

PRINCIPLES, CRITERIA & INDICATORS REVISION: SOCIAL ASPECTS

FSC International
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What to expect today

Today we are providing insight into what direction we are going to start setting the stage for the upcoming consultation

This webinar will share information and inspiration for upcoming discussions among stakeholders in the line-up to the consultation

We will launch a discussion forums in the FSC Member's Portal so our FSC Members can dive deeper into key topics

Presentation will be shared and summaries of the questions and answers will be published

Today's session is public and open to all stakeholders



AGENDA



| Topic | | Time | Presenter |
|-------|--|---------|-----------|
| 1 | Welcome & Introduction | 5 min. | Sandra |
| 2 | P&C and IGI revision process | 10 min. | Sandra |
| 3 | Intended outcomes | 15 min. | Arildo |
| 4 | Workers rights and employment conditions | 10 min. | Paul |
| 5 | Indigenous Peoples' rights | 10 min. | Diana |
| 6 | Community relations | 10 min. | Sandra |
| 7 | Gender equality | 10 min. | Sinta |
| 8 | Stay engaged Q&A | 20 min. | Jannicka |

Introduction

Today we are covering the revision of FSC's Principles & Criteria and International Generic Indicators for you to understand, with a particular emphasis on social components:

- Why it matters
- Why we are here today
- How the work will be done
- What are the topics covered



