

IMO Control CH II 6-3-1-en-Mrz14-Belgium.doc

## IMO Control Checklist for Forest Management (generic standard) for BELGIUM, Documents used for regional adoption:

Type of Document	Document	Version
IMO documents	generic standard CH II 6-3-1	March 2014
Draft of regional standard	Belgian FSC working group	14.10.2002
Regional Standard other CB	CU: locally adapted standard FM	October 2013
Advice notes, other FSC documents:	none	
Stakeholder comments	none	

Date of finalisation of regional standard: March 2014

**Please check the list of documents relevant for FM certification IMO CH II 6.a for updates and changes EVERY YEAR prior to the audit.**

**Regional indicators:** Whilst the adoption process, regional indicators are added to the checklist. The numbers are following the existing numbers and are indicated with an “R” at the end of the number for “regional”

**Group Certificates:** For each indicator it must be noted, if compliance is checked on Group or on Member’s level. The column “G/M” must be completed accordingly.

**SLIMF indicators** - if any exist - are listed as the first indicator of criterion. They are indicated with the no. of criterion and the letters SLIMF. The other indicators of the criterion do not apply for SLIMF companies.

**LPL – Large Plantations:** Plantations larger than 10.000 ha, indicators marked need to be controlled every audit (No. 2.3, 4.2, 4.4, 6.7, 6.9, 10.6, 10.7, 10.8)

**LFM – Large Forest Management Units:** Non plantation forests larger than 50.000 ha, indicators marked need to be controlled every audit (No. 1.5, 2.3, 3.2, 4.2, 4.4, 5.6, 6.2, 6.3, 8.2, 9.4). For size classification the area of the individual operation or group member is relevant.

**HCV – High Conservation Values:** For companies where high conservation forests exist within the certified area these indicators need to be controlled every audit (No. 6.2, 6.3, 6.9, 9.4) - (see FSC-STD-20-007, section 6.3.8).

**Project classification:** Please indicate for each project which of the following criteria applies:

Project name: \_\_\_\_\_ date of audit: \_\_\_\_\_ Inspector(s): \_\_\_\_\_

Type:	Individual certificate or group?	
Size:	SLIMF – Large Plantation – Large Forest Management Unit?	
HCVF:	Does exist or not?	

**Please mark all indicators in the checklist which require an annual control with **grey colour** for the individual project according to this classification!**

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
<b>1.</b>	<b><u>COMPLIANCE WITH LAWS AND FSC PRINCIPLES:</u> Forest management shall respect all applicable laws of the country in which they occur, and international treaties and agreements to which the country is a signatory, and comply with all FSC Principles and Criteria.</b>				
<b>1.1</b>	<b>Forest management shall respect all national and local laws and administrative requirements.</b>				
1.1.1	The company being assessed proves to comply with the national and regional legislation and all its regulations.	policy statement interview with forest manager		PC	
1.1.2	A register or summary of all pertinent legislation and regulations is available.	relevant legislation, regulations and their accessibility		C	
1.1.3	A person is responsible to ensure that copies of up-to-date legislation and regulations are accessible.	Diagram of responsibilities		C	
1.1.4	Employees and contractors are aware of the consequences of legislation and regulations for the carrying out of their work.	contracts, interviews with employees		C	
1.1.5	If violation of the law by company personnel is detected the management takes corrective measures and their implementation is documented.	documents regarding incidents		C	
<b>1.2</b>	<b>All applicable and legally prescribed fees, royalties, taxes and other charges shall be paid.</b>				
1.2.1	The enterprise has knowledge of all taxes, fees, royalties, and other charges that apply to its company.	lists of taxes according to legislation		PC	
1.2.2	There is proof of the settlement of all dues.	receipts, accountancy reports		PC	
1.2.3	Provisions are taken for the payment of taxes and other dues in the future.	budget, accountability		C	
<b>1.3</b>	<b>In signatory countries, the provisions of all binding international agreements such as CITES, ILO Conventions, ITTA, and Convention on Biological Diversity, shall be respected.</b>				
1.3.1	The requirements of relevant international agreements (CITES, ILO-Convention, Convention for biodiversity, Convention for climate, protocols from Helsinki) are known.	copies of or access to text of agreements (signatory countries).		PC	
1.3.2	No agreements relevant for forestry are violated.	list of relevant agreements, check on sensitive issues. Stakeholder consultation		PC	
1.3.3	Adherence to minimum age provisions of national labour laws and regulations, and of the international standards, no child labour. No work under the age of 18 when it is likely to jeopardize health, safety or morals (unless there special provision for safety, training or traditional com-	Interviews with workers and their labour organisations or unions, collective agreements, records of labour inspec-		PC	

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
	munity circumstances)	torate.			
1.3.4	Prohibition of forced labour: No workers in debt bondage or other forms of forced labour are engaged (incl. Employees, self-employed or contractors). Ref: ILO Conventions 28 & 105, ILO Declaration 1998, or equivalent national legislation.	Interviews with workers and their labour organizations or unions, records of labour inspectorate, labour contracts		PC	
<b>1.4</b>	<b>Conflicts between laws, regulations and the FSC Principles and Criteria shall be evaluated for the purposes of certification, on a case by case basis, by the certification body and the involved or affected parties.</b>				
1.4.1	Identified conflicts are documented.	cross reference P&C - legislation, specific documents		PC	
1.4.2	Authorities, involved and affected parties were consulted about the problem.	minutes, statements of the authorities, stakeholders		PC	
1.4.3	In case of existing conflicts between P&Cs and legislation the situation is at least explained and justified and/or propositions or other efforts for a solution are submitted by the certification body, if necessary. In case a dispute occurs, this shall in all cases be referred to the Belgian FSC Working Group.	relevant documents, statement of authorities, proposition Belgian FSC working group		C	
<b>1.5</b>	<b>Forest management areas should be protected from illegal harvesting, settlement and other unauthorised activities.</b>				
1.5.1 LFM	The applicant is able to identify and monitor possible illegal activities.	control activities, demarcations of limits, surveys		PC	
1.5.2 LFM	Appropriate and competent human resources are available to prevent such activities.	diagram of responsibilities, schedules		PC	
1.5.3 LFM	Procedures exist and appropriate measures are taken against illegal activities.	procedures, documents regarding contact to authors and authorities, demarcations of limits, interviews		C	
<b>1.6</b>	<b>Forest managers shall demonstrate a long-term commitment to adhere to the FSC Principles and Criteria.</b>				
1.6.1	The applicant has knowledge of the current version of the Principles and Criteria of the FSC International and the draft of the guidelines of the Belgian FSC standard	P&C at hand		PC	
1.6.2	The applicant has a stewardship policy which complies with the FSC Principles and Criteria including the guidelines of the Belgian FSC standard.	policy statement, stewardship policy		C	
1.6.3	The policy is communicated within the enterprise and to contractors	system of internal and external communication		C	
1.6.4	The policy is evaluated and revised periodically.	date on policy statement, pol-		C	

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
		icy for revision			
1.6.5	Information is disclosed on all forest areas over which the FMO has some degree of management responsibility (as per FSC policies, e.g. “partial certification”).	maps, land register (German: Grundbuch; Flächenbuch)		C	
1.6.6	If the exclusion of certain areas is foreseen all relevant FSC policies (e.g. partial certification; POL-20-002) are considered.	Management responsibilities, ownership, range of influence		C	
1.6.7	If the forest manager is not the owner but holds a use right only, this use right must be a long-term use right. In case of doubt if the length of the use right is sufficient the forest owner must be included into the certification contract. (DIR-20-007 -> ADV-20-007-03)				
1.6.8	Any use of the trademarks (logo and initials ”FSC“) is approved by IMO before publishing.			C	
<b>2.</b>	<b>TENURE AND USE RIGHTS AND RESPONSIBILITIES: Long-term tenure and use rights to the land and forest resources shall be clearly defined, documented and legally established.</b>				
	NOTE: For regional adoption of the generic standard, GUI-30-004 concerning principles 2+3 shall be considered.				
<b>2.1</b>	<b>Clear evidence of long-term forest use rights to the land (e.g. land title, customary rights, or lease agreements) shall be demonstrated.</b>				
2.1.1	Documents indicating ownership of land and forest and defining long-term use and management of its resources are available.	legal title, deeds, contracts, maps		PC	
2.1.2	In case user rights are exerted on the forest property, the forest owner / manager should have an inventory of the existing user rights on the forest property and written guidelines regarding rights and duties of the users.	inventory of user rights, written guidelines with rights and duties of the users		C	
2.1.3	Easements (such as right of way for farmers, etc.) should be specified in the management plan. It is preferred to add a written statement, signed by the concerned parties.	management plan, written statement		C	
<b>2.2</b>	<b>Local communities with legal or customary tenure or use rights shall maintain control, to the extent necessary to protect their rights or resources, over forest operations unless they delegate control with free and informed consent to other agencies.</b>				
2.2.1	The local residents or other people have written or customary rights regarding property and use of the forest are known.  The forest owner / manager shall make accessible its forest to the public in such a way that ecological functions are not jeopardised and disruption is limited and if necessary ruled out. Disruption can be regulated by limiting access to the forest, both in terms of time or space. This method shall be indicated in	register of legal titles and customary rights field visit, management plan		PC	

