



Institutional and legal contexts of FSC certification in natural and plantation forestry in Brazil

Luciana M Papp
Marco W Lentini

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Ibiflor

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Editors:

Claudia Romero
University of the Sunshine Coast
Australia

Erin O Sills
North Carolina State University

D. Andrew Wardell
CIFOR-ICRAF; University of British Columbia

F. Polo
FSC International

Working Paper 67

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DOI: 10.17528/cifor-icraf/009445

Papp LM and Lentini MW. 2026. *Institutional and legal contexts of FSC certification in natural and plantation forestry in Brazil*. Working Paper 67. Bogor, Indonesia: CIFOR; Nairobi, Kenya: ICRAF.

CIFOR
Jl. CIFOR, Situ Gede
Bogor Barat 16115
Indonesia
T +62 (251) 8622622
F +62 (251) 8622100
E cifor@cifor-icraf.org

ICRAF
United Nations Avenue, Gigiri
PO Box 30677, Nairobi, 00100
Kenya
T +254 (20) 7224000
F +254 (20) 7224001
E worldagroforestry@cifor-icraf.org

cifor-icraf.org

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List of acronyms

ARR	Afforestation, Reforestation and Revegetation (projects)
BoD	Board of Directors
BRA	Brazil
CB	Certification body
CDRU	<i>Concessão de direito real de uso</i> Granting of use rights
CERFLOR	<i>Programa Brasileiro de Certificação Florestal</i> Brazilian Forest Certification Programme
CIFOR	Center for International Forestry Research
CIPA	<i>Comissão interna de prevenção de acidentes</i> Internal accident prevention committee
CIPA-TR	<i>Comissão interna de prevenção de acidentes do trabalho rural</i> Internal committee for the prevention of accidents in rural work
CITES	Convention on International Trade in Endangered Species of Wild Fauna & Flora
CLT	<i>Consolidação das Leis do Trabalho</i> Consolidation of Labour Laws
COC	Chain of custody
DIY	'Do it yourself'
EIA	Environmental Investigation Agency
MU	Forest management unit
FMP	Forest management plan
FPIC	Free, prior and informed consent
FSC	Forest Stewardship Council
FUNAI	<i>Fundação Nacional dos Povos Indígenas</i> National Indigenous Peoples Foundation
HCV	High conservation value
IBAMA	<i>Instituto Brasileiro do Meio Ambiente e dos Recursos Naturais Renováveis</i> Brazilian Institute of Environment and Renewable Natural Resources
ICMBIO	<i>Instituto Chico Mendes de Conservação da Biodiversidade</i> Chico Mendes Institute for Biodiversity Conservation
ICRAF	World Agroforestry
IFL	Intact forest landscapes
IGI	International Generic Indicators
ILO	International Labour Organization
INCRA	<i>Instituto Nacional de Colonização e Reforma Agrária</i> National Institute of Colonization and Agrarian Reform
IPLCs	Indigenous Peoples and local communities
IPMF	<i>Instituto Pró-Manejo Florestal</i> Pro-Forest Management Institute
ITs	Indigenous territories
LGFP	<i>Lei de Gestão de Florestas Públicas</i> Public Forest Management Act
MMA	<i>Ministério do Meio Ambiente</i> Ministry of Environment

MTE	<i>Ministério do Trabalho e Emprego</i> Ministry of Labour and Employment
N/A	Not applicable
NC	Non-conformity
NCR	Non-conformity request
NFM	Natural forest management
NR	<i>Norma regulamentadora</i> Regulatory standard
NTFP	Non-timber forest product
PAs	Protected areas
PCMSO	<i>Programa de controle médico de saúde ocupacional</i> Occupational Health Medical Control Program
PEFC	Programme for the Endorsement of Forest Certification
PGR	<i>Programa de gerenciamento de riscos (ocupacionais)</i> Risk management programme
PPE	Personal protective equipment (in Portuguese, EPI)
PPRA	<i>Programa de prevenção de riscos ambientais</i> Environmental risk prevention programme
PSC	Policy and Standards Committee
PSU	Performance Standards Unit
SDG	Standard Development Group
SESMT	<i>Serviço especializado em engenharia de segurança e em medicina do trabalho</i> Specialized service in safety engineering and occupational medicine
SFB	<i>Serviço Florestal Brasileiro</i> Brazilian Forest Service
STD	Standard
UNDRIP	United Nations Declaration on the Rights of Indigenous Peoples

About the authors

Luciana Maria Papp is a forester (1999) and received her MSc in Environmental Engineering from the Regional University of Blumenau (2006), where she studied the correlation between forest certification and eco-development. As a forest certification coordinator for Imaflora (2007–2014), she became an international forestry auditor with over 200 forest management audits completed, approximately 100 of which as a lead auditor. She was a member of FSC International for approximately 20 years, having participated in various management positions in FSC Brazil, including membership of the Conflict Resolution Committee and of the Board of Directors. She also served as President of the Board of Directors of FSC Brazil for three years. At FSC International, she served as a member of the Sustainable Intensification Advisory Committee and as an environmental specialist in the investigation of a violation of FSC International’s membership policy by a Brazilian company. As a consultant, she worked as a support specialist in the Brazilian national standards development process with FSC Brazil and the Standards Development Group between 2014 and 2018, and again in 2024. Since 2024, Luciana has been the Executive Director of Ibiflor.

Marco W Lentini is a forester (Esalq/USP, 1999) and a Master of Science in Forest Resource Economics (University of Florida, 2007). Marco has twenty-five years of working experience in forest management and silviculture, certification, research and development, timber production and forest restoration. He worked on initiatives related to the issues of legality and traceability in timber production, monitoring, auditing, transparency, governance and forest recovery/restoration. He had roles in civil society organizations as a manager of conservation and research programmes at Imazon (2000–2008), Instituto Floresta Tropical -IFT (2008–2013), WWF Brazil (2013–2019) and Imaflora (2019–2024). He participated in the governance instances of FSC Brazil as a member of the Board of Directors (2009–2012), President of the Board of Directors (2010–2011), member of the Conflict Resolution Committee (2008–2009) and of the Standard Development Group (2019–2020). Marco also served as a member of the SIAG (Sustainable Intensification Advisory Group) of FSC International from 2019–2020. Marco led the working group dedicated to generating the social, economic and environmental impacts over the certified MUs from the implementation of Motion 65/2024 in Brazil in 2019. In parallel, Marco has been working as a native forestry certification auditor for Imaflora since 2009. From 2024 and until 2027, Marco came back to be a member of the FSC Brazil Standard Development Group. Currently, Marco is the Executive Secretary of IFT and the Managing Director of Ibiflor.

Summary

This study compares requirements for Forest Stewardship Council (FSC) forest management certification for plantation and natural forests in relation to social outcomes for four stakeholder groups (i.e., workers, traditional and indigenous populations, and other local communities) with the requirements of Brazilian law. We first identified all indicators related to social outcomes in the two FSC certification standards for natural forest management (NFM), approved in 2001 and 2025, and the two for forestry plantations, approved in 2014 and 2025. We then compared them to the national legal framework of Brazil. We also analysed the evolution of the NFM and plantation forestry standards over time (2001–2025 and 2014–2025, respectively). As a general result, we did not find any indicators to be antagonistic (i.e., no indicators contradict Brazilian law) and, in fact, we found that many are reinforcing (i.e., redundant with the law on paper). Among the indicators that establish new requirements or extend the requirements of Brazilian law (additional and complementary, respectively), we found several that could fall into either of these categories for the same stakeholder group depending on the land tenure of the management unit (MU) (i.e., public versus private lands). Most FSC indicators affecting workers and traditional and indigenous peoples are reinforcing. This reflects, first, the long history of improving labour conditions in the country since the creation of the Brazilian Labour Code (CLT 1943), and second, the influence of International Labour Organization (ILO) 169 and related international commitments on Brazilian law. On the other hand, the rights of traditional communities are not legally secure outside territories formally acknowledged by the law, such as extractive reserves and quilombos. Thus, for this stakeholder group, many FSC indicators are additional on paper. Finally, other local communities rarely have any type of customary rights secured by Brazilian law. This means that FSC indicators also establish new considerations for them, including mitigating and compensating impacts from forestry operations; engaging community members in consultations and educational actions; and providing opportunities for local economic development. The transition from the older standards (2001 and 2014 for NFM and plantation forestry, respectively) to the new standards (2025) introduced new concepts and, hence, new requirements. Many of these relate to Free, Prior and Informed Consent (FPIC) and culturally appropriate engagement. The new standards also expand in a significant way the need for inclusive forestry labour force and decision-making processes. Likewise, there is now a specific requirement to support local communities by broadening the services provided by forests to benefit the surrounding social groups. Other novel elements introduced by the new standards relate to compliance with anti-corruption policies, and timely resolution of conflicts and disputes, which can provide substantial additional benefits to individuals raising grievances.

1 Introduction

This report is a desk study characterizing the institutional and legal contexts of forest certification in Brazil. It considers FSC standards for plantations and natural forest management (NFM), placing them in context and comparing them with the Brazilian legal framework. For plantations, we identify and review the legal framework relevant to indicators with a social focus from the 2014 and 2025 FSC certification standards (FSC-STD-BRA-01—01-2014 and FSC-STD-BRA-1.12025, respectively). For NFM, we consider the 2001 and 2025 standards (FSC-STD-BRA-01-01-2001 and FSC-STD-BRA-02-2025).

This study is being conducted at a moment of transition for FSC in Brazil. The older standards for native and plantation forestry (from 2001 and 2014, respectively) were recently replaced by new instruments resulting from a 10-year long process of International Generic Indicator (IGI) adaptation by the national Standard Development Group (SDG). We refer throughout this document to the 2001 and 2014 standards as ‘old’ and the 2025 standards as ‘new’ even though, in fact, the new standards have just recently gone into effect and will only be fully implemented in 2026 ^{1,2} (Appendix 1, Table 1).

This report is part of the project under development through a collaboration between the Forest Stewardship Council (FSC) and the Center for International Forestry Research and World Agroforestry (CIFOR-ICRAF), entitled FSC Social Impact Assessment in Brazil, which examines the social impacts of FSC certification in Brazil. Previous comparisons of FSC with the Brazilian legal framework have been limited to a single state (Basso et al., 2012; Leite et al., 2018).

This study has three specific objectives: (i) to provide an up-to-date understanding of the legal context for natural and plantation forestry in Brazil; (ii) to assess the social impacts of FSC forest management certification (plantations and natural forests) on workers and local communities including traditional and indigenous populations; and (iii) to support FSC’s ongoing efforts to make FSC standards more outcome oriented. This study addresses the first objective of the project.

1 The FSC Standard for Plantations in Brazil (FSC-STD-BRA-1.1-2025) was published in September 2024 and entered into force on 15 March 2025. Companies have one year from that date to complete the transition to the new standard. During this period, both standards (harmonized and new) will be valid. However, companies must undergo an audit using the new standard by the end of the transition period, as the old certificates will be cancelled.

2 The FSC Standard for Natural Forests in Brazil (FSC-STD-BRA-02-2025) was published in April 2025 and will come into effect on 1 October 2025. Companies will have one year, starting 1 October 2025, to complete the transition to the new standard. During this period, both standards (*Terra Firme* and new) will be superimposed and valid. Companies must undergo an audit using the new standard by the end of the transition period, as the old certificates will be cancelled.

In the domain of managing and monitoring forest lands, and regulating land use and related social issues, the licensing and management roles have been divided among different agencies in Brazil since the decentralization process instituted by Federal Law 11,284/2006 and effectively put into operation in 2010. The rationale at the time was to delineate roles and functions and potentially avoid inter-institutional clashes including conflicts of interest. These agencies are responsible for the authorization and management of public and private forests in the country about rights and allowable uses, at the federal and state levels. There are also other offices responsible for the livelihoods and well-being of traditional and Indigenous populations in the country (main agencies at the federal level are presented in Appendix 1, Table 2). While plantations operating on private lands in the country are not required by law to formally license a forest management plan (FMP),³ enterprises are required to have one as a requirement for certification, a fact that may also represent an indirect social outcome of improved governance and transparency imposed by the FSC standard.



