements. But this is not really applicable in a sector, where the majority of the work force works in micro enterprises, as self employed or in a non-formal kind of employment.

Green jobs shall contribute to environmental benefits, which are according to the actual understanding already widely embraced by SFM standards. An assessment whether work which is carried out stands up to the standards of being green must be based on the specific operations which are carried out: whether they are environmentally and ecologically friendly, and strive for minimisation of resources, namely energy.

In its guidelines for statistical assessment of green jobs, the ILO reported that they are actually in the stage of developing the methods and instruments. ILO concludes: "The ILO, In cooperation with interested countries and organizations, should: - arrange for testing the concepts and definitions presented in the guidelines; - continue work on the development and refining of the concepts and the methodology for generating reliable estimates of employment in the environmental sector and green jobs"<sup>46</sup>. At this stage it is therefore recommended to follow the ILO process closely and adopt the announced ILO methodology for future assessments.

The limited scope of this expertise only allows a rather rough overview of the criteria and indicators which are necessary to measure the progress of forestry work towards decent green jobs. Considerable more research and development work is needed to review the indicators whether and how they can be operationalised in data collection and statistics.

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<sup>46</sup> ILO, 2013b.

#### 4.2 Recommendations for data collection processes

The critical review of the actually available data and the outlined need to improve the quality and content of the data collected for the pan European forest reporting process and further for enabling targeted policy debates, political and sector action planning and decision taking, requires improved data collection processes.

The specification of the indicators proposed in the foregoing section 4.1 will most likely not be delivered by the EULFS. To retrieve this detailed information it is indispensable to collect the information at their sources. That means, the forestry sector has to establish instruments and operational structures for collecting data about forestry employment on individual national level, and subsequently structures need to be implemented to co-ordinate this processes on European level.

- The first step in this process must be to get a ***consensus about the indicators*** needed for assessing decentness and greenness of employment in the sector.
- The co-ordinated European task is to design a ***data collection template*** which aims at coherent information, both with regard to the definition of the criteria and the transparency of the data sources. A comprehensive set of criteria needs to be brought in a format that allows high quality statistical processing.
- Collected data need to undergo a **quality control** which meets scientific standards.

*Resources:* To achieve better and more accurate data on forestry work considerable efforts are needed. Resources will have to be allocated to finance the European co-ordination of this specific task and to facilitate capacities for collecting the data on national level.

*Capacities:* In many countries research capacities exist which have some expertise in the field of forestry work science and forest operations. It is a question of co-ordination, mobilisation and providing incentives to involve them into the process.

On international level the Joint ILO/ECE/FAO Team of Specialists on Green Jobs in the Forest Sector (Joint Expert Network)<sup>47</sup> is already assigned with the task to contribute to improving the monitoring and analysis of the aspects related to the forest sector workforce (including occupational health and safety). Therefore, this team should play a keen role in the future actions.

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<sup>47</sup> See for role and mandate: <http://www.unece.org/forests/sc/methodsandprocesses/fao/ece/ilo.html>



## Conclusion

To achieve better and more information about the situation of the European forestry work force, considerable efforts need to be taken, both on national and European level. Following the analysis and recommendations of this report, the indicators for assessing if work is decent and green need to be updated and complemented, and it needs to be ensured that the quality of the data is appropriate in terms of accuracy and coherence.

For forthcoming activities following sequence is proposed:

1. Define and specify the criteria and indicators (potential actor: Consultant)
2. Review of the criteria (potential actor: TOS on Green Jobs)
3. Create a data collection template (potential actor: Consultant)
4. Define data sources on national level and allocate responsibilities (potential actor: national correspondents, supported by the TOS on Green Jobs)
5. Collect data, evaluate, maintain data (potential actor: national research institutions)
6. Quality Control (potential actor: Consultant)
7. Analyse the data for Forest Europe reporting and for policy recommendations (potential actor: SoFE editors supported by consultant)

Prerequisites for fulfilling such a challenging plan is the commitment of a sufficient number of national authorities to allocate resources and work capacities to this work and to contribute to the resources needed for basic development work and European co-ordination.

## Summary

The promotion of the role of forests in a green economy has risen awareness for the importance of decent and green work and employment.

A powerful contribution of the forest sector to a green economy can only be achieved with decent green jobs!

Recent debates have shown that the actually available information for describing the situation of the forestry work force, and which has been used for the evaluation of SFM in the last State of Europe's Forests 2011 report, is by far insufficient for measuring if the jobs in Europe's forests are decent and green. The broader concepts of decent work and green jobs require a review of indicators and improved data collection and analysis procedures.

This paper provides a first outline of recommendations for indicators, and recommendations for improving the quality of the data which shall be collected and analysed in the near future. It is obvious, that for achieving the required level and quality of information about the situation of the forestry work force, huge efforts and not at least the allocation of resources are necessary.

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