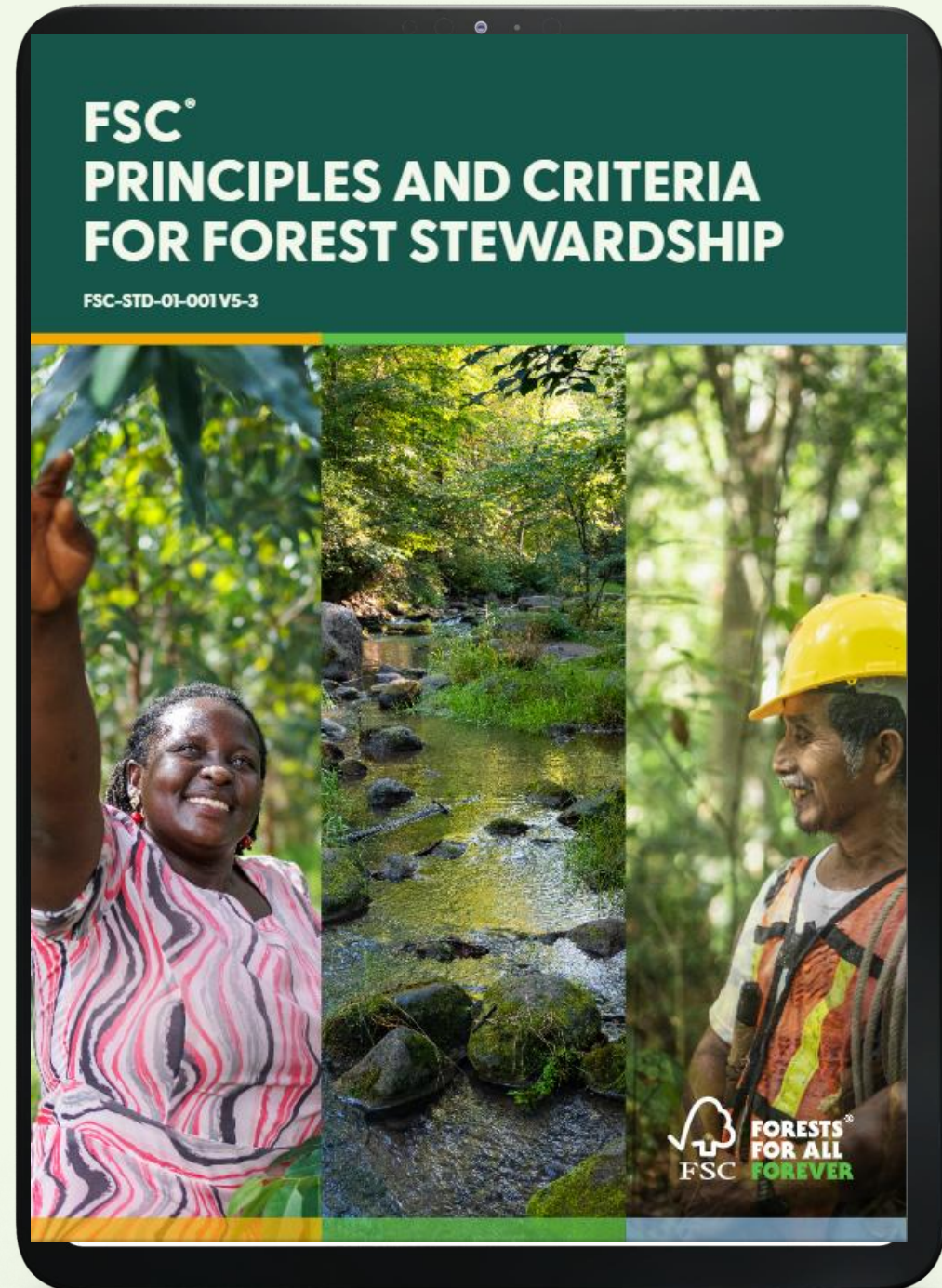
FSC Principles and Criteria



The Principles and Criteria (P&C) is the core standard for FSC Forest Management Certification



The P&C define a global benchmark for good Forest Stewardship



Principles and Criteria for responsible forest stewardship



FSC International Generic Indicators



Operationalize at national level the FSC Principles and Criteria Version 5-3



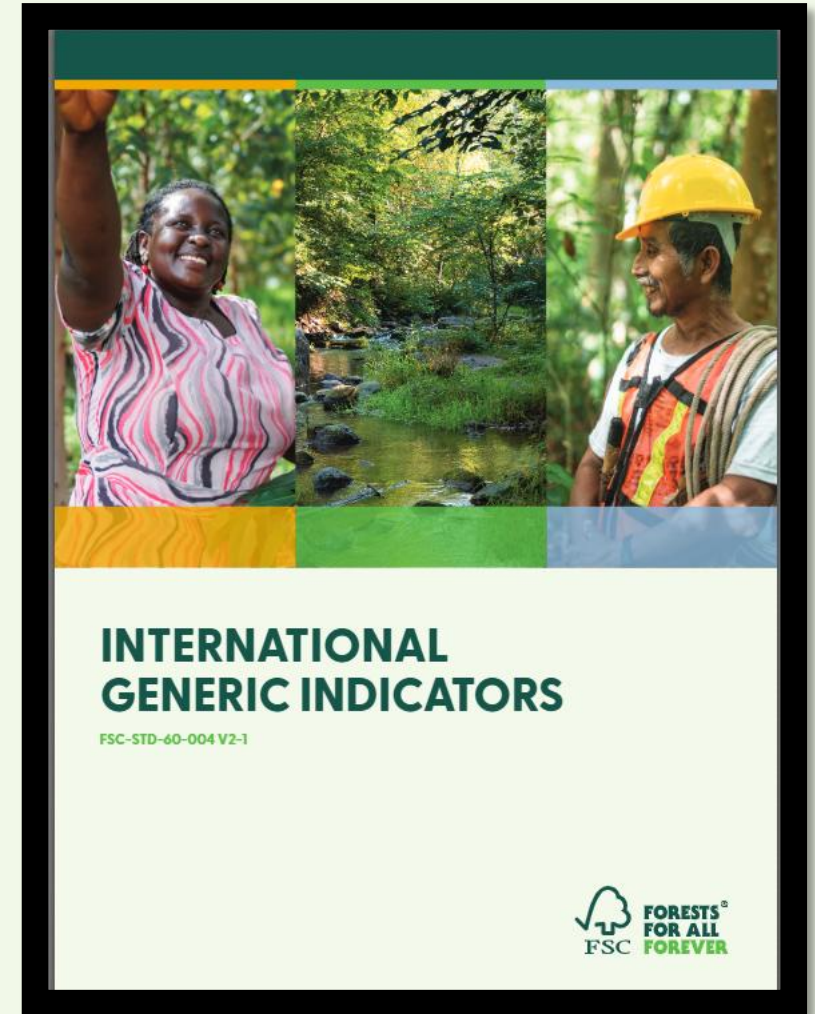
Ensure the consistent implementation of the P&C across the globe