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3 At the time this report was finalized (October 2025) all certified forestry plantations in Brazil were on private lands, for which licensing is not formally required by environmental agencies. A few concessions for plantation forestry were starting operations in southern Brazil (Irati and Três Barras), in which forest management plan submission is required from the concessionaires to comply with Brazilian Forest Service contractual requirements. Certificates that may eventually be granted in public forests in the future should have the certification standard requirement of generating an FMP as redundant to the law instead of additional to it, as evaluated in this report.

2 Methods

This study is based on an assessment of indicators related to social aspects in the natural and plantation forestry FSC certification standards. The evaluation covered all indicators with potential positive or negative impacts on management unit (MU) managers, employees, contractors and workers, as well as local communities, and traditional and indigenous populations, and other relevant stakeholders.

The FSC standards address a wide range of social issues, including company relations with traditional and indigenous peoples (e.g., consultation, rights, engagement, cultural and customary aspects); occupational health, living conditions and training of workers and employees; understanding of the law by forest managers; and assessment, monitoring and compensation/mitigation of potential impacts.

The identified 'social indicators' from the four assessed standards were compared against the country's current legal requirements for forest management, reflecting all legal updates up to April 2025. It is important to note that these comparisons were not made against the legal frameworks in place when the standards were first introduced. Instead, the analysis considers all regulations that have been in effect during the operation period of each standard to date. We also note that the legal framework may continue to evolve throughout the implementation of the new standards.

We focused on federal-level legislation, which has supremacy in the Federative Republic of Brazil (state and municipal law cannot contradict federal law). The prerogative of creating laws governing relations with Indigenous Peoples is concentrated at the federal level (Appendix 1, Table 3). For other stakeholder groups, federal law sets the floor, through mandates related to worker issues and working conditions, community relations, customary rights, forest management regulations, and specific instruments created to formally acknowledge International Labour Organization (ILO) conventions.

State and municipal law can sometimes impose higher standards. As an example, the state of São Paulo has a higher minimum wage than the rest of the country. In this study, we do not assess the legal framework specific to all 27 states and 5,570 municipalities in Brazil, but rather we focus on the general requirements with which any forest enterprise must comply.

The main legal frameworks and respective versions used in this report are listed in Appendix 1, Table 4. This list also includes the normative/technical instructions developed by federal agencies related to forestry and forest work activities. Additional instruments consulted in the assessment are indicated in other appendices to this report.

After identifying the relevant laws and regulations, we categorized the type of relationship between the requirements of the FSC standards (by indicator) and the existing legal framework. We defined four types of relationships, adapted from a tool for policy analyses developed by Lambin et al. (2014) as outlined in Table 1.

Table 1. Types of relationships between FSC indicators and existing regulatory frameworks examined through the study

Antagonistic: Indicator contradicts laws or regulations (i.e., the indicator is inconsistent with the legal framework).	Complementary: Indicator specifies and/or extends requirements of laws or regulations (i.e., the indicator requires incremental change within the legal framework).
Reinforcing: Indicator states requirements also established by laws or regulations (i.e., the indicator is redundant with the legal framework).	Additional: Indicator states requirements that are absent from laws and regulations (i.e., the indicator is novel relative to the legal framework).

Additionally, we analysed the evolution of NFM and plantation forestry standards over time (from 2001–2025 and 2014–2025, respectively). While we do not explicitly compare the standards for NFM and plantations, we note that for the 2025 standards, the Standard Development Group (SDG) had limited room for adaptation of the International Generic Indicators (IGIs) set by the FSC system, resulting in more similarities between the two new standards than between the two old ones.

Results in this report should be understood as a snapshot of the current situation at the time when the assessment was performed. As an example of expected changes in the legal framework, President Lula’s administration is searching for new models to capture revenue to compensate for losses in income taxation due to the recent reduction in taxes on low salaries. This could lead to changes in the structure of labour contracts and related social security and official retirement requirements.

It is also important to note that we focused exclusively on the content of both the indicators and the law, without considering the extent to which either the legal framework or FSC standards are enforced. We consider this an important clarification so that interpretation of our findings and conclusions is clear and does not imply unfounded limitations on the potential for impacts. In that respect, we follow other authors who have made similar distinctions between potential versus effective additionality (Delacotte et al. 2024; Börner et al. 2020). Thus, our analyses do not dive into the quality of implementation of FSC certification, nor do we examine the two main mechanisms utilized by FSC to generate on-the-ground change: auditing and accreditation. Other researchers have addressed these key issues (Hălălişan et al. 2023, 2021; Bishop and Carlson 2022; Susilawati and Kanowski 2021).

Since we consider the law and the standards as written, we do not comment on the extent to which indicators were suitably formulated (e.g., specific, measurable, achievable, relevant and time-bound). Other literature, such as Piketty et al. (2019), addresses this issue. Specifically, we do not assess the potential for different auditors to provide contrasting assessments on the same indicator for the same situation (i.e., level of subjectivity as defined by Piketty and Drigo 2018).

Due to the lack of comparability of the principles and related criteria/indicators between the old and new standards, our comparative analyses focused on implications of the changes through time for the main stakeholders involved, affected and impacted by certification (i.e., workers and local communities including traditional and indigenous populations). We draw conclusions from a detailed comparison of the old and the new forestry standards regarding the similarities, differences, new elements and elements lost in terms of social indicators, which are reported in the appendices of this report (Appendix 1, Table 14).



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3 Results

This section of the report is organized into five subsections. In the first two subsections, we present general quantitative results from the old and new NFM standards, followed by an assessment of the indicators that fall into each category (antagonistic, complementary, reinforcing and additional). In the third and fourth subsections, the same format is followed, and analyses are presented for the plantation forestry standards. The fifth subsection discusses the evolution of the standards between the old versions (2001 and 2014, respectively) and the new version (2025), regarding the certification requirements in social issues affecting the main stakeholders assessed in this study. Appendices 3 and 4 are dedicated to an assessment of each social indicator for each standard in comparison to Brazilian legislation, while this section is focused on presenting major highlights from this analysis.

3.1 Assessment of the 2001 NFM standard (FSC-STD-BRA-01-01-2001)

As a general result, 49 percent of the indicators across all principles of the old native forestry standard (96/194) contain a social component or element to be considered (Appendix 1, Table 5). First, 43 percent of the social-related indicators assessed are mandatory, while 10 percent are partially covered by the Brazilian federal legal framework. For Principles 5, 8 and 9, all indicators assessed are not required by Law, so they can all be considered additional from FSC certification. For the principles more widely focused on social aspects (Principles 3 and 4 dealing with community relations and labour conditions, respectively), we found that Brazilian law covers the certification requirements for workers more widely (67 percent of the indicators) than for community relations (13 percent). That result is quite expected, given the political impetus to guarantee improved working conditions in Brazil over the past six to eight decades. Indeed, this situation was found for all standards considered in this study.

The relationships between old NFM standard indicators and the legal framework are summarized by principle in Appendix 1, Table 6, and described for each one of the 96 indicators assessed in Appendix 3. Below, we present a summary of these assessments for each type of relationship.

(1) Additional: Probably the most important issues concern the requirement for management units (MUs) to identify, map, and assess surrounding communities and their customary rights within the management unit, including areas of spiritual or cultural significance classified as High Conservation Value Forests (HCVs). In addition, requirements for MUs to conduct social impact assessments, establish social monitoring systems, and provide compensation or mitigation measures for surrounding communities are not mandated by law. MUs are not required by law to create systems and mechanisms for dispute and conflict resolution and are not obliged to ensure their employees understand all phases of forestry implementation and legislation related to such activities. Finally, the law does not require MUs to prioritize local service providers or the procurement of locally produced goods.

(2) Complementary: Two main situations were assessed in this study under this category. The first concerned the need to recognize, respect, and provide compensation or mitigation for customary rights over resources or traditional knowledge held by non-Indigenous traditional communities located within or adjacent to MUs. Such rights are not recognized by law in the case of private properties, whereas they are guaranteed on public lands and within concessions. Second, a similar situation applies to the certification requirement of ensuring community participation in the Forest Management Plan (FMP), which is mandated by law only in specific cases, such as community-based management. The requirement that workers are aware of the legislation is also not supported by the legislative

framework. Finally, while there are a few legal requisites for waste and residuals management within MUs, including aspects of workers safety in the manipulation of chemicals and other products, enterprises are not required by law to minimize their generation and plan their reuse.

(3) Reinforcing: For natural forest management in the country, these requirements relate to the obligation to formally present operational planning within the framework of an FMP. Access to forests and related resources must be regulated through clearly defined land tenure arrangements. In cases where third parties hold rights over these resources, such rights must be formalized through contracts or agreements, including those involving local communities. Most certification requirements concerning labour rights are also well covered under existing legislation.

(4) Antagonistic: No indicators or social issues in the certification standard were assessed as antagonistic to the national legal framework. While certification clearly serves to increase the bar of social performance in forestry enterprises, it does not impose measures that contradict the law.

3.2 Assessment of the 2025 NFM standard (FSC-STD-BRA-02-2025)

The new standard for NFM certification has a significantly larger number of indicators than the older one (335 against 195; Appendix 1, Table 7). From these, 161 indicators (48 percent) are of a social nature, related to the same issues as the older standard, but there are also expanding requirements in aspects such as Free, Prior, and Informed Consent (FPIC), engagement, and impact assessment and compensation. These particularities of the new standard will be discussed further below.

Proportionally, both standards assign a similar level of importance to social aspects, with approximately half of their indicators focused on these issues. Notably, the new standard distributes its indicators across ten principles, whereas the previous version included a tenth principle that was not applicable to natural forests. It is also important to note that there is no direct correspondence between the principles of the old and new standards, as their ordering and thematic distribution differ. For instance, the former standard included a specific principle on land and resource use rights (Principle 2), addressing issues that are now dispersed across Principles 1 (Legal Compliance), 3 (Rights of Indigenous Peoples), and 4 (Community Relations) in the new version.

In a similar manner to the old standard, the principles addressing labour conditions (now Principle 2), Indigenous Peoples' rights (Principle 3), and community relations (Principle 4) were analysed in greater detail in this study. Regarding labour conditions, 56 percent of the indicators were assessed as reinforcing, which is an expected outcome given the long-standing national legislation governing labour standards and protections. It is a positive finding that the FSC has maintained, rather than reduced, the relative emphasis placed on this issue compared with the old standard.

For Indigenous Peoples' rights, 65 percent of the indicators were evaluated as complementary, a result that can be attributed to Brazil's formal adoption of ILO Convention 169. Finally, community relations were found to present the greatest added value from certification, with 86 percent of the indicators assessed as additional. This outcome likely reflects persistent gaps in national regulations aimed at guaranteeing the rights of non-Indigenous traditional communities, particularly those residing outside formally protected areas.

The relationships between the indicators of the new NFM standard and the national legal framework are summarized by principle in Appendix 1, Table 8, and detailed for each of the 161 indicators assessed in Appendix 3. A summary of these assessments by type of relationship is presented below.

(1) Additional: The new standard introduces several new concepts related to Indigenous and non-Indigenous social processes, such as FPIC and the requirement to adopt culturally appropriate engagement processes (i.e., those grounded in each group's cultural values, beliefs, and norms). It also considerably strengthens provisions for gender equality and diversity inclusion in both labour and decision-making processes within forestry enterprises. In addition, the standard reinforces the need to recognize and protect customary and traditional rights that may exist within or be associated with MUs located on private lands. Finally, as in the previous standard, other additional aspects of certification concern social monitoring and impact assessment, as well as the public availability of FMP summaries and the results of social assessments. The identification, management, and protection of High Conservation Value (HCV) areas are also assessed as requirements additional to the existing legal framework.