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
	the management plan.				
2.2.2	Customary and legal rights regarding property, use and management of land, territories and resources are documented. In case of use rights with negative long-term effect on resources sustainable solutions are sought.	written agreements, contracts; assessment of long-term effects, proposals for solutions, minutes of negotiations, etc.		C	
2.2.3	Planned activities which could possibly affect customary and legal rights and use of resources are detected in advance.	check on management plan and customary activities of population; list of potential conflicts.		PC	
2.2.4	People entitled to those rights are aware of ongoing and planned forestry activities which could affect their rights.	public relation policy, documents, publications, <b>interviews</b>		PC	
<b>2.3</b>	<b>Appropriate mechanisms shall be employed to resolve disputes over tenure claims and use rights. The circumstances and status of any outstanding disputes will be explicitly considered in the certification evaluation. Disputes of substantial magnitude involving a significant number of interests will normally disqualify an company from being certified.</b>				
2.3.1 LPL, LFM	Records describing any conflict, in the past or present, regarding property rights and usufruct (use rights) are available.	Records, complaints register		C	
2.3.2 LPL, LFM	Appropriate mechanisms for the solution of conflicts were developed, including legal and internal procedures. The forest owner shall be insured regarding third-party liability. If indigenous peoples are affected, this is considered within the dispute resolution mechanism.	Instructions The Society Royale Forestière de Belgique offers a third-party insurance at its members; In the Flemish Region, the government has foreseen a insurance regarding third-party liability for all forest owners.		C	
2.3.3 LPL, LFM	There are no conflicts of large scale, involving a big number of affected people or concerning large areas. In the case of existing conflicts on a small scale a strong commitment towards a solution of the conflict is demonstrated.	interviews with affected people, minutes of negotiations, letters, media's, etc.		PC	
<b>3.</b>	<b><u>INDIGENOUS PEOPLES' RIGHTS: The legal and customary rights of indigenous peoples to own, use and manage their lands, territories, and resources shall be recognised and respected.</u></b>				
	NOTE: For regional adoption of the generic standard, GUI-30-004 concerning				

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
	principles 2+3 shall be considered.				
<b>4.</b>	<b><u>COMMUNITY RELATIONS AND WORKER'S RIGHTS:</u> Forest management operations shall maintain or enhance the long-term social and economic well-being of forest workers and local communities.</b>				
<b>4.1</b>	<b>The communities within, or adjacent to the forest management area should be given opportunities for employment, training, and other services. (social aspects see 4.4)</b>				
4.1.1	At least one employee is responsible for the contact to local people and acceptance of their concerns.	diagram of responsibilities		C	
4.1.2	Local people are given preference for employment if they meet the requirements.	personnel policy, list of personnel		C	
4.1.3	Criteria for awarding work to contractors are not only the price, but also qualifications, quality and the place of origin of the contractor and its workers.	list of contractors, selection criteria		C	
4.1.4	Local residents are provided in an appropriate way with information and knowledge about the management of forests.	hearings and documentation hereof, brochures,		C	
4.1.5	The company is committed to include the forest owners in their efforts of training and public information.	policies regarding education and in-house training, educational materials, number of training and attendees, letters, records, invitations		C	
<b>4.2</b>	<b>Forest management should meet or exceed all applicable laws and/or regulations covering health and safety of employees and their families.</b>				
4.2.1 LPL, LFM	Up-to-date instructions regarding safety and health of workers exist and are applied.	instructions, safety equipment and its condition, <b>field</b>		PC	
4.2.2 LPL, LFM	The implementation of safety and health regulations is continually controlled.	diagram of responsibilities, record keeping of responsible person		C	
4.2.3 LPL, LFM	Dangerous areas in frequently visited forests are visibly marked.	criteria for marking danger areas, <b>field</b>		C	
4.2.4 LPL, LFM	Equipment and machines are periodically checked and maintained in safe working condition. There is proof of passed inspections and examination as prescribed by law. (applies also to contractors and their equipment)	maintenance records, inspection records, condition of equipment		C	
4.2.5	Appropriate safety equipment for everyone is available in the workplace and is	safety equipment and its con-		PC	

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
LPL, LFM	used. For chain saw operators, the following equipment is obligatory: Chain brake on the saw, safety pants, helmet, ear protectors, visor or eyeglasses and steel-toed boots.	dition, list of personnel, <b>field</b>			
4.2.6 LPL, LFM	It is a defined what a work accident is.	Law, executive order, industrial regulations, insurance, company documents		C	
4.2.7 LPL, LFM	All work accidents are recorded and analysed. Measures to improve the safety situation are taken accordingly.	records, analysis, measures taken after accidents		C	
4.2.8 LPL, LFM	Not relevant				
4.2.9 LPL, LFM	For working accidents a procedure is defined and known by the workers. First aid kits and means of communication like mobile phones exist, addresses of first aid institutions are known, means of transportation are available.	Work instruction, safety concept, <b>field</b>		C	
<b>4.3</b>	<b>The rights of workers to organise and voluntarily negotiate with their employers shall be guaranteed as outlined in Conventions 87 and 98 of the International Labour Organisation (ILO).</b>				
4.3.1	The rights of workers according to national legislation and the ILO conventions are known. Especially national regulations concerning minimum wages for workers are available and implemented by the company. The rates and all social welfare benefits are fixed in the workers' contracts.	legislation workers' contracts, wages regulations available/accessible		PC	
4.3.2	The employees are free to organise and to negotiate with their employer.	existing workers organisations, or reasons for non existence, minutes of negotiations		PC	
4.3.3	An employee is appointed for communication with unions and other workers organisations. Minutes of meetings are kept.	diagram of responsibilities, Protocols, letters		C	
4.3.4	Requests and concerns of unions and other workers organisations are dealt with constructively and objectively.	minutes, records		PC	
<b>4.4</b>	<b>Management planning and operations shall incorporate the results of evaluations of social impact. Consultations shall be maintained with people and groups (both men and women) directly affected by management operations. (see 3.3)</b>				
4.4.1 LPL,	The applicant has knowledge of relevant local stakeholders and affected groups.	list		PC	

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
LFM					
4.4.2 LPL, LFM	Discussions with stakeholders about their concerns, and measures to be taken are properly documented.	records, minutes, letters, media, stakeholder consultation		C	
4.4.3 LPL, LFM	Possible social effects (positive or negative) of novel forest activities are surveyed.	surveys beforehand/after		C	
4.4.4 LPL, LFM	Results of such surveys are taken into consideration during the planning process. For any conflict solutions are sought.	surveys, adaptations of planning, documentation regarding conflicts		C	
4.4.5 LPL, LFM	General service for the public like recreation and leisure activities are taken into account. Restricted access to certain areas or at a certain time are justified in writing.	documentation of activities, work records, list of services and planned activities		C	
<b>4.5</b>	<b>Appropriate mechanisms shall be employed for resolving grievances and for providing fair compensation in the case of loss or damage affecting the legal or customary rights, property, resources, or livelihoods of local peoples. Measures shall be taken to avoid such loss or damage.</b>				
4.5.1	A responsible contact person is nominated to deal with any claims concerning losses or damages. The name of this person and where and how it can be contacted must be published in the local forest offices.			C	
4.5.2	Written procedures how to avoid any loss or damages caused by forest management activities are implemented. Appropriate compensation is offered and every reasonable effort is made to resolve conflicts through consultation aiming at achieving agreement or consent.	written procedures, if applicable documentation of their use complaints register		C	
<b>5.</b>	<b><u>BENEFITS FROM THE FOREST:</u> Forest management operations shall encourage the efficient use of the forest's multiple products and services to ensure economic viability and a wide range of environmental and social benefits.</b>				
<b>5.1</b>	<b>Forest management should strive toward economic viability, while taking into account the full environmental, social, and economic costs of production, and ensuring the investments necessary to maintain the ecological productivity of the forest.</b>				
5.1.1	All costs of forest management including the cost of conservation and social activities are recorded and taken into account in present and future accounts.	accountability, budget		C	
5.1.2	The necessary investments to maintain the diverse services and the productivity of the forest are made.	accountability, budget		C	
5.1.3	A bookkeeping system is in place which allows to define different types of	accountancy system		C	

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
	costs and analyse the costs.				
<b>5.2</b>	<b>Forest management and marketing operations should encourage the optimal use and local processing of the forest's diversity of products.</b>				
5.2.1	The applicant proves to take into account, following the objectives laid down in the management plan, all possible functions of the forest.	surveys of forest functions, management plans, <b>field</b>		C	
5.2.2	Appropriate efforts are made to open new markets for wood and other forest products, and to promote their optimal use and local processing. The forest owner / manager should devote particular attention to the advantages of co-operation between forest managers.	processing standard of sold products, customers, marketing, market surveys		C	
<b>5.3</b>	<b>Forest management should minimise waste associated with harvesting and on-site processing operations and avoid damage to other forest resources.</b>				
5.3.1	Garbage of harvest and processing shall be surveyed and minimised. Any kind of garbage (broken machinery, containers, saw chains, etc.) is collected and disposed off outside the forest.	estimated volumes before and measured volume after harvest <b>field</b>		C	
5.3.2	Sensitive areas like riparian zones or wetlands are marked and excluded from harvesting activities.	working instructions, <b>field</b>		C	
5.3.3	Felled timber of usable quality is removed from the forest before natural processes decrease quality; efficiency of timber usage is intended.	policy, contracts with buyers, <b>field</b>		C	
<b>5.4</b>	<b>Forest management should strive to strengthen and diversify the local economy, avoiding dependence on a single forest product.</b>				
5.4.1	The forest is managed for more than one single product, including timber and non-timber products.  The forest manager is required, following the objectives laid down in the management plan, to make a balanced estimate of the commercial value of products and services and of the possibility of their optimisation. He or she will attempt to diversify product revenue and the services available in the forest.	management plans, products		C	
5.4.2	The harvest of non-timber products by the local population is promoted within the limits of legal regulations and sustainability.	list of non-timber products, percentages, quantities, who collects them, company policy		C	
5.4.3	The use of non-timber products by the local population shall not put the sustainable development of the forest ecosystem in danger.	surveys		C	
<b>5.5</b>	<b>Forest management operations shall recognise, maintain, and, where appropriate, enhance the value of forest services and resources such as watersheds and fisheries.</b>				