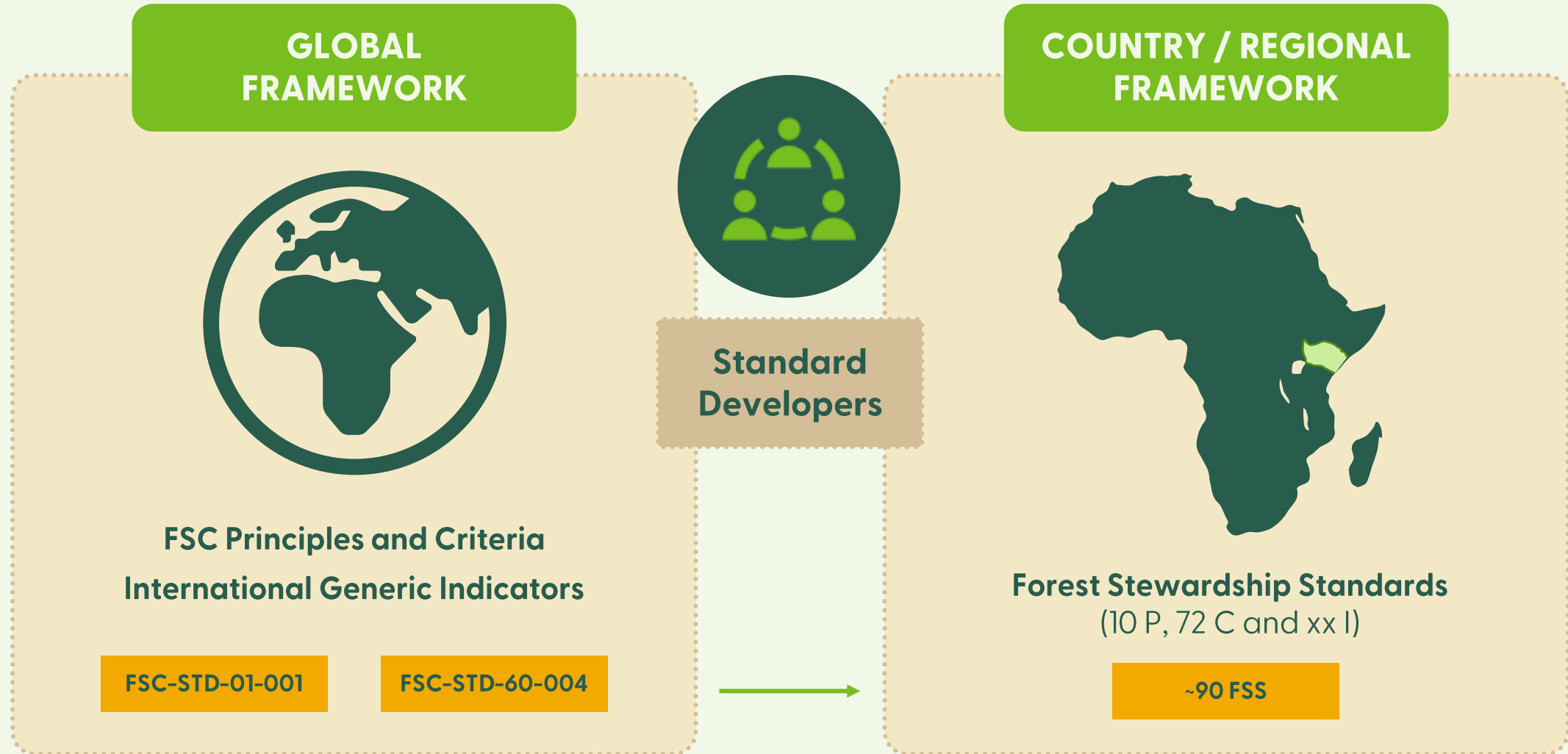
Improve and strengthen the credibility of the FSC System



Improve the consistency and quality of Forest Stewardship Standards



The role of FSC Principles and Criteria and International Generic Indicators



Joint revision of several normative documents

FSC- STD-01-001
FSC Principles and
Criteria

FSC-STD-60-004
International Generic
Indicators

FSC-POL-10-004
Scope of application
of the FSC Principles
and Criteria
for Forest
Stewardship

FSC-POL-20-003
FSC Policy on the
excision of areas
from the scope
of certification