(2) Complementary: As with the previous standard, the requirements to recognize, respect and provide compensation or mitigation for customary rights over resources or traditional knowledge held by non-Indigenous traditional communities with interests within or related to MUs are rarely covered by law in the case of private properties, although such rights are guaranteed on public lands and in forest concessions. Social impact assessments are mandatory to some extent in forest concessions, but not on private lands, and the same limitation applies to the provision of compensation measures. Similar considerations apply to the certification requirement of ensuring community participation in the FMP, which is legally mandated only in specific cases, such as when FMPs are developed for protected areas. Overall, the need for social impact assessments, monitoring and compensation or mitigation measures is addressed by the Brazilian legal framework only within specific scopes – primarily protected areas and Indigenous lands. Moreover, monitoring activities prescribed by national forestry legislation remain largely focused on environmental aspects related to forest growth and dynamics.

(3) Reinforcing: For natural forest management (NFM), the reinforcing requirements primarily concern the legal ownership of land and resources, as well as the obligation to formally present operational planning in the form of an FMP. Second, the assessed standard also reinforces most requirements related to labour rights and working conditions. Provisions regarding respect for the rights of isolated Indigenous Peoples, and the observance of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and related legislation, are also present in both the legal framework and the certification standard. In terms of community relations, the standard further reinforces the need to provide compensation for the use of traditional knowledge.

(4) Antagonistic: As with the previous standard, no indicators or social issues in the new certification standard were assessed as antagonistic.

Table 2. Synthesis of the comparative assessment between the legal framework and the NFM certification standards for Brazil

Type of relationship	2001 NFM Standard	What was added to the 2025 NFM standard?
Additional	<ul style="list-style-type: none"> Identify, map and assess surrounding communities and their customary rights, including HCVs Social impact assessment Social monitoring systems Provide compensation and mitigation measures Systems and mechanisms for dispute and conflict resolution Ensure employees understand all phases of forestry implementation and related laws Preference to local services and locally generated products 	<ul style="list-style-type: none"> FPIC and culturally appropriate engagement processes Gender and diversity inclusion in labour and decision-making processes Further acknowledgement and protection of customary and traditional rights
Complementary	<ul style="list-style-type: none"> Acknowledge, respect and provide compensation or mitigation for customary rights Guarantee participation of the communities in the FMP Workers are aware of the legislation Minimize the generation of residuals and waste, and plan their reuse 	<ul style="list-style-type: none"> Further aspects to be monitored in terms of social impacts, such as those related to gender and diversity
Reinforcing	<ul style="list-style-type: none"> Formally present operations planning in an FMP Access to forests and resources formalized in contracts and agreements Defined land titling Labour rights Compensation for the use of traditional knowledge 	<ul style="list-style-type: none"> Respect for the rights of isolated Indigenous Peoples, and observance of UNDRIP and correlated Laws
Antagonistic	-	-

3.3 Assessment of the 2014 plantation standard (FSC-STD-BRA-01-01-2014)

As a general result, 50 percent of the indicators across all principles of the old plantation forestry standard (102 out of 202) include a social component to be considered (Appendix 1, Table 9). For Principles 5 and 9, all assessed indicators are not required by law and can therefore be classified as additional for FSC certification. Among the principles more directly focused on social aspects – namely Principles 3 and 4, which address Indigenous rights and labour conditions, respectively – the Brazilian legal framework was found to cover certification requirements more comprehensively in relation to labour conditions (50 percent of the indicators) than in relation to Indigenous rights and community relations (33 percent). Unlike the old natural forest standard, the old plantation forest standard includes an additional principle (Principle 10), applicable exclusively to this type of forest management. Approximately two-thirds of the social indicators under this principle were evaluated as additional to the Brazilian legislation.

The relationships between the indicators of the old plantation forestry standard and the national legal framework are summarized by principle in Appendix 1, Table 10, and detailed for each of the 102 indicators assessed in Appendix 4. A summary of these assessments by type of relationship is presented below.

(1) Additional: Several issues can be highlighted within this category. The most significant relate to the requirement for MUs to identify, map and assess surrounding communities and their customary rights within or adjacent to the management unit, including areas of spiritual and cultural significance classified as High Conservation Value (HCV). In addition, the requirements for companies to conduct social impact assessments, establish social monitoring systems, and provide compensation or mitigation measures for surrounding communities are not mandated by law. Although desirable, MUs are not legally required to develop systems or mechanisms for dispute and conflict resolution, nor to formally prepare and implement a FMPs. Finally, the law does not require MUs to prioritize local service providers, create local employment opportunities or socially beneficial projects, or procure locally produced goods.

(2) Complementary: The main issues in this category relate to the requirement for MUs to track, monitor and evaluate the progress of measures implemented to address legal issues and prevent the emergence of new liabilities. In terms of community relations, the requirement to ensure the participation of local communities and to resolve potential disputes or conflicts with these groups is only partially covered by law. This limitation also applies to several indicators concerning the certification requirement to recognize community rights, which are often not legally protected on private lands unless their customary uses are well documented and formally upheld by public defenders or prosecutors.

(3) Reinforcing: These requirements relate to the need to comply with federal legislation, such as the Forest Code (Law No. 11,251/2012), and existing labour regulations. In fact, most requirements concerning workers' rights and occupational health are already covered by law. Access to forests and related resources must be formalized through contracts and agreements and supported by clearly defined land tenure arrangements, including in cases where communities hold rights over these resources.

(4) Antagonistic: No indicators or social issues in the certification standard were assessed as antagonistic to the national legal framework.

3.4 Assessment of the 2025 plantation standard (FSC-STD-BRA-1.1-2025)

The new certification standard for plantation forests in Brazil contains a significantly larger number of indicators than the previous version (308 compared to 202), representing an increase of 52 percent. Of these, 164 indicators (53 percent) address social aspects covering similar themes to those in the earlier standard, while also expanding requirements related to FPIC, stakeholder engagement, impact assessment and compensation. Proportionally, both standards assign a comparable level of importance to social aspects, with roughly half of the indicators focused on these issues. As observed for the new NFM standard, there is no direct correspondence between the principles of the old and new plantation standards, as their thematic organization and distribution differ.

As with the old standard, the principles addressing labour conditions (now Principle 2), Indigenous Peoples' rights (Principle 3) and community relations (Principle 4) were examined in greater depth in this study. For labour conditions, 68 percent of the indicators were classified as reinforcing. For Indigenous Peoples' rights, 79 percent of the indicators were evaluated as complementary. Finally, community relations presented the highest proportion of indicators assessed as additional (84 percent). This outcome can be attributed to persistent shortcomings in national regulations aimed at guaranteeing the rights of non-Indigenous traditional communities residing outside formally protected areas. Similarly, all indicators assessed under Principle 5 (Forest Benefits), Principle 7 (Management Planning and FMP), Principle 8 (Monitoring and Assessment), and Principle 9 (HCVs) were classified as additional (Appendix 1, Table 11).

The relationships between the indicators of the new plantation forestry standard and the national legal framework are summarized by principle in Appendix 1, Table 12, and detailed for each of the 164 indicators assessed in Appendix 4. A summary of these assessments by type of relationship is presented below.

(1) Additional: The new standard introduces several new concepts related to Indigenous and non-Indigenous social processes, such as the principle of FPIC and the requirement for culturally appropriate engagement. It also expands the recognition and protection of potential customary and traditional rights within MUs, which are mandated by law only in specific cases – for example, when such rights are well documented and supported by public prosecutors or defenders. Several additional aspects stem from the fact that the preparation of a formal FMP is not legally required for forest plantations, meaning that all mechanisms related to its implementation, assessment, review and monitoring are considered additional. Similarly, certification requirements related to engagement, culturally appropriate communication, the integration of local communities, and the enhancement of forest-derived benefits to surrounding communities are also classified as additional. Finally, although national laws prohibit discriminatory practices, they provide limited clarity on specific aspects such as marital status, and there are no legal provisions requiring companies to publicly disclose their related commitments.

(2) Complementary: As with the old standard, the requirements to recognize, respect and provide compensation or mitigation for customary rights over resources or traditional knowledge held by non-Indigenous traditional communities within or surrounding MUs are rarely covered by law in the case of private properties. The new standard introduces several additional concepts and requirements that are only partially addressed by existing legislation, including commitments to anti-corruption policies and compliance, the timely resolution of conflicts and disputes, and the prohibition of certification in cases where land or resource ownership is contested. In terms of labour aspects, greater attention is needed to formal commitments and goals concerning gender and diversity, including women’s employment, equal job opportunities, confidentiality in handling conflicts or discrimination cases, mechanisms for monitoring policy implementation, and inclusive engagement and culturally appropriate communication.

(3) Reinforcing: For plantation forest management in the country, the reinforcing requirements in the new standard are primarily concentrated on issues related to legal ownership over land and resources, as well as the need to prevent the violation of rights belonging to traditional and Indigenous populations. Most requirements concerning labour rights and working conditions, along with those related to community relations and the obligation to provide compensation for the use of traditional knowledge, are already addressed within the national legal framework. The same applies to compliance with key forestry legislation, such as the Forest Code (Law No. 11,251/2012), and to requirements governing the use of pesticides and chemical products.

(4) Antagonistic: In a similar way to the old standard, no indicators or social issues in the new certification standard were assessed as being antagonistic.

Table 3. Synthesis of the comparative assessment between the legal framework and the plantation forestry certification standards for Brazil

Type of relationship	2014 Plantation Standard	What was added to the 2025 Plantation Standard?
Additional	<ul style="list-style-type: none"> • Identify, map and assess surrounding communities and their customary rights, including HCVs • Social impact assessment • Social monitoring systems • Provide compensation and mitigation measures • Systems and mechanisms for dispute and conflict resolution • Ensure employees understand all phases of forestry implementation and related laws • Preference to local services and locally generated products • Formally present operations planning in an FMP 	<ul style="list-style-type: none"> • FPIC and culturally appropriate engagement processes • Gender and diversity inclusion in labour and decision-making processes • Further acknowledgement and protection of customary and traditional rights • Integration and amplification of the services provided by forests as benefits to surrounding communities • Publicize commitments to no discriminatory practices • Mechanisms related to the implementation, assessment, reviewing and monitoring of the FMP
Complementary	<ul style="list-style-type: none"> • Track, monitor and evaluate progress of the measures taken to resolve legal issues and prevent new liabilities • Acknowledge, respect and provide compensation or mitigation for customary rights • Guarantee participation of the communities in the FMP • Workers are aware of the legislation • Minimize the generation of residuals and waste, and plan their reuse 	<ul style="list-style-type: none"> • Further aspects to be monitored in terms of social impacts, such as those related to gender and diversity • Anti-corruption policy commitment and compliance • Timely resolution of conflicts and disputes • Certification cannot be achieved where ownership of land and resources is contested • Formal commitments and objectives regarding gender equality, diversity, women’s employment, equitable job opportunities, and the safeguarding of confidentiality in cases of conflict or discriminatory practices • Mechanisms to prevent and address deviations from gender and diversity policies
Reinforcing	<ul style="list-style-type: none"> • Access to forests and resources formalized in contracts and agreements • Defined land titling • Labour rights and occupational health • Respect to the Brazilian Forest Code for land use • Compensation for the use of traditional knowledge • Requirements related to the use of pesticides and chemical products 	<ul style="list-style-type: none"> • Respect for the rights of isolated Indigenous Peoples and observance of UNDRIP and correlated laws • Measures to avoid the violation of traditional and Indigenous rights
Antagonistic	-	-

3.5 Standard evolution with regard to social issues

This section provides a comparative assessment of the two forestry standards evaluated for each management scope (NFM and plantation forestry), exploring how FSC certification requirements for each have evolved over time (between 2001–2025 for NFM and 2014–2024 for plantations). Unlike earlier sections of this report, where each standard was analysed separately, this comparison cannot be structured by certification principles, as social aspects are organized differently in the old and new versions of both the NFM and plantation standards.⁴

Workers: The national labour Law is considered very robust and comprehensive, being regulated by the Brazilian Labour Code (CLT) and complemented by regulations that formally incorporate relevant ILO conventions. Consequently, most of the issues assessed in the certification standards were found to be reinforcing, particularly in aspects such as workers' access to legally established wages, occupational health and safety provisions, rights to association and union participation, adequate working and living conditions, access to training and professional qualification, accident prevention, and proper access to social security. The standards also reinforce the strict prohibition of unacceptable forms of work, such as child labour and slavery. These aspects are addressed by both the old and new standards.