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
5.5.1	The management plan describes and takes into account all possible services of the forest, including those outside the area covered by forest (such as municipal watersheds, commercial and recreational fisheries or the supply of water to downstream fisheries, visual quality, contributions to regional biodiversity, recreation and tourism). A wide range of products is produced and marketed. If services are missing or could be enhanced, they are incorporated into the management.	surveys on forest services, list of relevant areas, maps, number of products		C	
5.5.2	Sensible areas are known and detectable on maps. They are integrated in the management plan.	surveys on forest services, list of relevant areas, maps, <b>field</b>		C	
<b>5.6</b>	<b>The rate of harvest of forest products shall not exceed levels which can be permanently sustained.</b>				
5.6.1 LFM	Management plans are based on current calculation of the sustainable yield for timber and non-timber products.	annual cut, calculation of sustainable yield for non-timber products, management plan for all types of products		PC	
5.6.2 LFM	The calculation of the annual allowable cut is based on recognised methods and calculated for a long term planning period. Sufficient data is collected as basis for the calculation.	calculation method		PC	
5.6.3 LFM	Harvested quantities are measured and recorded accurately and set against the growth data.	harvest register, sales record		PC	
5.6.4 LFM	Sustainability is calculated for the entire company, not for individual single species. If changes in the species composition result in a changing harvesting volume per species over the years it must be evaluated, if these changes are adequately considered in the management plan (FSC-DIR-20-007 -> ADV-20-007-08).	Management plan		C	
<b>6.</b>	<b><u>ENVIRONMENTAL IMPACT:</u> Forest management shall conserve biological diversity and its associated values, water resources, soils, and unique and fragile ecosystems and landscapes, and, by so doing, maintain the ecological functions and the integrity of the forest.</b>				
<b>6.1</b>	<b>Assessment of environmental impacts shall be completed - appropriate to the scale, intensity of forest management and the uniqueness of the affected resources - and adequately integrated into management systems. Assessments shall include landscape level considerations as well as the impacts of on-site processing facilities. Environmental impacts shall be assessed prior to commencement of site-disturbing operations.</b>				
6.1 SLIMF	Knowledge of the possible negative impacts of activities is shown and sought to minimise them.	management plan, maps, interviews, <b>field</b>		C	

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
6.1.1	Any management activity performed which is not mentioned in this standard in detail is assessed for its environmental impact. Assessment needs to be done prior to the management.	list of activities, <b>field</b>		C	
6.1.2	If such surveys are carried out they are considering the following aspects: - flora, fauna and biodiversity - soil properties (physical and chemical) - quality and quantities of water resources - use and disposal of chemicals → no use of chemicals since 1991 - inorganic waste - landscape considerations	surveys		C	
6.1.3	Effects of the forest management on the environment are integrated into the management plan.	surveys, management plans, instructions, <b>field</b>		C	
6.1.4	Large forest ecosystems (ca. ≥10.000 ha) consisting of undisturbed natural forests are mapped and defined as a separate forest type. For the identification of these large forest ecosystems the regional situation is relevant, not the property of the FMO. (A forest owner might be responsible even for an area much smaller, which still qualifies as large forest ecosystem due to forests adjacent to the own forest.)	Maps, <b>field</b> regional maps, aerial photographs and satellite scenes		PC	
6.1.5	In order to define these large forest ecosystems, key criteria of viable populations of most if not all naturally occurring species in natural patterns of distribution and abundance exist.	Surveys, management plan		C	
6.1.6	The natural dynamics in the large forest ecosystems must be described prior to setting up a management plan. Management activities must consider these dynamics and avoid a negative impact.	Surveys, management plan, instructions		C	
<b>6.2</b>	<b>Safeguards shall exist which protect rare, threatened and endangered species and their habitats (e.g. nesting and feeding areas). Conservation zones and protection areas shall be established, appropriate to the scale and intensity of forest management and the uniqueness of the affected resources. Inappropriate hunting, fishing, trapping and collecting shall be controlled.</b>				
6.2. SLIMF	Where information exists on rare, threatened and endangered species and their habitat, the FMO uses this information to map and protect these resources.			C	
6.2.1 LFM HCV	The applicant has knowledge of the existence of threatened and endangered species and habitats according to international, national and regional decrees and inventories. They respect the relevant protection measures.  It must be mentioned in the management plan what measures will be undertaken to protect these elements and their habitats. Areas containing or likely to	decrees, inventories, surveys, management plan, instructions		PC	

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
	contain such species are identified, listed and marked on maps which must be added to the management plan.				
6.2.2 LFM HCV	Information on locally or nationally rare, endangered or threatened species and their biology is available.	list of rare and endangered species, magazines, literature		PC	
6.2.3 LFM HCV	Employees and contractors are taught about the existence and recognition of rare and endangered species.	in-house training scheme, educational materials, <b>field</b>		C	
6.2.4 LFM HCV	Known occurrence of rare, endangered or threatened species is protected through adopted management, protection means are the first priority on such sites. Harvesting is only allowed, if damage can be excluded by appropriate measures, e.g. reduced intensity, selective cutting, temporary or permanent cutting off of access to areas, etc.	work plans and instructions, <b>field</b>		PC	
6.2.5 LFM HCV	The individual units of reservations with total protection representing typical forest associations or habitats shall be of a minimum area large enough to maintain viable populations of key species. Experts, literature and local conservation organisation are consulted.	Objectives of protection for the individual reservations, information about key species and their biology		C	
6.2.5a LFM HCV	The specifications must detail the conditions of exploitation imposed during the breeding season or when working in exceptional vegetation. They must also indicate the weather conditions under which work is not to be undertaken. Hence, it is possible to opt for a long fixed no-cutting period (three months) combined with an ad hoc period related to the needs of the species present. Info on which grounds the no-cutting period is chosen will be given as well.	management plan and specifications, field visit		C	
6.2.6 LFM HCV	Forest owner and hunters co-ordinate and agree on adequate hunting quotas for each ecosystem. Vital needs of indigenous and/or local residents are taken into account.	Assessments of game density, hunting quotas, agreements with hunter, knowledge local residents' needs		C	
6.2.7 LFM HCV	Appropriate measures are taken to avoid harmful and illegal hunting, fishing and collecting.	communication with population and hunters, monitoring system		PC	
<b>6.3</b>	<b>Ecological functions and values shall be maintained intact, enhanced, or restored, including:</b> <b>a) Forest regeneration and succession.</b> <b>b) Genetic, species, and ecosystem diversity.</b> <b>c) Natural cycles that affect the productivity of the forest ecosystem.</b>				
6.3.1	Information describing the existing and potential natural forest types and non-	surveys, literature		C	

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
LFM HCV	<p>forest ecosystems and their present condition in the sphere of action of the applicant and/or adjacent areas is available.</p> <p>A game management plan for species that can be hunted inside a game management unit should be drawn. This includes measures such as the shooting plan and the definition of rest zones. The game management plan should also take the specific role of predators and of species that cannot be hunted into account. During hunting, other functions of the forest, including the recreational function, must be respected.</p>	game management plan, stakeholders			
6.3.2 LFM HCV	<p>The silviculture techniques and the size of harvest units and clear cuttings are adapted to the ecosystem. Limits of clear-cut sizes set by national working groups are considered:</p> <p>Small-scale fellings and silviculture interventions such as thinning are to be preferred.</p> <ol style="list-style-type: none"> <li>1. Clearcuts, if they prove to be necessary, should be limited to 1 ha in broad-leave forests and 3 ha in conifer forests. Detailed reasons must be given in the management plan for clearcuts over a larger surface. These are acceptable only if the main principles found in the FSC P&amp;C are respected and if they lead to a higher degree of naturalness (e.g. transformation of an even-aged homogenous plantation of exotics to an uneven-aged mixed stand with indigenous species).</li> <li>2. In the regeneration of a plantation of poplars, the maximum surface of 3 ha must also be respected.</li> <li>3. In a shelterwood system, the final felling is not considered as a clearcut. In the strip system, the disadvantages of a clearcut are strongly attenuated because of the side protection of the old stand. In such cases, the breadth of the strips is smaller than 1 or 2 times the average height of the stand, dependent on the species and the local circumstances.</li> </ol>	silviculture concept, <b>field</b> , management plan		PC	
6.3.3 LFM HCV	<p>Important preconditions for natural regeneration include the suitability of the species to the site, the availability of a qualitatively satisfactory provenance of trees in relation to the site. Other considerations include adequate stand quality and number of seedlings.</p> <p>The same conditions must be met concerning site and eco-type in cases of artificial regeneration.</p>	silviculture concept, concept and reasoning for exemptions, <b>field</b>		C	
6.3.4 LFM HCV	<p>Natural regeneration on non-forest land is maintained. Clearing of such developing forests may be justified if the regeneration consists of exotic species or endangers valuable non-forest ecosystems. The decision and justification for</p>	silviculture concept, management plan, <b>field</b>			

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
	the management approach shall be included into the management plan. (FSC-DIR-20-007 -> ADV-20-007-09)				
6.3.5 LFM HCV	If trees are planted site adapted species and provenances are used. Attention is paid to the genetic composition (e.g. diversity, quality) of the reproductive material.  In the Walloon region, the prescriptions of the "Fichier écologique des essences" must be respected. In Flanders the provenances recommended by the Institute for Forestry and game management must be chosen, as long as they are available. For all the stand dominating species, only the "optimal" classes shall be accepted.	register of plant sources, including provenance's, seed source and genetic information		C	
6.3.6 LFM HCV	A concept addressing the issue of maintaining and promoting diversity (habitats, species, genetic, succession, natural regeneration, natural dynamics) within the entire company and within in the process of forest management exists.	silviculture concept, <b>field</b> (e.g. pioneer species, shrubs, secondary species)		PC	
6.3.7 LFM HCV	The concept includes the protection of non-forest ecosystems. The company refrains from draining or intensifying existing draining systems, afforestation of succession areas, irrigation of dry-land or other activities affecting non-forested ecosystems.	General policy, management and silviculture concept, <b>field</b>		PC	
6.3.8 LFM HCV	At least a part of the dead trees, especially those of diameters > 30 cm, are not removed, except for safety reasons. The forest management defines internally a certain quantity of dead wood to be achieved as long term goal, based on documented research or local best management practice and stakeholder input, respectively.  Any opportunity for increasing the amount of dead wood left in the forest is to be considered and taken. Wood derived from pruning will not be eliminated and this contributes to the presence of dead wood in the forest. Similarly, crown wood can contribute to this end but it cannot be the only criterion considered.  Dead or hollow trees are left in place (standing or fallen) except where they constitute a danger for passers by, the possibility of the spread of diseases or a fire risk. Such exceptional conditions are usually the subject of legal provisions or other regulations.  Measures, taken to increase the quantity of dead wood, are to be documented in detail in the management plan. Changes in the volume of dead wood should be the subject of explicit follow-up procedures.	silviculture concept, instructions, surveys, research papers, <b>field</b>		C	