FSC-DIR-20-007
FSC Directive on FSC
Forest Management
Evaluations



P&C AND IGI (PCI) REVISION PROCESS

How we are conducting the revision



Type of revision
process

Major



Type of working
group

**Sub-
chamber
balanced**



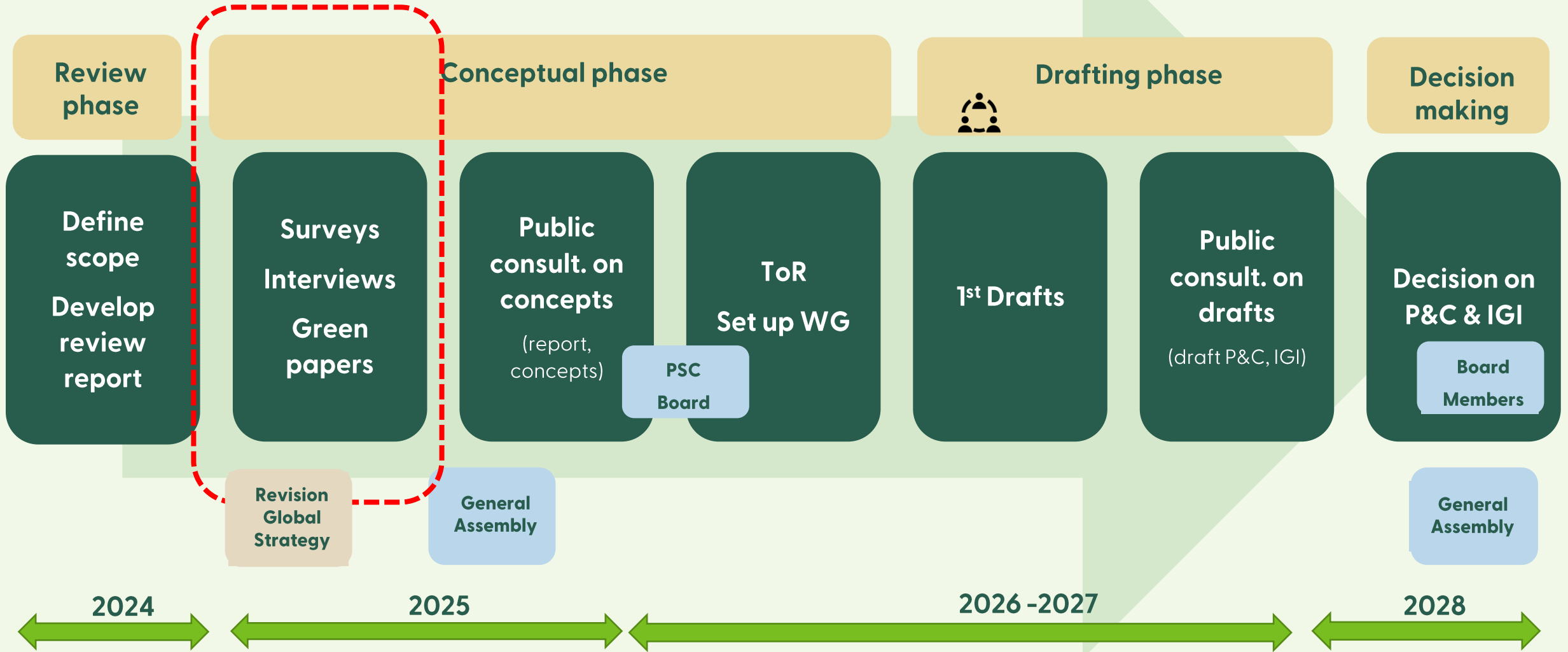
Approval body

**BoD
Members**

Standard setting process



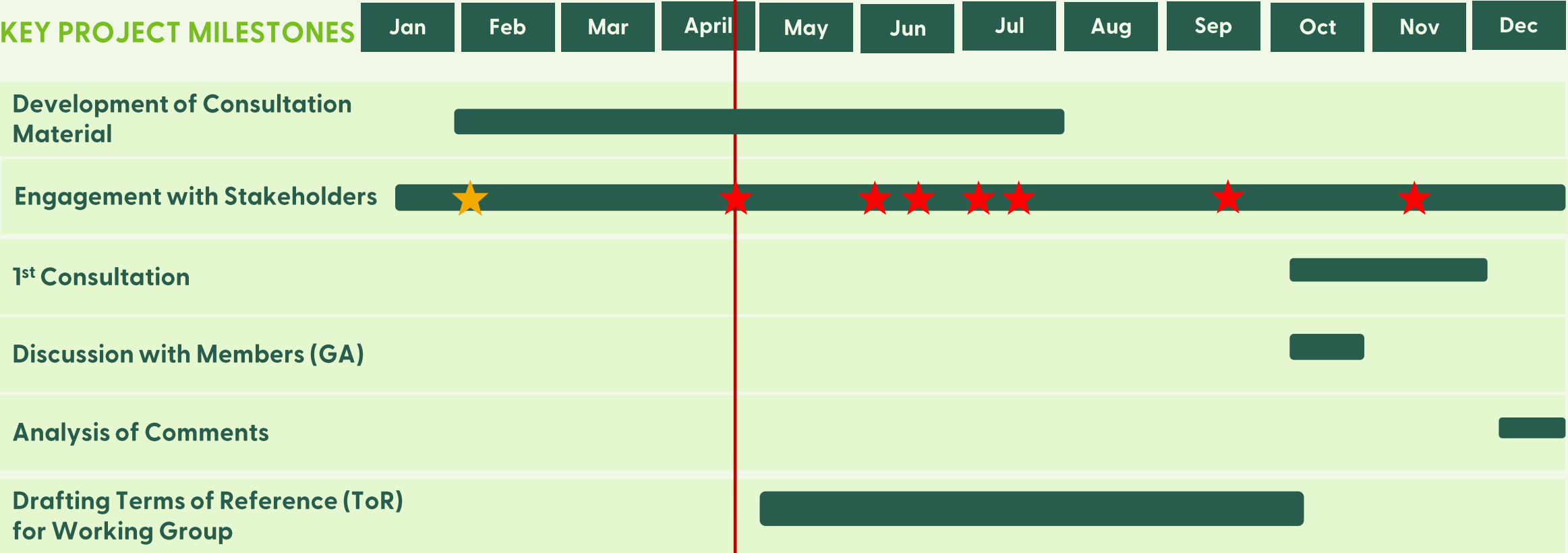
Key milestones of the major revision process



Milestones for Conceptual Phase for 2025



KEY PROJECT MILESTONES



Legend

Webinar/Meeting ★

Survey ★

Key main topics

1

Social Aspects

- Gender and diversity
- Indigenous Peoples
- Workers' Rights
- Community relations

2

Scope & Applicability

- Applicability of the scope of the P&C (to widen or narrow the scope)
- User-focused approach

3

Climate change & biodiversity

- Understand where climate is included
- Enhance biodiversity

4

Outcome Orientation

- General incorporation into PCI
- Defining intended outcomes from forest stewardship

For discussion today

Social Aspects



Workers' Rights



Indigenous Peoples



Community Relations



Gender Equality



INTENDED OUTCOMES

Outcome orientation

Outcomes refer to the short to medium-term effects resulting from the implementation of activities.

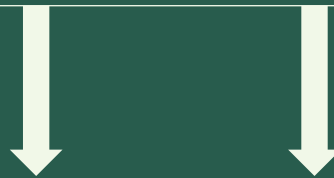


Outcome orientation. Our concept

Outcome orientation means that the development and implementation of standards is guided by a **few prioritized key intended outcomes**, and that **progress** against these is demonstrated.

By making our standards outcome-oriented, we want to:

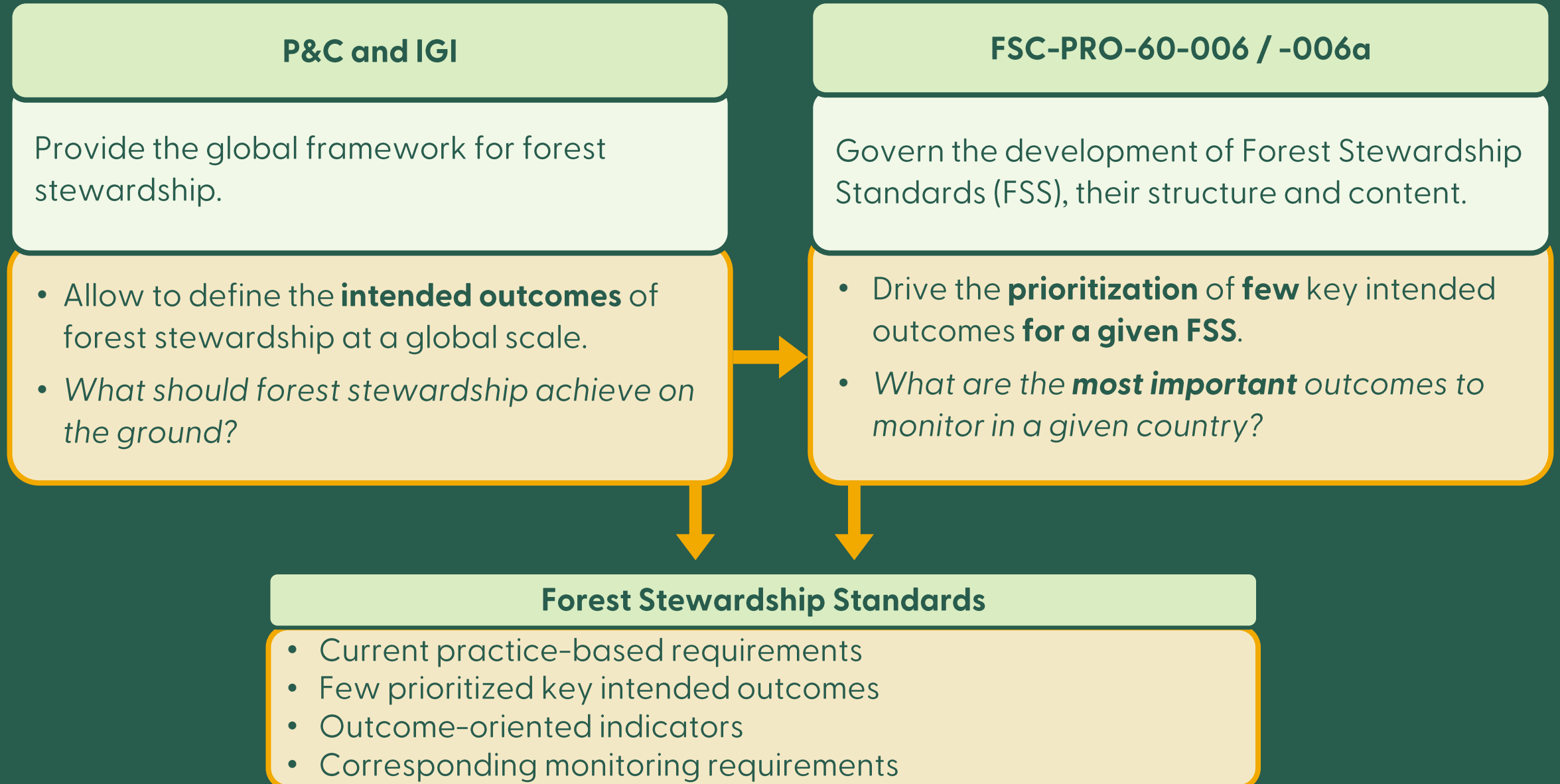
1. Bring more focus on **what to be achieved**, the result of activities.
2. Gather **data-driven insights** about the effects of FSC forest management activities.



Foster the **demonstration** of **positive** outcomes of certification.

Foster the **improvement** of standards based on **data** and **insights**

Outcome orientation. The deployment



Outcome orientation. The deployment

P&C and IGI

Provide the global framework for forest stewardship.

- Allow to define the **intended outcomes** of forest stewardship at a global scale.
- *What should forest stewardship achieve on the ground?*



Today's' focus:

What are the **social intended outcomes** of forest stewardship?

FSC-PRO-60-006 / -006a

Govern the development of Forest Stewardship Standards (FSS), their structure and content.

- Drive the **prioritization** of **few** key intended outcomes **for a given FSS**.
- *What are the **most important** outcomes to monitor in a given country?*



- Important normative document for the deployment of outcome-orientation
- **Outside the scope of this presentation**
- Public consultation upcoming in October

Example of intended outcomes

Social Aspects



Workers' Rights

Workers' social and economic wellbeing is maintained.



Indigenous Peoples

Indigenous Peoples' rights are upheld, and their identity, culture and well-being in relation to their forests is thriving.



Community Relations

Local communities' social and economic wellbeing is maintained.



Gender Equality

Workers have equal career opportunities and working conditions irrespective of their gender.



WORKERS' RIGHTS AND EMPLOYMENT CONDITIONS

Workers' Rights in PCI

Principle 2



The Organization shall maintain or enhance the social and economic wellbeing of workers

Related Criteria

ILO Declaration
on
Fundamental
Principles &
Rights at Work

Gender
Equality

Health &
Safety

Wages

Training

Grievance
Mechanisms

Background

Processes and frameworks informing changes:

Members' Motions

Motion 50/2021

- Freedom of Association

Motion 51/2021

- Health & Safety

ILO Core Conventions

Inclusion of H&S as a core convention:

- C155: Occupational Safety & Health (OHAS)
- C187: Promotional Framework for OHAS Convention

ILO Code of Practice on safety and health in forestry work

New Version

- Published (20 March 2025)



Insights & Stakeholder Feedback

Internal feedback (from country requirements), Digital Audit Reporting, and stakeholder feedback suggest that the direction for changes to Principle 2 in the P&C consider the following:

Targeted Approach

- **Target ‘challenging’ requirements**
i.e., those that require a lot of adaption/are often misinterpreted.
- **Add where necessary**
Only add on top of current requirements for reasons of e.g., upcoming legislation/regulation, motion, repeated adaptations/additions.