In the new standards, several novel elements were identified as additional to existing legislation. These include non-discriminatory processes in worker recruitment and management, the promotion of gender and diversity in decision making, and the provision of health and dental care. Also considered additional is the requirement that wages determination be based on non-discriminatory decision-making processes. The monitoring of labour conditions and the obligation to make related results publicly available are also considered additional. Dispute resolution in labour relations is also required by law, but the standards demand a higher level of compliance, particularly regarding timely resolution.

Indigenous Peoples: The respect for customary rights, ways of life and cultural preservation is firmly embedded in Brazilian law, beginning with the Constitution, and reinforced by regulations that formalize the country's commitment with ILO related conventions. The law also guarantees the mitigation or compensation of affected populations in cases of proven impacts on traditional ways of life or the use of their traditional knowledge. It also ensures endogenous processes of self-determination.

However, on private lands, where Indigenous populations' rights are not officially recognized, such rights might frequently be ignored. In plantation forestry, this situation may be further aggravated as plantations are not legally required to have an FMP to operate. This regulatory gap makes the identification of traditional rights more challenging. The same applies to the identification of spiritual and cultural areas, which can be regarded as additional to legal requirements, since the concept of HCV is not legally defined in Brazil.

⁴ The analyses involve more than just rearranging the principles; they also entail combining some elements of other principles. As an example, requirements of Principle 4 from the old standard were divided into two principles in the new standard (3 and 4), while new Principle 1 aggregated the requirements of the old Principle 2, again both in the case of the NFM and plantations standards. In the appendices of this report, we present a rough correspondence between the requirements of the old and new certification standards by principle for both the NFM and plantation standards (Appendix 1, Table 13).

While it is mandatory for governments to conduct FPIC processes with these populations in several situations (e.g., large infrastructure projects such as dams and roads), on private land this is not a legal requisite. In the new standards there are novel and additional certification requirements, such as the obligations for MUs to identify Indigenous populations, provide them with proper communications channels and conduct culturally appropriate engagement processes in any forestry interventions. The fact that most plantation forestry in the country is implemented on private lands further complicates the identification of instances involving the use of traditional knowledge that would warrant fair compensation – an obligation established both under national law and FSC certification requirements. The rights of isolated and uncontacted Indigenous Peoples, however, are widely protected by law.

Traditional communities: In Brazil, traditional non-Indigenous populations whose rights over land and resources have not been officially recognized – such as through the establishment of protected areas like extractive reserves – are afforded significantly weaker legal protection compared to Indigenous Peoples. Consequently, most indicators related to these populations in the old standards were considered additional on private lands or complementary on public lands, such as forest concessions. These indicators covered activities including their identification and mapping, the acknowledgment of their rights within or around MUs, their participation in FMPs and management activities, training and environmental education initiatives, involvement in income-generating projects, and the monitoring of social impacts affecting them. While maintaining these core requirements, the new standards go further by incorporating several additional elements, such as the obligation for companies to develop culturally appropriate engagement and dispute resolution mechanisms, ensure open communication with these populations, and guarantee their right to express opinions. Moreover, the new standards emphasize that MUs should generate positive social impacts, including the creation of employment and training opportunities, which are also considered additional to the law.

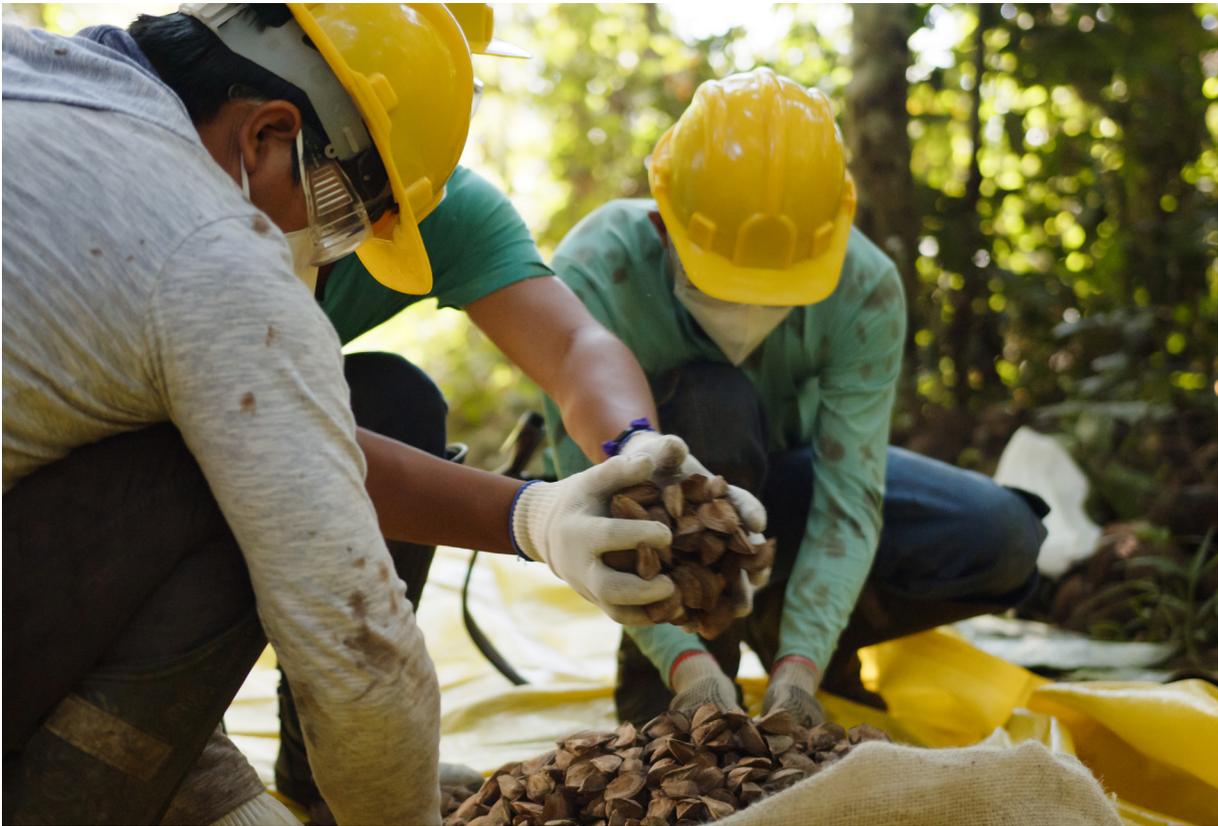
Local communities: It is not an exaggeration to state that Brazilian law imposes virtually no obligations on forestry companies towards nearby residents, unless social repercussions are clearly established and public prosecutors or defenders intervene to provide these communities with official support. This situation contrasts with forest concessions located on public lands in the Amazon, where regulatory mechanisms require companies, at the bidding stage, to voluntarily propose a level of investment in social development projects to benefit local communities. In these public lands, forestry operations are also required to preserve the customary use of forest resources.

However, legal frameworks do not dictate that social impacts that could be surveyed during studies for forestry licensing should be included. This gap is further exacerbated in plantation forestry, as plantations are not obligated to submit a formal FMP to the relevant authorities, which limits the systematic identification of potential social impacts that could be surveyed during studies for forestry licensing. Consequently, most certification requirements related to local populations are considered additional for private lands or complementary for public land concessions, which are now only applicable to NFM.

In the old standards, provisions such as the obligation to support surrounding communities and the preference for hiring local services were prominent. In the old plantation forestry standard, FPIC processes were mandatory only in cases of delegation, which in the FSC context refers to the transfer of management responsibilities, often involving long-term forest use rights, from one entity to another. Such delegation is permissible under FSC standards only when there is clear evidence that the delegated party holds legitimate rights to manage the land in accordance with FSC Principles and Criteria, and that the original owner demonstrates a commitment to long-term forest stewardship. Additionally, any delegation of management control by Indigenous Peoples to third parties also requires FPIC. All standards also required measures to prevent, minimize, and mitigate negative impacts on local communities, as well as the establishment of mechanisms to address such impacts. In the new standards, additional provisions including the requirement to allocate budgetary resources for social projects, generate local benefits, and prioritize local hiring and contracting are novel issues considered additional to existing legal requirements.

General social issues: This section refers to aspects that may affect more than one stakeholder group analysed in this study. The old standards required MUs to establish and implement dispute resolution systems capable of addressing conflicts and grievances proactively, thereby avoiding the need for formal legal proceedings. The old plantation forestry standard further emphasized that MUs must demonstrate effective actions to prevent the recurrence of such disputes. The new standards expand on these provisions by requiring accessible dispute resolution mechanisms, obliging enterprises to develop procedures and systems in collaboration with potentially affected parties.

Regarding ethical issues, while Brazil has anti-corruption legislation requiring companies to establish internal compliance systems, the FSC framework goes beyond these legal provisions. Under FSC standards, enterprises must not only develop and publicize internal anti-corruption policies but also provide training to workers on these policies and take effective measures to ensure that corruption is actively prevented.



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4 Discussion

The transition from the old (2001 for NFM and 2014 for plantations) to the new 2025 standards was accompanied by a substantial increase in the number of indicators (335 compared to 195 for NFM, and 308 compared to 202 for plantations), approximately half of which are socially relevant. This demonstrates the importance the FSC system places on the social impacts of certification on workers, local communities, and traditional and indigenous populations.

A general finding of this study is that most social requirements from the old standards have been retained, while new concepts and issues have been introduced. In a non-exhaustive list, we highlight increased participation and consultation of communities in forestry operations and planning, strengthened mechanisms for compensation and mitigation of potential impacts and the use of traditional knowledge, and the creation of opportunities for social welfare, such as local economic development, employment and training. Regarding labour requirements, the new standards also clearly promote diversity, equality and anti-corruption approaches, which are important for controlling reputational risks for the entire system. Whether the expansion in the number of indicators (over 70 percent for NFM and 50 percent for plantations) will translate into improved MU performance, compliance, or reduced social risks remains uncertain, as the new standards are still in the process of being implemented. At this point in time, certification bodies (CBs) are focused on training and retraining auditors to ensure more standardized assessments during this transition.

While this study has identified the major differences, complementarities and redundancies of the FSC standards compared to the Brazilian legal framework, determining the causal effects of FSC certification on improving social practices in the forestry sector is a complex task that requires further analysis. The effectiveness of monitoring and enforcing both legal and standards-based requirements have a significant impact on the performance of all actors in the forestry sector, plantation and NFM alike. Based on the authors' experience, the rigour, regularity and repetition of audits conducted by CBs and/or governmental agencies are important factors in compliance, whether with the indicators or with the law. In this sense, certification can reinforce even indicators that are fully redundant with legal requirements on paper.

The social indicators introduced by the FSC standards require new investments in infrastructure, tools, and the hiring of qualified personnel. These additional demands are likely to have a greater impact on the plantation forestry sector, as companies are not legally required to prepare or submit an FMP to a licensing authority. In the absence of such certification requirements, large plantation enterprises could have continued operations without any oversight regarding their impacts on potentially affected social groups. The same applies to the identification, recognition, and protection of special areas relevant to cultural heritage and livelihoods, as outlined in Principle 9 for the management of HCVs.

We highlight four important implications of the discussion above. First, while additionality is a key attribute of an indicator, it is not, by itself, sufficient to ensure that FSC certification adds value beyond the law. Rules that are easier to enforce, or that have been prioritized for specific reasons, such as budgeting, organizational structure, existing policies, or available tools, tend to have higher compliance rates even in the absence of certification. This category notably includes labour laws and working conditions. Labour has historically been a major focus for enforcement agencies operating under the Ministry of Labour and Employment (MTE), and municipal governments across the country have concentrated on actions carried out by these agencies. Workers' unions have also historically contributed to improved monitoring of labour laws relative to other social issues. However, recent changes in labour legislation, particularly the removal of requirements for workers' association, have raised concerns that working conditions may deteriorate over time, which could, in turn, affect the future additionality of FSC certification.