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
	<p>In so far as the stand is concerned, the aim is to attain 4% of the total volume of timber in the stand in dead wood (fallen or standing). This should be distributed in so far as possible across the different dimension classes and should develop according to the provisions laid down under the management plan.</p> <p>Where commercially valuable trees are present, and sufficient dead wood is already to be found (more than 4 %), a certain number may be logged.</p>				
6.3.9 LFM HCV	<p>In every stand, a certain number of trees - preferentially deciduous indigenous trees - are indicated per hectare. These trees are conserved for several rotations until they reach the end of their natural life-span providing they do not constitute a pathological risk.</p> <p>10 trees per hectare in each stand might be taken as a guideline.</p> <p>In the case of stands with heavy, thick trees - in particular when 10 trees make up more than 10% of the basal area - a lower number may be accepted.</p>	silviculture concept, pledge, instructions for new survey,		C	
<b>6.4</b>	<b>Representative samples of existing ecosystems within the landscape shall be protected in their natural state and recorded on maps, appropriate to the scale and intensity of operations and the uniqueness of the affected resources.</b>				
6.4. SLIMF	Representative samples of ecosystems that are unique and not under protection by public or private agencies known to exist, are identified, documented and excluded from the harvest area. Such areas shall be mapped.	maps, concept for protected areas, management plans		C	
6.4.1	<p>Representative areas of natural ecosystems are selected, recorded on maps and put under appropriate protection and/or management. These measures are discussed and co-ordinated with the stakeholders.</p> <p>The stands to be set aside shall be selected on the basis of the natural value already present or its potential. A minimum target value of 5% of the area shall be set aside. Border zones and open spaces (related to forests) and areas with the status of forest reserves and nature reserves shall also be taken into account.</p> <p>The management of the stands which are set aside is related to the target, a forest that corresponds to the natural forest in this location as closely as possible in terms of structure and composition and giving attention to border zones and open spaces.</p> <p>Intervention is justified only if it does not significantly affect the natural development.</p>	maps, concept for protected areas, specific management plans		C	

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
	Individual economically valuable trees may be harvested and sold, if this does not have a noticeable influence on the composition and structure. Other interventions may be considered if the ecosystems will evolve towards the target. One can think about eliminating exotics, counteracting edge effects, etc.				
6.4.2	The individual units representing typical forest associations or habitats shall be of a minimum area large enough to maintain viable populations of key species. Experts, literature and local conservation organisation are consulted.	Management and protection concept, information about key species and their biology		C	
<b>6.5</b>	<b>Written guidelines shall be prepared and implemented to control erosion, protect water resources, minimise forest damage during harvesting, road construction and all other mechanical disturbances.</b>				
6.5.1	Specific guidelines to minimise damages by management are implemented. They cover all topics relevant for the company, e.g. road construction, harvesting with machines, the control of erosion and the protection of sensitive areas. In the specifications for the exploitation, at least the following should be indicated : 1. the maximum permitted relation between load/capacity/type of tyre, 2. which roads and skidding roads are to be used 3. the period or weather conditions in which exploitation is permitted, 4. the destination of the crown wood and the bark, 5. the proposed payment in the case of damage to the remaining stand and the soil, 6. the conditions of exploitation during the breeding season, 7. the type of biologically degradable oil to be used.	list of critical activities, specific instructions, guidelines, monitoring records		C	
6.5.2	Appropriate measures are taken to prevent forest fires.	risk assessment, concept for prevention, prevision for emergency		C	
6.5.3	The size of clear cuts is considering the danger of wind/water erosion for the open soil. Erosion especially on clear cut areas shall be minimised and monitored. (see 6.3.3)	monitoring document		C	
6.5.4	Along streams and water courses buffer zones are maintained and demarcated in maps.. Water courses are only crossed by machines if precautionary means are implemented.	maps, <b>field</b>		C	
6.5.5	Any other sensitive areas are marked in the maps and are identifiable in the field. These areas are protected against any negative impacts.	maps, <b>field</b> , working instructions		C	
6.5.6	Soil damage and compactation whilst harvest or any other activity is minimised. Driving should be done mainly on skidding lines, the logging must be			REC	

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
	<p>done according to a planned and systematic method.</p> <p>Tillage should be restricted to a minimum to avoid erosion and the loss of minerals. In combination with clearcut on slopes, scarification of the soil must be restricted to narrow strips or small surface areas. The superficial scarification of the soil under the remaining seed trees to promote natural regeneration is always permitted. Restorative measures must be drawn up for parts of the forest that have been degraded.</p>				
6.5.7	Other factors which influence the damage by harvesting (e.g. growth periods or climate aspects) are taken into account.	e.g. growth periods, rainy season, etc. for determination of time of harvest, relevant surveys and investigations, <b>field</b>		C	
6.6	<p><b>Management systems shall promote the development and adoption of environmentally friendly non-chemical methods of pest management and strive to avoid the use of chemical pesticides. World Health Organisation Type 1A and 1B and chlorinated hydrocarbon pesticides; pesticides that are persistent, toxic or whose derivatives remain biologically active and accumulate in the food chain beyond their intended use; as well as any pesticides banned by international agreement, shall be prohibited. If chemicals are used, proper equipment and training shall be provided to minimise health and environmental risks.</b></p>				
	<p>NOTE: If chemicals are used, several FSC documents apply: Pesticides Guidance (GUI-30-001), P. Policy (POL-30-001), Processing P. Derogations (PRO-01-004, v2-2), P. Derogations (GUI-30-001a-1), Checklist for Application Derogation (PRO-01-004a, v1-0).</p>				
6.6.1	The applicant proves to restrain from use of any harmful substances according to international treaties (World Health Organisation Type 1A and 1B and chlorinated hydrocarbon pesticides) and national legislation.	receipts, accountability, <b>depot/store,</b>		PC	
6.6.2	<p>The use of chemical pesticides is not permitted in combating diseases and epidemics, except if it is obliged by law. The use of glyphosphate to combat aggressive exotics (such as <i>Prunus serotina</i>) is accepted, as long as no ecologically safer product with the same efficiency is available and as long as it is allowed by legislation.</p> <p>The applicant proves minimise the use of any synthetic pesticide and fertiliser, including in nurseries and timber landings and stock. If synthetic pesticides or fertilisers are currently used:</p> <p>a) Any application is accurately documented and monitored (type of substance,</p>	silviculture concept, receipts, surveys, records, <b>depot/store, field</b>		C	

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
	reason for application, date/time, quantity, concentration, etc.) and b) effectiveness and cost/effect calculation are recorded and c) a plan for the reduction of chemical input (e.g. through practices better suited to the natural conditions and/or the replacement of chemicals by ecologically sound methods and substances) exists.				
6.6.3	A plan describing procedures in exceptional situations like insect calamities, etc. must exist.	concept with definition of exceptional situations and list of potential calamities, specific records		C	
6.6.4	If chemicals are used instructions and monitoring ensure that the application is performed or organised and observed by competent (i.e. licensed) personnel and that protective clothing is available and used.	personnel, education/training, protective clothing/equipment		PC	
6.6.5	If chemicals are used specific and accurate instructions ensure correct storage, mixing, application, and disposal of containers and remainder of chemicals.	specific instructions, store, disposal		PC	
6.6.6	If chemicals are used specific emergency procedures for accidents with chemicals exist. Chemicals are never applied over groundwater bodies, near any surface water and under bad climate conditions (like rain, wind).	emergency procedures, instruction, training		PC	
6.6.7	The restrictions for the use of chemicals apply also to third parties (e.g. in the case of sold timber stored in the forest).	note on sale contract		C	
<b>6.7</b>	<b>Chemicals, containers, liquid and solid non-organic wastes including fuel and oil shall be disposed of in an environmentally appropriate manner at off-site locations.</b>				
6.7.1 LPL	The necessity for the use of environmentally dangerous substances is surveyed and alternatives are considered (e.g. type of chain oil for chainsaws).	concept to minimise waste (especially non-organic), disposal concept		C	
6.7.2 LPL	All waste like oils, tires, containers, etc. is collected at central locations and disposed off in the safest way in regard to the environment at official off-site locations. Waste related to harvesting: See Principle 5.3	waste disposal concept field		PC	
6.7.3 LPL	Oil changes of machines are not permitted in the forest. Oil changes and tanking up machinery takes place only on appropriate places equipped with relevant protection.	installations, specific instructions field		C	
6.7.6 LPL	A member of the staff is responsible to for the control of these measures.	name		C	
<b>6.8</b>	<b>Use of biological control agents shall be documented, minimised, monitored and strictly controlled in accordance with national laws and internationally accepted scientific protocols. Use of genetically modified organ-</b>				

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
	<b>isms shall be prohibited.</b>				
	NOTE: For definitions and details see GMO Policy (POL-30-602)				
6.8.1	The use of genetically modified organisms is prohibited <sup>1</sup> . Clones and selected trees are not genetically manipulated organisms	File with documentation on the origin of seedlings		PC	
6.8.2	Biological control agents can be used on condition that follow-up and assessment meet internationally recognised scientific regulations and the requirements laid down by national legislation.  All use of biological control agents is documented and strictly controlled against these regulations.	special instructions, records		PC	
6.8.3	A concept how to minimise the biological control agents is established and implemented.	biological control minimising concept		C	
6.8.4	The applicant proves not to use any genetically modified organisms.	principle (general policy)		PC	
<b>6.9</b>	<b>The use of exotic species shall be carefully controlled and actively monitored to avoid adverse ecological impacts.</b>				
6.9.1 LPL HCV	The results of surveys and inventories show the percentages of area and volume occupied by exotic tree species <sup>2</sup> .	results of surveys and inventories, management plan, stand descriptions, <b>field</b>		C	
6.9.2 LPL HCV	Exotic species are monitored, in particular where they form stands: Growth and growth dynamic, phytosanitary condition, natural regeneration, effects on flora and fauna. The surveys allow projections for the future development.	specific surveys and recorded observations, ecological studies and literature		C	
6.9.3 LPL HCV	The management has analysed reasons for plantation and/or promotion of exotics and their natural regeneration. They are only maintained and/or promoted on suitable sites and only if they prove to be of superior performance (growth and quality) to local species and if a market for their products exist.	silviculture concept, reasons for species selection, test results, market analysis		C	
6.9.5 LPL HCV	Exotic species are not introduced in rare or endangered forest ecosystems. Any unwelcome natural regeneration of exotic species, especially in protected areas and native forest areas, has to be removed.	results of surveys and inventories, management plan, stand descriptions, <b>field</b>		C	
<b>6.10</b>	<b>The conversion from natural forest into plantations or non-forest land is not allowed. Only possible exception: The following reasons are valid at the same time: a) Compared with the total area the area of the respective plantation is very small. b) High conservation value forests are not affected. c) The conversion ensures clear, substantial, additional, secure and long term advantages in the future for the entire FMU.</b>			PC	

<sup>1</sup> Clones and selected trees are not genetically manipulated organisms

<sup>2</sup> Exotic tree species are introduced species or subspecies not native or endemic to the area in question and which were introduced by man, voluntarily or not, during the last 1000 years. See also annex I for central Europe.