Streamlining

- **Combine requirements**
Remove where possible and avoid duplication, without diluting requirements.

Example

Grievance mechanisms

Providing an effective grievance mechanism for workers *could* extend to covering all workplace grievances, including those linked to gender

Simplification

- **Clarify language and intention**
Refine and clarify requirement wording to ensure the intention is clear to all (e.g., standard developers)

Example

‘Wages paid meet or exceed...’

The intention to go beyond the minimum requirements is not considered sufficiently clear.



Recommendations 1/3

Health and Safety

Personal Protective Equipment (PPE)

Emphasize the effective implementation of PPE in the indicators

Emergency Responsiveness

Highlight elements from ILO Code of Practice, considering climate change and increase in emergency situations

Accommodation Provision

Clear requirements for accommodation provision, especially related to H&S i.e., decent housing



Recommendations 2/3

Wages

Beyond the national minimum wage

Clarify applicability to workers as per FSC definition of 'workers'

Applicability (workers)

Clarify the wording to promote higher wages for workers



Recommendations 3/3

Grievance Mechanisms

Expand grievance types applicable

Define workplace grievances beyond the current 3 (property loss/damage, occupational disease, or injury)

Clarify 'fair compensation'

Currently not defined. Elaborated at national level e.g., industry standard/defined by law

Streamline with gender

Requirements for grievance mechanisms to encompass added requirements for gender-related grievances





INDIGENOUS PEOPLES' RIGHTS

Indigenous Rights in PCI

Principle 3



The Organization shall identify and uphold Indigenous Peoples' legal and customary rights of ownership, use and management of land, territories and resources affected by management activities.

Related Criteria

Identification of Indigenous Peoples and their rights

Uphold legal and customary rights

Free, Prior & Informed Consent (FPIC)

UNDRIP and ILO Convention

Identify sacred sites

Traditional knowledge

Connection with Principle 9



The Organization shall maintain and/or enhance the High Conservation Values in the Management Unit through applying the precautionary approach.

High Conservation Values

HCV 5:
Community
needs

HCV 6:
Cultural
values

Connection with Principle 4



The Organization shall contribute to maintaining or enhancing the social and economic wellbeing of local communities.

Community Relations

Free, Prior &
Informed
Consent
(FPIC)

Recommendations 1/2

Strengthening Principle 3

High Conservation Values (HCV) & Indigenous Cultural & Indigenous Cultural Landscapes (ICL)

- Clarify Indigenous Cultural Landscapes connection to FPIC.
- Alignment between P3 and P9 (HCV 5&6).

Strengthening Free, Prior and Informed Consent (FPIC)

- Alignment with FPIC Guideline and strengthening FPIC process.
- Consider clarifications on UNDRIP & ILO 169.
- Reconsider language of “delegation of control”.



Recommendations 2/2

Strengthening Principle 3

Streamlining and simplification

- Consider consolidating P3 and P4
- Merging overlapping criteria.

Addressing new challenges

- Consider adding an inspirational preamble to P3.
- Protection of Indigenous Peoples living in voluntary isolation.
- Addressing impact in the wider landscape





COMMUNITY RELATIONS

Community Relations in PCI

Principle 4



The Organization shall contribute to maintaining or enhancing the social and economic wellbeing of local communities.

Related Criteria

Identify local communities and their rights

Grievance mechanisms

Social & economic development

Mitigate negative impacts

Binding agreement

Employment & Training

Site protection

Protect rights and resources

Traditional Knowledge

Background

Processes and stakeholder feedback informing changes:

Members' Motions

- Motion 40a/2022 (Traditional People)
- Motion 40b/2022

Stakeholder Feedback

- Survey Report - General Aspects P&C and IGI elaborated in April 2025
- Reports about Continuous Improvement Procedure - Conceptual Phase
- Results of the focused consultation on the draft IGIs V2-1 for the Criteria 4.2, 4.X and 4.8

Desk Studies

- Review report
- Internal P&P analysis on problematic IGIs
- Analysis of Criterion 4.2. and Conditions Issued
- Guidance for national standard development on how to address problematic International Generic Indicators