A second aspect to consider relates to interpretation of rules, which depends both on how clearly they are formulated and the skills of the auditors. In the case of the new indicators introduced by the new standards, those that have familiar concepts may be easier to follow and assess, augmenting the added value of certification. If concepts are too novel or too complex, their adoption will be more difficult, even if they make sense on paper. Hence, there can be a trade-off between novelty and additionality on paper and the ability to achieve impacts on the ground.

Third, those places that are more logistically accessible to enforcement agencies will be monitored more intensively, which should also be reflected in higher compliance with regulations. In remote places, such as much of the Amazon region, field operations can be limited by the cost and difficulty of reaching forestry operations. Therefore, the impact of certification of NFM enterprises, which are subject to audits regardless of location or logistical constraints, may be greater simply because of the remote locations of their operations. This situation may change in the future, as plantation forestry projects increasingly expand into northern regions, such as MATOPIBA (Maranhão, Tocantins, Piauí and Bahia) and the Brazilian Amazon. Here we note that research has highlighted the limitations of the audit process in fully capturing on-the-ground activities, due to factors such as conflicts of interest and the potential for companies to determine which areas and times auditors are allowed to inspect (Hălălişan et al. 2023; Susilawati and Kanowski 2020; Hermudananto et al. 2018; Cook et al. 2016).

Fourth, indicators that present a higher level of subjectivity, where compliance depends on expert judgment against metrics that are not clearly defined, are likely to exhibit lower-than-expected compliance or performance levels (Piketty et al. 2019). In the case of Brazil, this situation may have allowed for non-conformities to reoccur over time during non-consecutive audits, creating the appearance of improvements when issues were formally closed.



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5 Conclusions

In our analyses of the requirements established by FSC's old and new NFM and plantation certification standards, we identified social indicators and compared them to the Brazilian legal framework. Overall, certification indicators related to labour requirements and working conditions are less frequently considered additional to Brazilian law. This is consistent with Brazil's long history of improving labour conditions since the creation of CLT (1943), a process further supported by various political initiatives led by workers' parties in recent years.

In this assessment, we have provided several examples demonstrating that the additionality, redundancy or complementarity of FSC indicators relative to Brazilian Law largely depends on the land tenure and location of the MU. That is partly because the legal framework protects many rights of traditional, Indigenous or local populations within protected areas and on public land under concessions, but not on privately owned properties. Across all stakeholder groups and for both NFM and plantation standards, FSC certification introduces additional requirements to establish monitoring systems aimed at the evaluation, mitigation and, to a limited extent, compensation of social impacts resulting from forestry practices.

Many of FSC's requirements related to Indigenous Peoples' rights are also consistent with the legal framework, due in part to Brazil's formal adoption of ILO 169 and related international commitments (e.g., UNDRIP), both in the form of legal instruments and expressed at the core of the Brazilian Constitution (1988). Traditional communities, on the other hand, generally lack secure rights outside of specific territories formally acknowledged by legislation, such as protected areas. For this stakeholder group, the FSC indicators establish new protections, especially about customary rights on private land.

Finally, local communities, whether self-identified as traditional or not, have limited customary or livelihood-related rights protected under Brazilian law. Consequently, FSC indicators are largely additional to existing legal requirements for this stakeholder group. The additional requirements of certification include mitigating and compensating impacts from forestry operations, engaging members of these communities in consultations and educational actions, and providing opportunities for local economic development, such as employment and the procurement of locally produced goods.

The transition from the older standards (2001 for NFM and 2014 for plantation forestry) to the new 2025 standards introduced new sustainability concepts and, consequently, new requirements. FPIC and the need for culturally appropriate engagement are central to many of these innovations in the social indicators. The new standards also expand significantly on the need for gender and diversity inclusion in the MU labour force and decision-making processes, covering aspects such as women's hiring, equitable job opportunities, confidentiality in handling conflicts or discriminatory practices, and mechanisms to monitor and enforce adherence to gender and diversity policies.

Further, the new standards specifically require certified operations to support local communities by managing forests in ways that provide services that benefit surrounding social groups. Other notable innovations include stricter compliance with anti-corruption policies and the timely resolution of conflicts and disputes, offering significant advantages to individuals raising grievances, given the prolonged timelines often associated with the national judicial system. Furthermore, the impossibility of achieving certification in cases where ownership of land and resources is contested represents a reinforced commitment to protecting local rights.

Forest certification in Brazil has been viewed as a powerful tool to push forestry enterprises towards both legal compliance and improved social and environmental performance. It has also encouraged forestry enterprises to create internal auditing and monitoring systems, and to adopt tools and allocate personnel and budgets in pursuit of these goals. FSC certification has encouraged forestry companies to become more aware of the social context of their MUs, increasing the prominence and transparency of their relationships with local communities and other marginalized groups who, under other circumstances, would rarely have shared in the benefits generated by forestry operations.

The innovations in the new standards are designed to provoke further systemic improvements in the performance of MUs, but they may also reduce participation in certification, due to the higher costs of implementation and auditing. This may be particularly true for the new NFM standard, which ratchets up both environmental and social requirements, potentially making it difficult for smaller NFM companies to achieve and maintain FSC certification. Ultimately, the social impacts of FSC certification will depend on the extent of certification and whether it imposes higher standards than Brazilian law, not only on paper, as assessed in this report, but also in practice, which remains a subject of ongoing study.



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Appendices

Appendix 1. Report tables

Table A1. Timeline for FSC certification and specific processes in Brazil

Date	Activity
1993	Creation of FSC
1994	FSC Standard launched
2001	Brazilian NFM <i>Terra Firme</i> Standard launched for upland forest in the Amazon
1997–2014	Assurance Services International- ASI-approved interim plantation standards (SCS, IMAFLORA)
2012	Approval of the new FSC international Principles Standard at the General Assembly
2014	Brazil's FSC Plantation Standard launched
2013–2015	Development and approval of the Generic Performance Indicators (GPIs)
2015	Beginning of the process of updating the standards for plantation forests and NFM
2018	Approval of FSC's International Generic Indicator (IGI)
1 April 2025	Entry into force of the new NFM standard for natural forests
15 March 2025 – 14 March 2026	Transition period for certified companies to adapt to the new plantation forest standard
1 October 2025 – 1 October 2026	Transition period for certified companies to adapt to the new NFM standard
1 January 2026	End of validity of old standards and issuance of new certificates based on the new standard

Table A2. Main government organizations with impacts on social aspects in Brazil

Government organization	Main role	Federative Level	Observation	Type of land
National Foundation for Indigenous Peoples (FUNAI)	Responsible for the management and monitoring of Indigenous Peoples and Indigenous Lands (TI) throughout Brazil	Federal	All management and control over IT and Indigenous Peoples in Brazil are conducted at the federal level	Public
Chico Mendes Institute for Biodiversity Conservation (ICMBIO)	Responsible for the management of federal conservation units, extractive reserves and Indigenous lands	Federal	There may be extractive reserves (RESEX) and areas of traditional communities in state conservation units, but regulations do not reduce the guidelines determined at the federal level	Public
Brazilian Forest Service (SFB)	Responsible for managing onerous concession contracts for areas of Brazilian national forest	Federal	Concessions can be on federal or state lands. Managed by SFB/IBAMA and the states, respectively. States can create their own complementary laws and specific regulations for the management of their forests, including criteria for concessions ^a	Public
Ministry of Agriculture	Responsible for the management of plantations	Federal/State	Forest Management Plans are not mandatory under Brazilian regulations for plantation operations	Private
Ministry of Labour	Responsible for the management and supervision of labour relations in Brazil	Federal	The basic legislation is federal. There may be state laws related to work, but they cannot diminish rights determined by federal legislation	Public and private
Ministério Público (public prosecutors)	Responsible for protecting the diffuse rights of the general population, Indigenous Peoples and traditional populations	Federal and state level	Federal and state public prosecutors' offices are responsible for addressing disputes over the rights of traditional populations, and broader community rights, whenever it is determined that a group's or population's rights have been violated or contested	Public and Private
Instituto Nacional de Colonização e Reforma Agrária (INCRA)	Responsible for land management and demarcation of territories and settlements in Brazil. It is also responsible for certifying the possession and use of private and public properties. Indigenous lands, landless settlements and areas of traditional populations are the exclusive responsibility of the federal government. Conservation Units and extractive reserves can be demarcated at both the federal and state levels	Federal	Each state also has land management agencies, but INCRA serves as a federal reference that must be implemented and coordinated at the state level. For example, this framework applies to unsettled federal and state lands	Public and Private

a States also manage forestry operations (FMP) on private lands licensed through state agencies.

Table A3. Legislative competence for social-related Laws in the country by stakeholder type

Stakeholder	Legislative competence
Workers	Primarily federal. According to the Brazilian Constitution (Article 22), the authority to legislate on labour law is exclusively vested in the federal government, and states do not have the power to directly regulate labour relations. However, states may adopt complementary measures in other areas that indirectly influence the work environment, such as setting higher regional minimum wages or implementing environmental and public health regulations that affect working conditions. For example, the state of São Paulo's prohibition on burning sugarcane residue impacts labour practices in agriculture and workers' health, even though it does not constitute direct labour legislation.
Indigenous Peoples	Exclusively federal
Traditional Populations	Primarily federal. At the State level, it is only possible to legislate at a level beyond the requirements determined by national law.
Local communities	There is no legislation focused on the rights of local communities at a level beyond what is secured for any regular citizen.

Source: Senior author's compilation

Table A4. Main federal-level legal frameworks analysed in this study

Legal/institutional Framework	What it is about	Version
CLT (Consolidation of Labour Laws)	It is the main set of principles, general requirements, rights, responsibilities and sanctions for lack of compliance applicable for working conditions in the country	4 th edition, March 2024, incorporating reforms made in 2022
Federal Decree 10.088	Last legal instruments regulating Brazilian adoption of ILO conventions (only currently valid conventions ^a in Brazil were considered)	5 November 2019
Federal Decree 10.671		9 April 2021
Federal Decree 12.009		1 May 2024
Brazilian Constitution	In the case of this study, it was used mainly in relation to the rights of Indigenous populations in the country	1988
Regulatory norms (<i>Normas regulatórias</i>)	There is a large set of regulatory norms for work in the country, divided by themes and industries. The most relevant for this study were NR 7, N12, N31 and N32. A complete list of regulatory standards applicable to working conditions in the country is presented in the appendices to this report.	Several dates, most updated ones used
Decree-Law 271	Set of legal instruments regulating principles, rights and land use/resource access by traditional and Indigenous populations in the country	1967
Federal Law 9.636		1998
Federal Law 9.985		2000
Federal Law 14.701		2023
IN MMA/ICMBIO 5		2022
Federal Law 9.985	Institutes and national system for protected areas in the country. While it is considered essentially an environmental regulation, it also regulates the types of land use and rights in these public lands.	2000
Federal Law 11.284	Regulates the management of public forests in the country	2006
Federal Law 12.305	Regulates the national programme for solid residuals	2015

Note:

a In theory, Brazil is a signatory of 99 ILO conventions. However, from this total, two were never officially regulated (93 and 109) and 16 were revoked during President Bolsonaro's administration (3, 4, 5, 7, 21, 41, 52, 58, 91, 96, 101, 104, 107, 108, 110 and 158). A complete list of the ILO conventions currently valid for the Brazilian context by theme is offered in the Appendices section of this report.