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
6.10.1	The forest owner / manager shall be aware of the legislation on conversion of forest land. The affected areas which are destroyed or converted are documented exactly and for a long term.	yearly results (German: „Vollzug“; harvested volume, cultural measures, etc.), reports, book keeping		PC	
6.10.2	If conversion is done prior to each case it is checked, if the situation is in line with the exemptions defined by FSC. The results of this survey is documented.	management plan, harvesting plans and maps		C	
6.10.3	Any conversion is indicated to IMO prior to the implementation in order to allow an evaluation if the FSC requirements were met.	documents		PC	
6.10.4	If conversion occurs, any measures are implemented to restore, conserve or manage natural forest or grasslands in surrounding or adjoining areas equal to or exceeding the area disturbed.  Uniform stands or any other form of land use shall never replace forests with a great variety of species. The creation of open spaces (in the framework of nature development) is considered of being a part of the forest Transforming forests of indigenous species into homogeneous forests of Norway spruce, poplar and other non-indigenous species, and also Scots pine shall not take place in any event.	management plan, stand descriptions		C	
7.	<b><u>PRINCIPLE #7: MANAGEMENT PLAN: A management plan -- appropriate to the scale and intensity of the operations -- shall be written, implemented, and kept up to date. The long term objectives of management, and the means of achieving them, shall be clearly stated.</u></b>				
7.1	<b>The management plan and supporting documents shall provide:</b> a) Management objectives. b) Description of the forest resources to be managed, environmental limitations, land use and ownership status, socio-economic conditions, and a profile of adjacent lands. c) Description of silviculture and/or other management system, based on the ecology of the forest in question and information gathered through resource inventories. d) Rationale for rate of annual harvest and species selection. e) Provisions for monitoring of forest growth and dynamics. f) Environmental safeguards based on environmental assessments. g) Plans for the identification and protection of rare, threatened and endangered species. h) Maps describing the forest resource base including protected areas, planned management activities and land ownership.				

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
	<b>i) Description and justification of harvesting techniques and equipment to be used.</b>				
7.1 SLIMF	A written management plan exists that includes at least the following: a) The objectives of management; b) A description of the forest; c) How the objectives will be met, harvesting methods and silviculture (clear cuts, selective cuts, thinnings) to ensure sustainability; d) Sustainable harvest limits (which must be consistent with FSC criteria 5.6); e) Environmental/social impacts of the plan; f) Conservation of rare species and any high conservation values (HCV); g) Maps of the forest, showing protected areas, planned management and land ownership; and, h) Duration of the plan.	management plan		C	
7.1.1	A management plan lists all activities of the company and indicates how the plan relates to superior and previous plans.	management plan		PC	
7.1.2	The management plan declares management objectives in the long, medium and short term  For <u>Flanders</u> , the content of the management plan is in accordance with Addendum I of the implementing order of the Forest Decree.  For <u>Wallonia and the Brussels Region</u> , the level of detail increases with the surface of the management unit and the vulnerability of the environment.	management plan		C	
7.1.3a	The forest management plan contains: a) Basic information: - ownership of land, forest area - Inventory/survey data: standing volume, growth data, dead wood - stand map: species, age distribution, structure - site maps (plant associations, soil, etc.) - sensitive/rare habitats of national and regional significance, hunting grounds, groundwater bodies, recreational and tourist areas, forest areas with protective function, other areas with special function or services - maps and description of reservations and protected areas	management plan			
7.1.3b	b) Planning: - management objectives, annual cut, harvest levels for non-timber products - silviculture concepts (objectives and activities), including strategy	management plan			

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
	and techniques for regeneration, targeted species composition, objectives and activities in protected areas. - management of dead wood - existing road network and planned roads, harvest techniques based on road density, risk for erosion and soil compaction and other damage to the stands.				
7.1.4	The management plan contains a specific section for conservation and protected areas or makes reference to an existing regional conservation concept that is followed.	conservation concept, plan for protected areas		C	
<b>7.2</b>	<b>The management plan shall be periodically revised to incorporate the results of monitoring or new scientific and technical information, as well as to respond to changing environmental, social and economic circumstances.</b>				
7.2 SLIMF	Management plan shall be reviewed at least every 5 years and updated, if necessary, incorporating the results of monitoring to plan and implement future management.	planning procedures, management plan		C	
7.2.1	Responsibilities for the gathering of current and new data for the revision of the management plan are defined.  The forest owner / manager can demonstrate how potential users and stakeholders were consulted, who was consulted, and how the results of this consultation were taken into account in the management decisions, as foreseen or planned in the management plan.	planning procedures, management plan results of consultation		C	
7.2.2	Specific instructions define which data has to be gathered for the revision of the management plan.  The management plan is drawn up every 20-25 years. The management plan remains applicable should ownership of the forest change. The forest owner/ manager can implement a mid-term evaluation.	planning procedures, management plan		C	
7.2.3	A system is in place that guarantees that new scientific knowledge and technical novelties are taken into account during the revision of the management plan.	planning procedures		C	
7.2.4	Changes in the ecological, social, and economic environment are taken into account during the revision of the management plan.	planning procedures		C	
7.2.5	There is a time table for the revision of the management plan or parts of it. Evidence shows that it is followed.  The arguments for the revision are clearly indicated in the first section of the planning cycle.	planning procedures, management plan		PC	

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
<b>7.3</b>	<b>Forest workers shall receive adequate training and supervision to ensure proper implementation of the management plan.</b>				
7.3.1	A specific person is responsible for all issues regarding education and training of the employees.	in-house training scheme, diagram of responsibilities		C	
7.3.2	Appropriate training is provided for the employees at all levels, specifically considering: safety, health and environmental issues.	education of personnel, in-house training scheme		C	
7.3.3	Educational needs are detected.	in-house training scheme, supervision of personnel		C	
7.3.4	Supervisors went through appropriate training.	education and experience of personnel.		C	
7.3.5	All activities, especially those carried out in the forest, are supervised in an appropriate manner to ensure they meet set quality standards.	instructions for supervisors, records, work organisation, <b>field</b>		C	
7.3.6	For contractors the same education, training and quality standards apply and are enforced.	contracts, <b>field</b>		C	
<b>7.4</b>	<b>While respecting the confidentiality of information, forest managers shall make publicly available a summary of the primary elements of the management plan, including those listed in Criterion 7.1.</b>				
7.4. SLIMF	<u>Stakeholders who are directly affected by the forest management activities (e.g. neighbouring landowners) have access to relevant parts of the management plan.</u>	public access		C	
7.4.1	A summary of the management plan including information on elements listed in criterion 7.1, is publicly available on demand.	summary of management plan, information of public		C	
<b>8.</b>	<b><u>MONITORING AND ASSESSMENT: Monitoring shall be conducted - appropriate to the scale and intensity of forest management - to assess the condition of the forest, yields of forest products, chain of custody, management activities and their social and environmental impacts.</u></b>				
<b>8.1</b>	<b>The frequency and intensity of monitoring should be determined by the scale and intensity of forest management operations as well as the relative complexity and fragility of the affected environment. Monitoring procedures should be consistent and replicable over time to allow comparison of results and assessment of change.</b>				
8.1 SLIMF	Regular and consistent monitoring in connection with harvesting operations and reforestation is conducted.	see above		PC	
8.1.1	Records are being kept about all activities. The data in these records is consistent and replicable over time and allows comparison of results and assessment of change. It is used for the permanent improvement of the planning and	records, evaluations		C	

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
	the social, ecological, and economic services of the company. Such records are kept in a form that ensures that they are of use over the long-term and are passed on with the forest when the owners or managers change in the future.				
8.1.2	There is a list of activities including those relevant to legal regulations and important management activities that need monitoring. Frequencies of monitoring are defined including nature conservancy issues. The level of detail and means of monitoring are appropriate to the size of the enterprise, the importance and nature of the area, the impact of the measures and the importance of the management objectives.	list of monitored activities		PC	
8.1.3	A time table exists for the monitoring, indicating type and amount of data to be gathered.	monitoring plan		C	
8.1.4	Work quality of contractors and compliance with contractual agreements is monitored.	contracts, records, <b>field</b>		C	
8.1.5	Responsibilities for the monitoring are clear.	diagram of responsibilities		C	
8.1.6	Where activities carried out differ from the planned ones or where planned interventions did not yield the expected results justification is given and/or corrective measures are in place or scheduled.	monitoring records, management plan, <b>field</b>		C	
8.1.7	Records of monitoring activities are available.	access to records		C	
<b>8.2</b>	<b>Forest management should include the research and data collection needed to monitor, at a minimum, the following indicators:</b> a) <b>Yield of all forest products harvested.</b> b) <b>Growth rates, regeneration and condition of the forest.</b> c) <b>Composition and observed changes in the flora and fauna.</b> d) <b>Environmental and social impacts of harvesting and other operations.</b> e) <b>Costs, productivity, and efficiency of forest management.</b>				
8.2 SLIMF	Information on the following is monitored and recorded: a) Amount of products harvested; b) Regular monitoring of any identified high conservation values; c) Invasive exotic species; d) Growth and regeneration of managed species; e) Post harvest inspection for erosion and estimate of residual basal area; and, f) Periodic inventory (10 years).			C	
8.2.1 LFM	The applicant proves to keep the following records and disclose them to the certification body upon request: a) concerning monitoring Principle 3:	Records		C	