Insights and stakeholder feedback

Clarity

- Enhance implementation and auditability of the definitions of *Local Communities* and *Traditional Peoples*
- Difficulties in identifying Traditional Peoples and /or Local Communities rights and determining the requirements that must be met by certificate holders

Streamlining

- Address redundancies of requirements in Principle 3 & 4

Applicability

- Limited applicability in national / regional contexts :
 - traditional knowledge might exist, but it could be regarded as public property
 - the legal rights of Local Communities are sufficiently well protected by existing legislation

Modular approach

- Specific requirements when certificate holders are Indigenous People, Traditional People, Local Community, or a small-scale forest owner
- The current criteria are primarily designed for situations where the certificate holder are companies engaging with communities
- Lack clarity when the certificate holder is a community or small-scale forest manager



Recommendations 1/2

Enhanced clarity

Clear Definitions

Provide more clarity on definition in FSC documents for Indigenous Peoples, Traditional Peoples and Local communities

Allow local adaptation for Traditional Peoples and Local Communities

Eliminate the distinction between Tradition Peoples with or without legal recognition at the international level and permit the classification of communities in Traditional Peoples or Local communities on local level



Recommendations 2/2

Enhanced structure and modular framework

Streamlining

- Consider consolidating P3 and P4
- Merging overlapping criteria.

Adopt modular approach

Differentiated criteria within a joint Principle, tailored to cases where certificate holder is an Indigenous People, Traditional People, Local Community, or a small-scale forest owner





GENDER EQUALITY

Related Criterion

The Organization shall promote gender equality in employment practices, training opportunities, awarding of contracts, processes of engagement and management activities

Background

The following informed the proposed direction of gender and diversity in the PCI revision:

Analysis of International Frameworks

- ILO, 2019 Conventions on Violence & Harassment (no 190), and 2016 Decent Work Agenda.
- CBD, 2022 Kunming-Montreal Global Biodiversity Framework, Target 23
- ISO 2024, 53800
- 2018, OECD Due Diligence for Responsible Business Conduct
- 2017, The Yogyakarta Principles Plus 10

Analysis of gender mainstreaming trends in Voluntary Sustainability Standards

- Increasing acknowledgement of diversity and intersectionality
- Increasing turn to pro-active measures
- Increasing turn to transformative implementation frameworks

Benchmark analysis

International Trade Centre (ITC)' Standards Map tool.



Gap Analysis

The gaps found include the following:

Diversity & Intersectionality

- Comprehensive response to Gender-Based Violence
- Use of Inclusive Language
- Explicit mention of diversity and intersectionality aspects (Female Migrant Workers, Workers with Disabilities, Young People)

Proactive Measures

- Skills Development and Education
- Comprehensive recognition of care work and work-life balance
- Women's Leadership and Decision-Making Roles, including Indigenous and Local Community women
- Securing Tenure Rights for Indigenous Women and Women in Local Communities
- Gender-sensitive FPIC

Transformative Implementation

- Comprehensive Mechanisms for Monitoring and Reporting, including Sex & Gender Disaggregated Data
- Systemic Alignment with ISO 53800 or Human Rights Due Diligence



Recommendations 1/3

Strengthening current criterion

Integrate Intersectionality & Diversity

Inclusive language, include persons with disabilities, age, and migrant backgrounds.

Embed Proactive Measures

Require active steps to promote inclusive employment, leadership, and decision-making

Include Gender Based Violence Protections

Add requirements to prevent, report, and address gender-based violence.



Recommendations 2/3

Gender equality and diversity as a cross-cutting theme

Cross-cutting Theme

Reorganizing IGIs related to gender and diversity across Principles 2, 3, 4, 7 and 8, where they are most relevant



Recommendations 3 /3

Strategic Alignment with Transformative Frameworks

Strategic alignment with Transformative Frameworks

- Align with Human Rights Due Diligence Frameworks, to follow trend in domestic and Regional. Law (e.g. The Corporate Sustainability Due Diligence Directive)
- Align with ISO 53800: a guideline for transforming organizations towards gender equality and inclusion





STAY ENGAGED

Important events



P&C Revision Process:

- June 25th Webinar on Scope, Applicability and Climate Change
- July 9th Webinar on Outcome Orientation



Action on **Gender and Diversity**.

For more information, please consult Sinta at: s.dewi@fsc.org



FSC-PRO-60-006 / -006a Revision Process:

Public consultation (covering outcome orientation – 15 October 2025 – 15 December 2025)

Stay informed: PCI Revision Hub at pci.fsc.org



Thank you



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