Table A5. Quantitative summary of the results for FSC-STD-BRA-01-2001 denoting the number and percentage (in parentheses) of social nature indicators by principle and type of relationship with the Brazilian legal framework

FSC Principle	Total # of indicators in the standard	# of indicators evaluated (social aspects) (% of the total)	Do federal regulations cover this issue? (% of indicators)		
			Additional	Complementary	Reinforcing
P1: Compliance with laws and FSC principles	24	9 (38)	5 (56)	0	4 (44)
P2: Tenure and use rights and responsibilities	16	11 (69)	10 (91)	1 (9)	0
P3: Indigenous Peoples' rights	15	15 (100)	7 (47)	6 (40)	2 (13)
P4: Community relations and workers' rights	46	46 (100)	14 (30)	1 (2)	31 (67)
P5: Benefits from the forest	18	2 (11)	2 (100)	0	0
P6: Environmental impacts	38	3 (8)	2 (67)	0	1 (33)
P7: Management plans	27	7 (26)	2 (29)	2 (29)	3 (43)
P8: Monitoring and assessment	10	2 (20)	2 (100)	0	0
P9: Maintenance of high conservation value forests	1	1 (100)	1 (100)	0	0
Totals	195 (100)	96 (49)	45 (47)	10 (10)	41 (43)

Table A6. Summary of the main social issues by type of relationship between FSC-STD-BRA-01-01-2001 and the requirements of the Brazilian legislation framework

Principle	Additional	Complementary	Reinforcing
P1: Compliance with laws and FSC principles	Managers' knowledge of national laws and relevant international conventions, including their applicability. The presence of formal agreements or permissions for communities to access and use forest resources—which, in private areas, is not legally required. Control and resolution of conflicts through non-legal means, while respecting community access and use rights. Mapping and proactive identification of the presence or absence of community rights within MUs.	N/A	The need for forestry licenses, legal contracts, legal rights to conduct harvesting, respect for environmental laws, and labour laws in general
P2: Tenure and use rights and responsibilities	Requirements for acknowledging customary rights within private areas, including the establishment of related agreements, as well as the obligation for companies to identify potential customary rights. Additional demands on MUs include addressing conflicts or disputes proactively, seeking solutions outside the courts, and implementing measures to prevent such issues from arising.	Delegation of rights to communities. In Brazilian law, this issue is mostly applicable to public forests.	N/A
P3: Indigenous People's rights	The proactive identification and mapping of customary rights, as well as special areas for spiritual and cultural practices within private lands, go beyond legal requirements. Additionally, the standards recommend incorporating traditional knowledge into management activities. The identification of High Conservation Values (HCVs) is also expected to involve participation from traditional and Indigenous communities.	While impacts on traditional ways of life can, in theory, trigger mitigation or compensation under the law, this rarely occurs on private lands and is typically applicable only within formally recognized protected areas.	Compensation for the use of traditional knowledge is established by law. It is also legally mandated that all workers receive the required vaccinations.
P4: Community relations and workers' rights	Assessment of social impacts in the management plan, communication programmes and compensation for negative impacts from operations	The indicator P4c2i1, stating <i>"non-forest residues, resulting from forest management activities are manipulated, and disposed of, adequately and recycled and reutilized whenever possible"</i> is partially mandatory by law.	All matters related to workplace security and safety, labour rights, training and qualification, non-discrimination, accident prevention, child labour, slavery, and other work-related safety and security issues are mandated by Brazilian law.

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Table A6. Continued

Principle	Additional	Complementary	Reinforcing
P5: Benefits from the forest	Support for surrounding communities, giving preference to hire local services and procure locally produced goods	N/A	N/A
P6: Environmental impacts	Communication with surrounding communities about forest management activities	N/A	The MU is required to provide personal protective equipment to all workers.
P7: Management plans	Workers are required to demonstrate understanding and knowledge of applicable laws and regulations, and participate in providing environmental education to local communities.	Workers' understanding of the management plan, and community participation in the community management plan, are partially mandatory by Law.	Worker's training and capacity building programs.
P8: Monitoring and assessment	Conducting environmental assessments at all stages of Forest Management Plan (FMP) implementation, and ensuring the public availability of the FMP summary.	N/A	N/A
P9: Maintenance of high conservation value forests	Identification of social HCVs, including their cultural significance and importance for local livelihoods.	N/A	N/A

Table A7. Quantitative summary of the results for FSC-STD-BRA-02-2025 denoting the number and percentage (in parentheses) of social nature indicators by principle and type of relationship with the Brazilian legal framework

FSC Principle	Total # of indicators in the standard	# of indicators evaluated (social aspects) (% of the total)	Do federal regulations cover this issue? (% of the indicators)		
			Additional	Complementary	Reinforcing
P1: Compliance with laws	36	14 (39)	8 (57)	4 (29)	2 (14)
P2: Workers' rights and employment conditions	63	63 (100)	12 (19)	16 (25)	35 (56)
P3: Indigenous Peoples' rights	23	23 (100)	7 (30)	15 (65)	1 (4)
P4: Community relations	32	29 (91)	25 (86)	1 (3)	3 (10)
P5: Benefits from the Forest	18	5 (28)	5 (100)	0	0
P6: Environmental values and impacts	40	1 (3)	1 (100)	0	0
P7: Management planning	24	13 (54)	10 (77)	2 (15)	1 (8)
P8: Monitoring and assessment	24	6 (25)	2 (33)	4 (67)	0
P9: High conservation values	17	3 (18)	3 (100)	0	0
P10: Implementation of management activities	58	4 (7)	0	0	4 (100)
Totals	335	48	45	26	29

Table A8. Summary of the main social issues by type of relationship between FSC-STD-BRA-02-2025 and the requirements of the Brazilian legislation framework

Principle	Additional	Complementary	Reinforcing
P1: Compliance with laws	Although desirable, MU managers are not required by law to demonstrate knowledge or compliance with the entire body of legislation. There is no legal obligation for forest managers to collaborate with enforcement bodies, though voluntary cooperation is encouraged in public policy. Dispute mechanisms, as well as the recording of disputes or public participation in dispute resolution processes, are not legally mandated.	Implementation of anti-corruption policies, timely resolution of conflicts (given that legal processes can be very slow), and the requirement that land and resource ownership rights are uncontested – FSC does not certify operations on lands where ownership is challenged.	Anticorruption compliance, documented ownership
P2: Workers' rights and employment conditions	Promotion of gender and diversity in decision-making; provision of health and dental care; and the training or capacity-building of associations and community members in group or community certification.	All indicators related to gender, women's participation, and diversity are partially addressed by Brazilian law; however, these legal requirements are incomplete compared to the scope of FSC indicators. Similarly, dispute resolution in labour relations is mandated by law, but to a lesser extent than required under the FSC standards.	All indicators related to labour relations, workplace safety, and training are mandated by Brazilian law.
P3: Indigenous Peoples' rights	The obligations for private owners' concessions or community-based forests to identify customary rights, provide appropriate communication systems, and refrain from challenging those rights are all additional requirements introduced by the FSC system. Engagement with these communities and understanding their context also go beyond legal requirements. Moreover, culturally appropriate engagement – based on the group's cultural values, beliefs, and norms – exceeds what is mandated by Brazilian law.	When Indigenous rights are recognized, all relevant legal frameworks apply, including FPIC. However, for private lands, concessions, or community lands, there are no specific legal requirements, and in these cases, FSC standards complement national law. While traditional knowledge and fair compensation are addressed by law, the identification of its use and the assurance of compensation, particularly in the absence of formal licensing, are not consistently implemented.	Respect the rights of isolated Indigenous Peoples and uphold the provisions of UNDRIP along with relevant national laws.

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Table A8. Continued

Principle	Additional	Complementary	Reinforcing
P4: Community relations	FSC directives requiring MUs to identify, understand, and engage with traditional and local communities go beyond legal obligations. This includes the application of FPIC, the assurance that MUs respect both legal and customary rights, and the proactive assessment of potential impacts from forestry operations. Additionally, culturally appropriate engagement, dispute resolution systems, transparent communication, and the right of communities to express their opinions exceed what is mandated by law. FSC standards also require MUs to generate positive social impacts, including employment and training opportunities for local populations.	N/A	Non-violation of traditional legal or customary rights: Brazilian law recognizes traditional peoples only within formally recognized territories and does not guarantee their rights on private lands.
P5: Benefits from the Forest	The need for social budgeting, generation of local benefits, hiring of local contracts and local services.	N/A	N/A
P6: Environmental values and impacts	N/A	N/A	N/A
P7: Management planning	Engagement for developing FMPs, including culturally appropriate consultation processes, and social-based decision making. Additionally, the requirement to make a public summary of the FMP widely accessible.	The inclusion of monitoring results, social aspects, and descriptions of the characteristics of surrounding communities is mandated to some extent by law, but to a lesser degree than required under FSC standards.	For natural forests, the submission of a formal FMP signed by a legally recognized professional is mandatory. By law, this plan must include certain monitoring results, primarily concerning forest growth and dynamics. While a few state agencies have required revisions of the FMP, such revisions are not mandated by federal law.

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Table A8. Continued

Principle	Additional	Complementary	Reinforcing
P8: Monitoring and assessment	Make monitoring results publicly available.	Some monitoring aspects are defined by law, but they are largely concentrated on environmental parameters, such as forest growth and dynamics. FSC requirements are complementary, particularly regarding social aspects.	N/A
P9: High conservation values	All requirements related to HCV identification, characterization, monitoring, protection and management. The HCV concept is not acknowledged by law.	N/A	N/A
P10: Implementation of management activities	N/A	N/A	Indicators related to the use of pesticides and chemical products are covered by national law.

Table A9. Quantitative summary of the results for FSC-STD-BRA-01-01-2014 denoting the number and percentage (in parentheses) of social nature indicators by principle and type of relationship with the Brazilian legal framework

FSC Principle	Total # of indicators in the standard	Indicators evaluated (social aspects) (% of the total)	Do federal regulations cover this issue? (% of the indicators)		
			Additional	Complementary	Reinforcing
P1: Compliance with laws and FSC principles	20	10 (50)	2 (20)	3 (30)	5 (50)
P2: Tenure and use rights and responsibilities	12	8 (67)	8 (100)	0	0
P3: Indigenous Peoples' rights	15	15 (100)	8 (53)	2 (13)	5 (33)
P4: Community relations and workers' rights	32	32 (100)	16 (50)	0	16 (50)
P5: Benefits from the forest	16	3 (19)	3 (100)	0	0
P6: Environmental impacts	40	4 (10)	1 (25)	1 (25)	2 (50)
P7: Management plans	9	9 (100)	7 (78)	2 (22)	0
P8: Monitoring and assessment	19	6 (32)	4 (67)	2 (33)	0
P9: Maintenance of high conservation value Forests	12	12 (100)	12 (100)	0	0
P10: Plantations	27	3 (11)	2 (67)	1 (33)	0
Totals (%)	202	102 (50)	63 (62)	11 (11)	28 (27)

Table A10. Summary of the main social issues by type of relationship between FSC-STD-BRA-01-01-2014 and the Brazilian legislation framework requirements for plantations

Principle	Additional	Complementary	Reinforcing
P1: Compliance with laws and FSC principles	This includes requirements for managers' knowledge of national laws and relevant international conventions and their applicability within the forest. It also covers the existence of formal agreements granting communities permission to access and use resources within the MU, which is not legally required on private lands. Additionally, it encompasses the control and resolution of conflicts through non-legal means, respecting community access and use rights, as well as the proactive mapping and identification of community rights within the MU.	Proactive action must be taken by the certified forests to resolve legal issues, as well as to prevent the recurrence of problems.	Licenses, legal contracts, legal rights to management, respect for laws, labour laws.
P2: Tenure and use rights and responsibilities	Dispute procedures, dispute resolution processes, identify and ensure traditional legal and customary rights, FPIC given by local communities in cases of delegation	Proactively address disputes or legal issues related to land ownership, except in specific cases, such as documented rights of Indigenous Peoples.	Documented land rights
P3: Indigenous Peoples' rights	All proactive identification and mapping of customary rights, as well as special areas for spiritual and cultural practices within private lands, exceed legal requirements.	In cases of delegation, certain requirements outlined by the indicators exceed legal obligations, such as ensuring the implementation of agreements pertaining to these peoples	The right to self-determination and compensation for the use of traditional knowledge are established by law
P4: Community relations and workers' rights	Provide job opportunities and training and prioritize hiring of local communities. Provide medical and dental health programmes to workers and their families. Identify and characterize local communities, as well as socioeconomic and impact assessments. Generate positive social local impacts. Implement consultation and communication channels and programmes. Define and implement measures to prevent, minimize and mitigate negative impacts. Implement social programmes. Efforts to minimize differences between employers and contractors. Documented procedures for the resolution of claims and disputes.	N/A	Most of the requirements related to workers' rights, safety, job protection, training and labour conditions are required by law
P5: Benefits from the forest	Generate budgets for the provision of social programmes. Provision, when feasible, of part of the production to local markets. Local participation in local manufacturing processes and operations.	N/A	N/A