No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
8.4.1	Results and knowledge gained from data collection and monitoring are analysed at the latest when the management plan is revised.	evaluations, analysis		PC	
8.4.2	The results of monitoring activities are incorporated into management plans when revised. Policies and specific instructions are adapted.	adaptations in new management plans		PC	
<b>8.5</b>	<b>While respecting the confidentiality of information, forest managers shall make publicly available a summary of the results of monitoring indicators, including those listed in Criterion 8.2.</b>				
8.5.1	Summaries of the results of the monitoring according to 8.2 are produced periodically and are available upon request.	monitoring summaries		C	
<b>9.</b>	<b><u>MAINTENANCE OF HIGH CONSERVATION VALUE FORESTS:</u> Management activities in high conservation value forests shall maintain or enhance the attributes which define such forests. Decisions regarding high conservation value forests shall always be considered in the context of a precautionary approach.</b>				
<b>9.1</b>	<b>Assessment to determine the presence of the attributes consistent with High Conservation Value Forests will be completed, appropriate to scale and intensity of forest management.</b>				
9.1.1	<p>Definition HCVF:</p> <p><b>HCV1 BIODIVERSITY CONCENTRATION:</b> Globally, regionally or nationally significant concentrations of biodiversity values (e.g. endemism, endangered species, refugia).</p> <p><b>HCV2 LARGE LANDSCAPE LEVEL (ca. &gt; 10.000 ha):</b> Globally, regionally or nationally significant large landscape level forests, contained within, or containing the management unit, where viable populations of most naturally occurring species exist in natural patterns of distribution and abundance</p> <p><b>HCV3 RARE; THREATENED; ENDANGERED ECOSYSTEMS.</b></p> <p><b>HCV4 BASIC SERVICES IN CRITICAL SITUATIONS (PROTECTION FORESTS / SCHUTZWÄLDER“):</b> Basic services of nature in critical situations (e.g. watershed protection, erosion control).</p> <p><b>HCV5 BASIC SOCIAL NEEDS</b> of local communities (eg subsistence, health).</p> <p><b>HCV6 TRADITIONAL CULTURAL IDENTITY:</b> Critical to local communities' traditional cultural identity (areas of cultural, ecological, economic or religious significance identified in cooperation with such local communities).</p> <p>For each category of HCVF it is checked if forest areas are meeting these criteria. For each category the locations and the areas in hectare are listed.</p>	<p>→ -/-</p> <p>→ -/-</p> <p>→ 89 ha réserves naturelles et intégrales, 1.654 ha Natura 2000</p> <p>→ -/-</p> <p>→ -/-</p> <p>silviculture concept, criteria for planting, HCVF assessment</p>		PC	
see also	6.2: 6.2.1 to 6.2.10				
<b>9.2</b>	<b>The consultative portion of the certification process must place emphasis</b>				

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
	<b>on the identified conservation attributes, and options for the maintenance thereof.</b>				
9.2.1	The forest company is responsible to implement stakeholder consultation. Stakeholders are informed about conservation attributes as well as proposed strategies for their maintenance or threat reduction. IMO assesses whether the company's consultation was adequate. (Interpretation of Criterion 9-2 (ADV-30-901))	concept for protected zone, protection decree, documented stakeholder input and reaction by FMU		C	
<b>9.3</b>	<b>The management plan shall include and implement specific measures that ensure the maintenance and/or enhancement of the applicable conservation attributes consistent with the precautionary approach. These measures shall be specifically included in the publicly available management plan summary.</b>				
9.3.1	The management plan specifies the areas of HCVF and tells which specific measures must be taken to protect them. These measures are consistent with the precautionary approach: Where threat identified, early preventive action is taken despite of full scientific certainty. The implementation of the measures is controlled.	HCVF management plan		PC	
9.3.2	If planting activities are done in HCVF only species and provenances natural to the site are used. Attention is paid to genetic characteristics (e.g. diversity, quality).	silviculture concept, register for reproductive material, <b>field</b>		PC	
9.3.3	The HCVF management plan or its summary is publicly available.	HCVF management plan		C	
<b>9.4</b>	<b>Annual monitoring shall be conducted to assess the effectiveness of the measures employed to maintain or enhance the applicable conservation attributes.</b>				
9.4.1 LFM HCV	Measures maintaining or enhancing the conservation attributes, which require monitoring, are defined.	concept for control		PC	
9.4.2 LFM HCV	If measures are defined, their effectiveness are monitored annually.	results of internal monitoring		C	
<b>10.</b>	<b><u>PLANTATIONS</u>: Plantations shall be planned and managed in accordance with Principles and Criteria 1 - 9, and Principle 10 and its Criteria. While plantations can provide an array of social and economic benefits, and can contribute to satisfying the world's needs for forest products, they should complement the management of, reduce pressures on, and promote the restoration and conservation of natural forests.</b>				
<b>10.1</b>	<b>The management objectives of the plantation, including natural forest</b>				

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
	<b>conservation and restoration objectives, shall be explicitly stated in the management plan, and clearly demonstrated in the implementation of the plan.</b>				
10.1.1	<p>The objectives of the plantation, including natural forest conservation and restoration, are stated in the management plan and demonstrated in the field. For homogeneous plantations of poplar, Norway spruce, other non-indigenous species and Scots pine, a transformation plan shall be in place. This means that:</p> <ol style="list-style-type: none"> <li>1. In poplar plantations, a well-developed, closed and mixed under layer consisting of different indigenous woody plants is retained or created. It is permitted to manage this lower level as coppice wood and market it before the poplars are exploited.</li> <li>2. Within other plantations, the aim is for mixed stands which 30 % of the basal area or crown cover is composed of indigenous deciduous species. In the primary period plants in the lower level, as well as the trees growing underneath, can be included in this figure. However the purpose is to realise 30 % indigenous deciduous species in the upper-layer. To realise this some indigenous deciduous trees are allowed to grow into the upper-layer so that an uneven-aged and varied forest (in terms of species) can be developed.</li> </ol>	Management plan		C	
10.2	<b>The design and layout of plantations should promote the protection, restoration and conservation of natural forests, and not increase pressures on natural forests. Wildlife corridors, streamside zones and a mosaic of stands of different ages and rotation periods, shall be used in the layout of the plantation, consistent with the scale of the company. The scale and layout of plantation blocks shall be consistent with the patterns of forest stands found within the natural landscape.</b>				
10.2.1	The applicant has knowledge of the composition and structure of natural forests or the potential natural vegetation in the region/landscape in question.	survey of natural habitats		PC	
10.2.2	A concept exists which describes policies and measures regarding the protection, rehabilitation and maintenance of natural forests and other (rare/threatened) habitats in the region.	specific concept		C	
10.2.3	The concept addresses at least the following issues: protected areas (forest and other) and their spatial distribution, areas of rehabilitation of natural forest, distribution of plantation blocks (especially in relation to existing natural forest) and other land uses within the entire company.	specific concept		C	
10.2.4	The different zones are described and recorded on maps and, if appropriate,	maps, demarcations and crite-		C	

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
	demarcated in the field.	ria for it			
10.2.5	The protected areas shall be interconnected or efforts for better interconnection are made. Protected areas are not exclusively limited to unproductive land.	concept for conservation, biology of rare/threatened species		C	
<b>10.3</b>	<b>Diversity in the composition of plantations is preferred, so as to enhance economic, ecological and social stability. Such diversity may include the size and spatial distribution of management units within the landscape, number and genetic composition of species, age classes and structures.</b>				
10.3.1	A concept addresses the diversity, including at least the following: definition of maximum size of management units, diversity of species, provenance and genetic level (within and between management units) and age classes and structures.	management plan		C	Plan de gestion
10.3.2	Native tree species are included in the management in order to increase the diversity. Limits are defined for the minimum quantity (number or percentage) required, also the species suitable and how to reach the required minimum.	general policy, management plan, <b>field</b>		C	Uniquement des espèces autochtones sont utilisées
10.3.3	Thorough knowledge and extensive experience are required to run plantations with highly specialised management units (genetically). Specific compensatory measures are in place (e.g. maintenance and promotion of gene reserves, in addition to the measures described in 10.2).	education and experience of personnel, register of identity and sources of reproductive material, records, organisational capacities, risk assessment, compensatory measures, <b>field</b>		C	Not relevant
10.3.4	For formerly established management units which are not as diverse as required, a plan for the increase of diversity exists. Alternatively, a reason is given for non intervention until the end of the turnover for these units.	maps, plantation dates, specific plan		C	Not relevant
<b>10.4</b>	<b>The selection of species for planting shall be based on their overall suitability for the site and their appropriateness to the management objectives. In order to enhance the conservation of biological diversity, native species are preferred before exotic species in the establishment of plantations and the restoration of degraded ecosystems. Exotic species, which shall be used only when their performance is greater than that of native species, shall be carefully monitored to detect unusual mortality, disease, or insect outbreaks and adverse ecological impacts.</b>				
10.4.1	The specific characteristics of the planted sites are known and documented.	maps on climates, soils, plant geography and associations, etc.		C	oui
10.4.2	The applicant has knowledge about the performance and potential of local spe-	scientific literature, appli-		C	Formation professionnelle