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Table A10. Continued

Principle	Additional	Complementary	Reinforcing
P6: Environmental impacts	Mapping and identification of HCVs	Pesticides banned by FSC cannot be used, even if they are allowed in Brazil.	Workers need to use personal protective equipment.
P7: Management plans	Generation, training and implementation on the management plan, as well as related procedures, are not mandatory in plantation forestry. Need for a public summary.	Workers' training beyond the specific scope of their specific functions is not mandatory by law.	N/A
P8: Monitoring and assessment	A monitoring system for social impacts, local communities, and social HCVs is not legally required, nor is the public disclosure of its results.	Monitoring of workers and workplace accidents is mandated by law; however, certain aspects, such as maintaining detailed records, are not legally required. Additionally, the public disclosure of this information is not obligatory under Brazilian law.	N/A
P9: Maintenance of high conservation value forests	All requirements related to HCV identification, protection, management and monitoring.	N/A	N/A
P10: Plantations	Potential on-site and off-site ecological and social impacts; demonstrate respect for legal rights of ownership, use and access when acquiring or leasing land for plantations.	Requirements related to firefighting planning and respect for rights within the MU are partially mandatory by law.	N/A

Table A11. Quantitative summary of the results for FSC-STD-BRA-1.1-2025 denoting the number and percentage (in parentheses) of social nature indicators by principle and type of relationship with the Brazilian legal framework

FSC principle	Total # of indicators in the standard	Indicators evaluated (social aspects) (% of the total)	Do federal regulations cover this issue? (% of indicators))		
			Additional	Complementary	Reinforcing
P1: Compliance with laws	22	8 (36)	2 (25)	5 (63)	1 (13)
P2: Workers' rights and employment conditions	59	59 (100)	5 (8)	14 (24)	40 (68)
P3: Indigenous Peoples' rights	19	19 (100)	3 (16)	15 (79)	1 (5)
P4: Community relations	31	31 (100)	26 (84)	4 (13)	1 (3)
P5: Benefits from the forest	19	9 (47)	9 (100)	0	0
P6: Environmental values and impacts	37	3(8)	2 (67)	1 (33)	0
P7: Management planning	27	12 (44)	12 (100)	0	0
P8: Monitoring and assessment	22	5 (23)	5 (100)	0	0
P9: High conservation values	15	4 (27)	4 (100)	0	0
P10: Implementation of management activities	57	14 (25)	5 (36)	0	9 (64)
Totals	308	164 (53)	74 (45)	39 (24)	52 (32)

Table A12. Summary of the main social issues by type of relationship between FSC-STD-BRA-1.1-2025 and the requirements of the Brazilian legislation framework.

Principle	Additional	Complementary	Reinforcing
P1: Compliance with laws	Conflict resolution processes are not required by law	Implementation of anti-corruption policies. Timely resolution of conflicts, given that legal compliance mechanisms can be very slow. Certification requires that operations do not occur on lands with challenged ownership rights. Additionally, FSC standards mandate compliance with customary rights, relevant laws, and regulations.	Compliance with anti-corruption policies. Adherence to laws applicable to forestry, with particular emphasis on the Brazilian Forest Code (Law 11,251/2012). Verification of legal ownership over land and resources.
P2: Workers' rights and employment conditions	Specific training for workers to implement activities to achieve the FSC standard	Several FSC indicators are complementary to Brazilian law, including those related to gender and diversity, women's hiring, job opportunities, confidentiality in handling conflicts or discriminatory practices, and mechanisms to monitor and enforce adherence to gender and diversity policies. They also cover the inclusion of culturally appropriate engagement and communication with stakeholders, as well as job-related procedures and mechanisms to resolve grievances and conflicts in a timely manner.	Brazilian legislation covers most labour requirements, including protections against child labour, underage work, forced labour, and slavery; safeguards for voluntary work decisions by employees; contracts and individual protections; wages; training; the right to freely organize; good faith negotiations; and provisions for adequate food, water, accommodation, and workspaces.
P3: Indigenous Peoples' rights	Identification of Indigenous Peoples who may be affected by management activities; culturally appropriate engagement and communication; recognition and upholding of all legal and customary rights; and specific job training for personnel to implement the FSC standard.	Under Brazilian law, FPIC, identification, and the protection of Indigenous rights are mandated only for government agencies and projects with significant environmental or social impact. Forest plantations are generally not considered projects of this magnitude and do not require a license to operate. Therefore, FSC requirements such as Indigenous peoples' identification, FPIC, culturally appropriate communication, and engagement are considered complementary to national law.	No violation of rights, customs and culture.

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Table A12. Continued

Principle	Additional	Complementary	Reinforcing
P4: Community relations	The FSC system's requirements to identify and map local communities, implement FPIC, and follow all directives concerning traditional and local communities go beyond what is mandated by law. MUs must ensure the protection of both legal and customary rights and assess whether their operations impact these rights. Additionally, culturally appropriate engagement, dispute resolution systems, transparent communication, and the right of communities to express their opinions exceed legal requirements. FSC standards also mandate that MUs generate positive social impacts, including employment and training opportunities, which are all above the provisions of Brazilian law	N/A	No violation of traditional, legal or customary rights
P5: Benefits from the forest	Forest plantations do not require a license to operate, making the identification of environmental services and non-timber forest products (NTFPs), as required by FSC standards, an additional obligation. Engagement with local communities, culturally appropriate communication, integration of communities into forest management, and the enhancement of forest-provided services are also key areas of FSC additionality. Furthermore, the obligation to create and deliver social benefits to local communities goes beyond what is mandated by law.	N/A	N/A

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Table A12. Continued

Principle	Additional	Complementary	Reinforcing
P6: Environmental values and impacts	Actions implemented with local collaboration to protect rare, endemic and threatened species and their habitats, no conversion of forest lands.	Ensure that workers do not violate species protection regulations during operations.	N/A
P7: Management planning	For plantations, there are no requirements to create a management plan or related policies and procedures.	N/A	N/A
P8: Monitoring and assessment	Since forest plantations are not required by national law to obtain an operating license, all monitoring, reporting, and engagement requirements under this principle constitute additional obligations imposed by FSC standards.	N/A	N/A
P9: High conservation values	HCV is not a concept recognized by national law, so all requirements, especially social ones, are additional	N/A	N/A
P10: Implementation of management activities	Requirements include performing analyses to determine whether alternative pest control options exist, as well as all obligations related to the identification, prevention, and minimization of environmental impacts, and the implementation of measures to avoid natural disasters.	N/A	Fire protection measures, almost all requirements related to the use of pesticides and chemical products, including safety gear and training for workers, and disposal of residues.

Table A13. General correlation between the requirements within the principles of the old forestry certification standards (FSC-STD-BRA-01—01-2001 and FSC-STD-BRA-01—01-2014) and the new standards (FSC-STD-BRA-02-2025 and FSC-STD-BRA-1.1-2025)

FSC-STD-BRA-01-2001 and FSC-STD-BRA-01-2014		FSC-STD-BRA-02-2025 and FSC-STD-BRA-1.1-2025	
Principle	Theme	Principle	Theme
P1	Compliance with laws and FSC principles	P1	Compliance with laws
P2	Tenure and land rights and responsibilities		
P3	Indigenous People’s rights	P3	Indigenous People’s rights
		P4	Community relations
P4	Community relations and workers’ rights	P2	Workers’ rights and employment conditions
P5	Benefits from the forest	P5	Benefits from the forest
P7	Management plans	P7	Management planning
P8	Monitoring and assessment	P8	Monitoring and assessment
P9	Maintenance of high conservation value forests	P9	High conservation values
For NFM			
P6	Environmental impact	P6	Environmental values and impacts
		P10	Implementation of management activities
P10	Non applicable		
For plantation forestry			
P6	Environmental impact	P6	Environmental values and impacts
P10	Plantations	P10	Implementation of management activities

Table A14. Similarities, differences, elements lost, and new elements from the comparison of the old standards (FSC-STD-BRA-01—01-2001 and FSC-STD-BRA-01-01-2014) and the new ones (FSC-STD-BRA-02-2025 and FSC-STD-BRA-1.1-2025)

Stakeholder affected	Similarities	Differences	Elements Lost	New Elements
Workers	Occupational health and safety Union relations Employment relations and payment Training and qualifications Disputes and complaints resolved primarily by mutual agreement, without waiting for a court decision	In the old principle shared with local communities (P4), in the new a principle only for workers (P2) Gender and diversity issues were extended to the new standards	None for NFM. For plantation forestry, there was an indicator for mass layoff situations.	Policies, procedures and public statements to ensure issues related to gender, discrimination, corruption, disputes and complaints Need for a system with written procedures for resolving labour disputes Anti-corruption issues
Traditional peoples	Mapping and identification Protection of customary and legal rights Survey of areas of special cultural, spiritual and subsistence interest (HCVs)	In the old standard it shared principle 3 with Indigenous Peoples, now it is in the new principle 4 together with local communities	None	FPIC for situations in which customary and legal rights are affected by the operation
Indigenous Peoples	Mapping and identification Protection of customary and legal rights Survey of areas of special cultural, spiritual and subsistence interest (HCVs)	Mostly new elements now	None	FPIC for when customary and legal rights are affected by the operation Culturally appropriate engagement Right to comment and participate in various operational procedures and decisions
Local communities	Mapping and identification Employment opportunities, training, environmental education Minimizing the impacts of operations Support opportunities for local businesses Opportunities for new local chains of forest products	In the old standard it shared principle 4 with workers, now it is in the new principle 4 together with traditional populations	None	FPIC for when customary and legal rights are affected by the operation Culturally appropriate engagement Right to comment and participate in various operational procedures and decisions
Other general aspects	Resolution of disputes and complaints primarily by mutual agreement, without waiting for a court decision	None	None	Anti-corruption policy System with procedures for dispute resolution

Appendix 2. Assessment of the socially focused indicators from the former NFM certification standard (FSC-STD BRA-01-01-2001) and the current one (FSC-STD-BRA-02-2025)

Assessment of the socially focused indicators from the former NFM certification standard (FSC-STD-BRA-01-01-2001) and the current one (FSC-STD-BRA-02-2025)

[Linked here.](#)

Appendix 3. Assessment of the socially focused indicators from the former plantation forestry certification standard (FSC-STD-BRA-01-01-2014, harmonized version) and the current one (FSC-STD-BRA-1.1-2025)

Assessment of the socially focused indicators from the former plantation forestry certification standard (FSC-STD-BRA-01-01-2014, harmonized version) and the current one (FSC-STD-BRA-1.1-2025)

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Appendix 4. List of the Regulatory Standards (NRs) for working conditions in the country

Regulatory Standard	Subject
NR 1 – General Provisions	The first standard deals with general provisions on terms and definitions common to the Regulatory Standards as a whole. It also states that safety measures must be followed by all companies, without exception.
NR 2 – Prior Inspection	Repealed in 2019
NR 3 – Embargo or Prohibition	Regulatory Standard No. 3 establishes the guidelines for characterizing something serious or susceptible to risks in a work. To delimit the situations in which the auditor can promote the embargo or interdiction of the site.
NR 4 – Specialized Services in Safety Engineering and Occupational Medicine (SESMT)	Establishes the obligation to hire professionals in occupational health and safety – according to the number of employees and the exposure to risk – to form the SESMT.
NR 5 – Internal Accident Prevention Committee (CIPA)	This Regulatory Standard determines the criteria for the creation of the CIPA – Internal Accident Prevention Committee. It is essential to ensure that there is no risk to the health and safety of professionals in the workplace.
NR 6 – Personal Protective Equipment (PPE)	NR 6 is one of the best known and most widely used standards by organizations. It describes the rules for using PPE – Personal Protective Equipment. For each activity carried out, a PPE checklist is required to ensure that everyone is using the equipment necessary to perform their role.
NR 7 – Occupational Health Medical Control Program (PCMSO)	NR 7 defines the steps that all companies must follow to create the PCMSO – Occupational Health Medical Control Program. It is a document that contains information regarding internal planning of actions and work safety. An important point of NR 7 is the list of exams that must be performed by each employee.
NR 8 – Buildings	When we talk about safety in the workplace, buildings are a factor that requires the most attention. Therefore, NR 8 describes the requirements that must be observed in these locations, to ensure the best conditions for professionals. The main points are related to protection against bad weather and circulation in the working environment. It also details how the structures of ramps, stairs and floors should be.
NR 9 – Environmental Risk Prevention Program (PPRA)	This standard establishes the mandatory preparation and implementation of the Environmental Risk Prevention Program – PPRA. It aims to preserve the health and integrity of workers by controlling existing or potential environmental risks in the workplace. According to NR 9, this is done by anticipating, recognizing, assessing and correcting risks.
NR 10 – Electricity Installations and Services	Regulatory Standard 10 is aimed at work involving electrical installations and services. It regulates all the minimum requirements and conditions that must exist for professionals to perform their activities safely. The most important point of the standard is individual prevention measures, since these are situations involving high voltage and energized electrical installations.