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
	cies in plantations, and of their products on the market. Efforts to improve this knowledge are continuously made.	cant's own research and tests.			
10.4.3	Species are selected carefully and solid justification for the choice is given based at least on the experience made under similar conditions (found in scientific literature) including research on wood and other qualities, adaptation and growth potential of the species.	reasoning in management plan, scientific literature consulted, research and tests performed.		C	Assure, uniquement des espèces autochtones sont utilisées
10.4.4	Native species are preferred before exotic species. Exotic species are only used if their performance is greater.	management plan		C	Uniquement des espèces autochtones sont utilisées
10.4.5	If exotic species are used their selection is analysed with particular care, giving additional information on products to be produced, productivity, expected prices, demand and possible ecological and social side effects.	reasoning in management plan, scientific literature consulted, research and tests performed.		C	Not relevant
10.4.6	Within the company only seed and seedlings of known provenance and genetic quality are used.	register of used seed and seedlings		C	oui
10.4.7	Appropriate attention is paid to the issues of genetic diversity. Criteria for the use of genetically specialised or diverse seeds are established.	register for each management unit (provenance, seed source, parent trees), management plan		C	Not relevant
10.4.8	All species and provenances, in particular exotic and/or genetically specialised seeds, are only used on a large scale if justified by the objective of the plantation and if the used provenance has been tested successfully. The production of locally adapted seed is promoted. See also 10.6.	results of provenance test, etc., reasoning in records for species/provenance selection.		C	Uniquement des espèces autochtones sont utilisées
<b>10.5</b>	<b>A proportion of the overall forest management area, appropriate to the scale of the plantation and to be determined in regional standards, shall be managed so as to restore the site to a natural forest cover.</b>				
10.5 SLIMF	Plantation design and management enhances ecological values, especially around conservation features.	management plans, specific concept		C	Plan de gestion
10.5.1	A concept for rehabilitation and management of (near) natural forest (as part of the plantation company) exists.	management plans, specific concept		C	Plan de gestion, études
10.5.2	A minimum of (...) % <sup>3</sup> of the planted area is set aside for rehabilitation of (near) natural forest. Attention is paid to the appropriate size and spatial distribution (e.g. connecting corridors) of areas under rehabilitation, and to represent the different natural forest types of the area in question. The individual units of rehabilitation areas shall be of a minimum area large enough to maintain viable populations of key species. Experts, literature and	management plans, specific concept (especially criteria for selection of sites), maps		C	Plan de gestion Planification annuelle des plantations

<sup>3</sup> (...) stands for quantitative indicators which are specified before the assessment in national or regional standards by IMO personnel. See also paragraph 0.2 of this document.

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
	local conservation organisation are consulted.				
10.5.3	Interventions in and development of the areas under rehabilitation are documented. The areas are mapped and delimited.	records, maps, <b>field</b>		C	Not relevant
<b>10.6</b>	<b>Measures shall be taken to maintain or improve soil structure, fertility, and biological activity. The techniques and rate of harvesting, road and trail construction and maintenance, and the choice of species shall not result in long term soil degradation or adverse impacts on water quality, quantity or substantial deviation from stream course drainage patterns.</b>				See 5.3 +6.5
10.6.1 LPL	Soil structure, fertility, and biological activity are improved. The techniques and rate of harvesting, road and trail construction and maintenance, and the choice of species do not result in soil or water degradation or substantial deviation from stream course drainage patterns.			C	Assuré, carnet de charges Chapitre V et VI Surveillance par le personnel  Plus de construction des nouvelles routes
<b>10.7</b>	<b>Measures shall be taken to prevent and minimise outbreaks of pests, diseases, fire and invasive plant introductions. Integrated pest management shall form an essential part of the management plan, with primary reliance on prevention and biological control methods rather than chemical pesticides and fertilisers. Plantation management should make every effort to move away from chemical pesticides and fertilisers, including their use in nurseries. The use of chemicals is also covered by criteria 6.6 and 6.7.</b>				See 6.6 and 6.7
10.7.1 LPL	Measures are taken against pests, diseases, fire and invasive plant introductions. Prevention and biological control are preferred before chemical pesticides and fertilisers including nurseries.			C	Pas d'utilisation des produits chimiques depuis 1991
<b>10.8</b>	<b>Appropriate to the scale and diversity of the company, monitoring of plantations shall include regular assessment of potential on-site and off-site ecological and social impacts, (e.g. natural regeneration, effects on water resources and soil fertility, and impacts on local welfare and social well-being), in addition to those elements addressed in principles 8, 6 and 4. No species should be planted on a large scale until local trials and/or experience have shown that they are ecologically well-adapted to the site, are not invasive, and do not have significant negative ecological impacts on other ecosystems. Special attention will be paid to social issues of land acquisition for plantations, especially the protection of local rights of ownership, use or access.</b>				See 8.2 and P4
10.8.1 <del>SLMF</del> LPL	Negative environmental or social impacts are documented and designed. Measures to address the impacts are implemented.	see above		C	

No.	P&C Requirement	Sources of Verification	G/M	PC/C	Result
<b>10.9</b>	<b>Plantations established in areas converted from natural forests after November 1994 <i>normally</i> shall not qualify for certification. Certification may be allowed in circumstances where sufficient evidence is submitted to the certification body that the manager/owner is not responsible directly or indirectly of such conversion.</b>				<b>Not relevant</b>
10.9.1	The plantation does not occupy land converted from natural forest since November 1994, unless evidence exists that the current manager/owner was not responsible.	history and date of plantation, purchase contracts, land register (German: Grundbuch; Flächenbuch); fragments of old vegetation in the <b>field</b>		PC	Not relevant
10.9.2	Primary, degraded primary and mature secondary forests, and threatened or endangered ecosystems were not be cleared or converted by current forest managers to create tree plantations.	history and date of plantation, purchase contracts, land register (German: Grundbuch; Flächenbuch); fragments of old vegetation in the <b>field</b>		PC	Not relevant
10.9.3	Where conversions after November 1994 have occurred, steps are taken that convincingly compensate for such conversions. The same area must be restored to natural forests with the original species composition within the region.	See above plus management plan compared to field		PC	Not relevant
10.9.4	As soon as this restoration area was successfully established as forest the converted plantation can be included into the scope of the certificate and the timber harvested there can be sold as certified.	list of conversion area, list of restoration area, survey on success of restoration		PC	Not relevant

No.	P&C Requirement	Sources of Verification	G
-----	-----------------	-------------------------	---

## UNEP Conventions for Belgium

[http://ozone.unep.org/Ratification\\_status/ratif\\_by\\_country.shtml?cntryname=Belgium](http://ozone.unep.org/Ratification_status/ratif_by_country.shtml?cntryname=Belgium)

### Status of Ratification

Vienna Convention 17 Oct 1988 (R)

Montreal Protocol 30 Dec 1988 (R)

London Amendment 5 Oct 1993 (R)

Copenhagen Amendment 7 Aug 1997 (R)

Montreal Amendment 11 Aug 2004 (R)

Beijing Amendment 6 Apr 2006 (R)

Country Status of Ratification - Treaties and Ratification - The Ozone Secretariat

### Notes:

\* R: Ratification / Ac: Accession / At: Acceptance / Ap: Approval / Sc: Succession

\*\* Entry into force (E.I.F.) is after ninety days following the date of ratification/accession/acceptance/approval

for new Parties after the treaty enters into force.

E.I.F. for Vienna Convention = 22.9.1988.

E.I.F. for Montreal Protocol = 1.1.1989.

E.I.F. for London Amendment = 10.8.1992.

E.I.F. for Copenhagen Amendment = 14.6.1994.

E.I.F. for Montreal Amendment = 10.11.1999.

E.I.F. for Beijing Amendment = 25.2.2002.

Treaty Date of Ratification\*\* Type\*

## Red List Belgium

<http://www.iucnredlist.org/search/search-basic>

1 *Acrocephalus paludicola*

2 *Anser erythropus*

3 *Aquila clanga*

4 *Branta ruficollis*

5 *Castor fiber*

6 *Coenagrion mercuriale*

7 *Hirudo medicinalis*

8 *Limosa limosa*

9 *Lutra lutra*

10 *Nehalennia speciosa*

11 *Numenius tenuirostris*

No.	P&C Requirement	Sources of Verification	G
-----	-----------------	-------------------------	---

## Liste des ratifications des conventions internationales du travail Belgique

<http://webfusion.ilo.org/public/db/standards/normes/appl/appl-byCtry.cfm?CTYCHOI>

Membre depuis 1919 95 conventions ratifiées (76 en vigueur)

- C. 1 Convention (n° 1) sur la durée du travail (industrie), 1919 6.09.1926
- C. 2 Convention (n° 2) sur le chômage, 1919 25.08.1930
- C. 6 Convention (n° 6) sur le travail de nuit des enfants (industrie), 1919 12.07.1924
- C. 8 Convention (n° 8) sur les indemnités de chômage (naufage), 1920, 4.02.1925
- C. 9 Convention (n° 9) sur le placement des marins, 1920 4.02.1925
- C. 11 Convention (n° 11) sur le droit d'association (agriculture), 1921, 19.07.1926
- C. 12 Convention (n° 12) sur la réparation des accidents du travail (agriculture), 1921, 26.10.1932
- C. 13 Convention (n° 13) sur la céruse (peinture), 1921 19.07.1926
- C. 14 Convention (n° 14) sur le repos hebdomadaire (industrie), 1921, 19.07.1926
- C. 16 Convention (n° 16) sur l'examen médical des jeunes gens (travail maritime), 1921, 19.07.1926
- C. 17 Convention (n° 17) sur la réparation des accidents du travail, 1925, 3.10.1927
- C. 18 Convention (n° 18) sur les maladies professionnelles, 1925, 3.10.1927
- C. 19 Convention (n° 19) sur l'égalité de traitement (accidents du travail), 1925, 3.10.1927
- C. 22 Convention (n° 22) sur le contrat d'engagement des marins, 1926, 3.10.1927
- C. 23 Convention (n° 23) sur le rapatriement des marins, 1926 3.10.1927
- C. 26 Convention (n° 26) sur les méthodes de fixation des salaires minima, 1928 11.08.1937
- C. 27 Convention (n° 27) sur l'indication du poids sur les colis transportés par bateau, 1929, 6.06.1934
- C. 29 Convention (n° 29) sur le travail forcé, 1930 20.01.1944
- C. 32 Convention (n° 32) sur la protection des dockers contre les accidents (révisée), 1932, 2.07.1952
- C. 43 Convention (n° 43) des verreries à vitres, 1934 4.08.1937
- C. 45 Convention (n° 45) des travaux souterrains (femmes), 1935, 4.08.1937
- C. 53 Convention (n° 53) sur les brevets de capacité des officiers, 1936 11.04.1938
- C. 55 Convention (n° 55) sur les obligations de l'armateur en cas de maladie ou d'accident des gens de mer, 1936 11.04.1938
- C. 56 Convention (n° 56) sur l'assurance-maladie des gens de mer, 1936 3.08.1949
- C. 62 Convention (n° 62) concernant les prescriptions de sécurité (bâtiment), 1937 3.10.1951
- C. 68 Convention (n° 68) sur l'alimentation et le service de table (équipage des navires), 1946 5.12.1951
- C. 69 Convention (n° 69) sur le diplôme de capacité des cuisiniers de navire, 1946 5.12.1951
- C. 73 Convention (n° 73) sur l'examen médical des gens de mer, 1946 5.12.1951
- C. 74 Convention (n° 74) sur les certificats de capacité de matelot qualifié, 1946 5.12.1951
- C. 77 Convention (n° 77) sur l'examen médical des adolescents (industrie), 1946 10.04.1979
- C. 80 Convention (n° 80) portant révision des articles finals, 1946

No.	P&C Requirement	Sources of Verification	G
3.08.1949	C. 81 Convention (n° 81) sur l'inspection du travail, 1947	5.04.1957	
	C. 82 Convention (n° 82) sur la politique sociale (territoires non métropolitains), 1947		
27.01.1955	C. 84 Convention (n° 84) sur le droit d'association (territoires non métropolitains), 1947		
27.01.1955	C. 85 Convention (n° 85) sur l'inspection du travail (territoires non métropolitains), 1947		
27.01.1955	C. 87 Convention (n° 87) sur la liberté syndicale et la protection du droit syndical, 1948		
23.10.1951	C. 88 Convention (n° 88) sur le service de l'emploi, 1948	16.03.1953	
	C. 91 Convention (n° 91) sur les congés payés des marins (révisée), 1949		
30.08.1962	C. 92 Convention (n° 92) sur le logement des équipages (révisée), 1949		
30.08.1962	C. 94 Convention (n° 94) sur les clauses de travail (contrats publics), 1949		
13.10.1952	C. 95 Convention (n° 95) sur la protection du salaire, 1949	22.04.1970	
	C. 97 Convention (n° 97) sur les travailleurs migrants (révisée), 1949		
27.07.1953	C. 98 Convention (n° 98) sur le droit d'organisation et de négociation collective, 1949		
10.12.1953	C. 99 Convention (n° 99) sur les méthodes de fixation des salaires minima (agriculture), 1951		
17.10.1968	C. 100 Convention (n° 100) sur l'égalité de rémunération, 1951		
23.05.1952	C. 102 Convention (n° 102) concernant la sécurité sociale (norme minimum), 1952		
	A accepté les parties II à X. La partie VI a cessé de s'appliquer par suite de la ratification de la convention n° 121.		
26.11.1959	C. 105 Convention (n° 105) sur l'abolition du travail forcé, 1957		
23.01.1961	C. 107 Convention (n° 107) relative aux populations aborigènes et tribales, 1957		
19.11.1958	C. 111 Convention (n° 111) concernant la discrimination (emploi et profession), 1958		
22.03.1977	C. 113 Convention (n° 113) sur l'examen médical des pêcheurs, 1959		
8.05.1963	C. 114 Convention (n° 114) sur le contrat d'engagement des pêcheurs, 1959		
8.05.1963	C. 115 Convention (n° 115) sur la protection contre les radiations, 1960		
2.07.1965	C. 120 Convention (n° 120) sur l'hygiène (commerce et bureaux), 1964		

No.	P&C Requirement	Sources of Verification	G
17.05.1978 22.04.1970	C. 121 Convention (n° 121) sur les prestations en cas d'accidents du travail et de maladies professionnelles, 1964 [tableau I modifié en 1980]		
C. 122	Convention (n° 122) sur la politique de l'emploi, 1964		
8.07.1969	C. 124 Convention (n° 124) sur l'examen médical des adolescents (travaux souterrains), 1965		
6.05.1977	C. 125 Convention (n° 125) sur les brevets de capacité des pêcheurs, 1966		
22.07.1969	C. 126 Convention (n° 126) sur le logement à bord des bateaux de pêche, 1966		
22.07.1969	C. 129 Convention (n° 129) sur l'inspection du travail (agriculture), 1969		
8.09.1997	C. 132 Convention (n° 132) sur les congés payés (révisée), 1970		
Durée du congé spécifiée: 24 jours calendaires. A accepté les dispositions de l'article 15, paragraphe 1 a) et b).			
2.06.2003	C. 138 Convention (n° 138) sur l'âge minimum, 1973		
Age minimum spécifié: 15 ans			
19.04.1988	C. 139 Convention (n° 139) sur le cancer professionnel, 1974		
11.10.1996	C. 140 Convention (n° 140) sur le congé-éducation payé, 1974		
12.01.1993	C. 141 Convention (n° 141) sur les organisations de travailleurs ruraux, 1975		
19.12.2003	C. 144 Convention (n° 144) sur les consultations tripartites relatives aux normes internationales du travail, 1976		
29.10.1982	C. 147 Convention (n° 147) sur la marine marchande (normes minima), 1976		
A ratifié le protocole de 1996			
16.09.1982	C. 148 Convention (n° 148) sur le milieu de travail (pollution de l'air, bruit et vibrations), 1977		
1.06.1994	C. 149 Convention (n° 149) sur le personnel infirmier, 1977	29.03.1988	
21.05.1991	C. 151 Convention (n° 151) sur les relations de travail dans la fonction publique, 1978		
29.03.1988	C. 154 Convention (n° 154) sur la négociation collective, 1981		
11.10.1996	C. 162 Convention (n° 162) sur l'amiante, 1986	28.05.1997	
28.05.1997	C. 171 Convention (n° 171) sur le travail de nuit, 1990		
9.06.2004	C. 174 Convention (n° 174) sur la prévention des accidents industriels majeurs, 1993		
21.05.1991	C. 180 Convention (n° 180) sur la durée du travail des gens de mer et les effectifs des navires, 1996		
10.06.2003	C. 181 Convention (n° 181) sur les agences d'emploi		

No.	P&C Requirement	Sources of Verification	G
-----	-----------------	-------------------------	---

privées, 1997

28.09.2004

**C. 182 Convention (n° 182) sur les pires formes de travail des enfants, 1999**

8.05.2002

**Dénonciation**

C. 4 Convention (n° 4) sur le travail de nuit (femmes), 1919

Dénoncée le 13.08.1937

12.07.1924

C. 21 Convention (n° 21) sur l'inspection des émigrants, 1926

Dénoncée le 14.08.1998

15.02.1928

C. 50 Convention (n° 50) sur le recrutement des travailleurs indigènes, 1936

Dénoncée le 13.09.1999

26.07.1948

C. 64 Convention (n° 64) sur les contrats de travail (travailleurs indigènes), 1939

Dénoncée le 18.11.1998

26.07.1948

C. 89 Convention (n° 89) sur le travail de nuit (femmes) (révisée), 1948

Dénoncée le 27.02.1992

1.04.1952

**Dénonciation (du fait de la ratification de la convention n° 89)**

C. 41 Convention (n° 41) (révisée) du travail de nuit (femmes), 1934

Dénoncée le 1.04.1952

4.08.1937

**Dénonciation (du fait de la ratification de la convention n° 91)**

C. 54 Convention (n° 54) des congés payés des marins, 1936

Dénoncée le 14.09.1967

11.04.1938

**Dénonciation (du fait de la ratification de la convention n° 121)**

C. 42 Convention (n° 42) (révisée) des maladies professionnelles, 1934

Dénoncée le 22.04.1970

3.08.1949

**Dénonciation (du fait de la ratification de la convention n° 132)**

C. 101 Convention (n° 101) sur les congés payés (agriculture), 1952

Dénoncée le 2.06.2003

20.03.1954

**Dénonciation (du fait de la ratification de la convention n° 138)**

C. 5 Convention (n° 5) sur l'âge minimum (industrie), 1919

Dénoncée le 19.04.1988

12.07.1924

C. 7 Convention (n° 7) sur l'âge minimum (travail maritime), 1920

Dénoncée le 19.04.1988

4.02.1925

C. 10 Convention (n° 10) sur l'âge minimum (agriculture), 1921

Dénoncée le 19.04.1988

13.06.1928

C. 15 Convention (n° 15) sur l'âge minimum (soutiers et chauffeurs), 1921

Dénoncée le 19.04.1988

19.07.1926

C. 33 Convention (n° 33) sur l'âge minimum (travaux non industriels), 1932

Dénoncée le 19.04.1988

6.06.1934

C. 58 Convention (n° 58) (révisée) sur l'âge minimum (travail maritime), 1936

Dénoncée le 19.04.1988

11.04.1938

C. 112 Convention (n° 112) sur l'âge minimum (pêcheurs), 1959

Dénoncée le 19.04.1988

8.05.1963

C. 123 Convention (n° 123) sur l'âge minimum (travaux souterrains), 1965

Dénoncée le 6.03.1989

17.05.1978

**Dénonciation (du fait de la ratification de la convention n° 181)**

C. 96 Convention (n° 96) sur les bureaux de placement payants (révisée), 1949

Dénoncée le 28.09.2004

A accepté les dispositions de la partie II

4.07.1958

**Dénonciation (du fait de la ratification de la convention n° 180)**

C. 57 Convention (n° 57) sur la durée du travail à bord et les effectifs, 1936

No.	P&C Requirement	Sources of Verification	G
-----	-----------------	-------------------------	---

Dénoncée le 10.06.2003  
 11.04.1938  
 International Labour Standards Department  
 e-mail: normes@ilo.org  
 Listing generated by APPLIS on 20 Apr 2007