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Appendix 4. Continued

Regulatory Standard	Subject
NR 11 – Transportation, Movement, Storage and Handling of Materials	Various types of equipment can be used for transport and handling tasks, each of which poses some type of risk to the worker. This is why NR 11 establishes a series of rules that must be followed to preserve the safety of users.
NR 12 – Occupational Safety with Machinery and Equipment	Speaking specifically about working with machines and equipment, we have NR 12. With 164 pages, it is one of the largest among all Regulatory Standards. It details the manuals, ergonomic aspects and installations required for each type of equipment. Over time, it has undergone a series of changes. In total, there were 18 ordinances promoting changes in the wording. This reflects its importance for workplace safety.
NR 13 – Boilers, Pressure Vessels, Pipes and Metal Storage Tanks	This regulation is aimed at working with boilers, pipes and other more specific items. It is essential to observe the requirements for everyone who handles this type of equipment.
NR 14 – Industrial Furnaces	NR 14 is the standard that determines safety measures for workers who work directly with industrial ovens. However, it makes it clear that companies that use this equipment must also comply with state and municipal laws, as well as federal laws. These may contain other specific requirements that must be followed.
NR 15 – Unhealthy Activities and Operations	Only unhealthy activities and operations are considered. NR 15 establishes tolerance limits for each type of risk that may be found in the workplace. Therefore, if the task ends up exceeding this limit, the work may be considered harmful or risky for the professional. This type of information is crucial for defining control measures and even social security conclusions, based on documents such as the LTCAT (Technical Report on Workplace Conditions).
NR 16 – Hazardous Activities and Operations	NR 16 defines the activities and operations considered dangerous. It also determines how to deal with these dangerous conditions. In other words, it shows the employer's responsibilities and the workers' rights in these cases. Depending on the level of exposure to risk, the employee may receive an additional salary amount, which corresponds to 30 percent of their income.
NP 17 – Ergonomics	Ergonomics is an important requirement for any worker to perform their duties well. For this reason, it has been given a specific NR, NR 17. It contains the parameters necessary to ensure comfort, safety and health for professionals. And, therefore, mainly avoid the occurrence of diseases due to repetitive strain.
NR 18 – Working Conditions and Environment in the Construction Industry	NR 18 contains a list of protective measures to be taken in the construction industry. They concern the working conditions and environment. These measures must be taken before, during and after the activity is performed. Interestingly, this standard has already had 23 ordinances that have modified its definitions.
NR 19 – Explosives	Working with explosives requires even more special care. After all, the risks of serious problems, including death, are high. Therefore, NR 19 brings a series of mandatory requirements regarding the handling, control and storage of these items. All to preserve the safety of the employee.
NR 20 – Combustible and Flammable Liquids	Health and safety in activities involving flammable and combustible materials also require specific regulations. Therefore, NR 20 defines the good practices to be implemented by employers and workers. The measures mainly concern the storage and handling conditions of these chemical agents.

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Appendix 4. Continued

Regulatory Standard	Subject
NR 21 – Open-air work	NR 21 deals with the working conditions of those who work outdoors. Thus, its main objective is to provide protection against all types of weather and external agents that may harm the health of workers. It defines, for example, that it is mandatory to provide shelter, even if rustic, that protects people from the elements. It also states that measures must be taken to ensure that workers are not exposed to excessive sunlight, heat, cold, humidity or inconvenient winds.
NR 22 – Occupational Health and Safety in Mining	For mining work, this is the Regulatory Standard responsible for establishing the necessary parameters to ensure safety. This rule applies to underground mining, open pit mining, gold mining, mineral processing and mineral research.
NR 23 – Fire protection	Fire prevention measures are described in NR 23. It contains a list of information that must be provided to workers. This list includes Use of fire-fighting equipment; Procedures for safely evacuating workplaces; Existing alarm devices. Signage and emergency exits are mandatory points that must be present in fire protection projects.
NR 24 – Health and Comfort Conditions in the Workplace	All the details to ensure the comfort of professionals in relation to sanitary conditions are present at NR 24. Information on sink sizes, sanitary facilities, places for meals and accommodation, among others, is present throughout the standard.
NR 25 – Industrial Waste	NR 25 deals with the actions that must be taken to minimize the various types of industrial waste. This includes toxic, radioactive, gaseous, solid or biologically hazardous substrates. This standard is important because these agents can pose risks to the health of workers, in addition to generating environmental impacts. Therefore, the company must seek to reduce them through the best available technological and organizational practices.
NR 26 – Safety Signs	NR 26 defines the colour standard that should be used in safety signs in workplaces, as well as providing guidance on the labelling of chemical products. These colours are used to indicate safety equipment and delimit areas. They also identify pipes used to transport liquids and gases and warn against risks. The objective is to indicate danger zones, organize the workplace and prevent accidents in all company environments.
NR 27 – Professional Registration of the Occupational Safety Technician at the Ministry of Labour	NR 27 was created to define the requirements that a professional must have to work as an occupational safety technician. However, this Regulatory Standard was the first on the list to be revoked, back in 2008. Today, there is a professional registration that can be requested for each worker to perform this function.
NR 28 – Inspection and Penalties	In case of non-compliance with the rules, it is essential to know what forms of inspection and penalties exist. NR 28 exists to make these definitions. It also allows you to check the real value of the fines. It has already undergone 46 updates, including two extensive revisions. This is due to its operational nature, which lists all violations related to health and safety in the workplace.
NR 29 – Regulatory Standard for Safety and Health at Port Work	After the creation of the first 28 Regulatory Standards, the need arose to create NR 29 in 1997. It defines the safety measures that must be followed by companies in the port sector. Its provisions apply to port workers in operations both on board and on land. As well as other workers who perform activities in organized ports and port facilities for private and retroport use.

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Appendix 4. Continued

Regulatory Standard	Subject
NR 30 – Health and Safety at Work in Waterways	Created in 2002, NR 30 was created to determine safety measures for work in the waterway sector. The standards are intended for commercial vessels for the transport of people or goods, whether national or foreign.
NR 31 – Occupational Health and Safety in Agriculture, Livestock, Forestry, Forestry and Aquaculture	Created in 2002, NR 30 was created to determine safety measures for work in the waterway sector. The standards are intended for commercial vessels for the transport of people or goods, whether national or foreign.
NR 32 – Occupational Health and Safety in Healthcare Establishments	The Ministry of Labour drafted NR 32, focusing on healthcare establishments, as they also require a series of specific precautions to ensure the safety of professionals. For applying this standard, healthcare services are understood to be any building intended to provide healthcare for the population. As well as all actions for promotion, recovery, assistance, research and teaching in health, regardless of the level of complexity.
NR 33 – Occupational Health and Safety in Confined Spaces	NR 33 specifically addresses safety requirements for confined spaces. It determines that there must be recognition, assessment, monitoring and control of the risks that exist in these spaces. To permanently guarantee the safety and health of workers who interact directly or indirectly in these spaces.
NR 34 – Working Conditions and Environment in the Shipbuilding and Repair Industry	It defines the minimum requirements for those who work in the naval sector.
NR 35 – Working at Height	It establishes protective measures that must be adopted by those who work directly or indirectly with this activity. An important detail: for this standard, work at height is already considered to be carried out above 2 meters, since it already presents risks in the event of a fall.
NR 36 – Regulatory Standard on Slaughter and Processing of Meat and Meat Products	Regulates the processes of identification, evaluation and control of risks found in the meat and meat products slaughter and processing industry.
NR 37 – Health and Safety on Oil Platforms	NR 37 establishes all protective measures that must be taken on oil platforms.

Source: author's compilation

Appendix 5. List of ILO conventions to which Brazil is a signatory, and status of current legal instruments related to those conventions

#	ILO convention	Status	Related Brazilian legislation
3	Women's work before and after pregnancy	Revoked in 2019	DECREE Nº 423, 12 NOVEMBER 1935
4	Nighttime women's work	Revoked in 2019	DECREE Nº 423, 12 NOVEMBER 1935
5	Minimum age for children to work in industrial activities	Revoked in 2019	DECREE Nº 423, 12 NOVEMBER 1935
6	Nighttime children's work	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
7	Minimum age for marine work	Revoked in 2019	DECREE Nº 1.397, 19 JANUARY 1937
11	Association and union rights of agriculture workers	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
12	Compensation for working accidents in agriculture	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
14	Week rest in the industrial plants	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
16	Obligatory medical exams for children and under ages boarded in steamboats	Valid	DECREE Nº 10.088, 5 NOVEMBER DE 2019
19	Equality of national and foreign workers with regards to compensation for working accidents	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
21	Simplification of procedures for inspection of immigrants boarded in boats	Revoked in 2019	DECREE Nº 10.088, 5 NOVEMBER 2019
22	Sailors' engagement contracts	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
26	Methods to determine minimum salaries	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
29	Forced or mandatory labour	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
41	Women's nighttime work shifts (Review 1934)	Revoked in 2019	DECREE Nº 10.088, 5 NOVEMBER 2019
42	Compensation for professional diseases	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
45	Women's subterraneous work in mines of any nature	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
52	Annual remunerated vacations	Revoked in 2019	DECREE Nº 10.088, 5 NOVEMBER 2019
53	Professional capacity certificate for captains and officers in the merchant navy	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
58	Minimum age for admission of under ages in the marine work	Revoked in 2019	DECREE Nº 10.088, 5 NOVEMBER 2019
80	Review of the final 1946 articles	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
81	Work inspection in industry and commerce	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
87	Convention on Freedom of Association and Protection of the Right to Organize	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
88	Job service organization	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
89	Working conditions for women in industry (review 1948)	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019

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Appendix 5. Continued

#	ILO convention	Status	Related Brazilian legislation
91	Annual remunerated vacations of sailors (review 1949)	Revoked in 2019	DECREE Nº 10.088, 5 NOVEMBER 2019
92	Crew onboard lodging (review 1949)	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
93	Salaries, working onboard duration and crew (review 1949)	It was never regulated	-
94	Working clauses in contracts regulated by public authorities	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
95	Salary protection	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
96	Job remunerated offices	Revoked in 2019	DECREE Nº 10.088, 5 NOVEMBER 2019
97	Migrant workers (review 1949)	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
98	Application of principles of organizational rights and collective negotiations	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
99	Agriculture workers minimum salary setting methods	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
100	Remuneration equality for male and female workers for same value jobs	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
101	Remunerated vacations in agriculture	Revoked in 2019	DECREE Nº 10.088, 5 NOVEMBER 2019
103	Support for maternity (review 1953)	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
104	Excuse of penal restrictions due to leaving working contracts by indigenous workers	Revoked in 2019	DECREE Nº 10.088, 5 NOVEMBER 2019
105	Abolition of forced labour	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
106	Weekly rest for commerce and office workers	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
107	Tribal and indigenous populations	Revoked in 2019	DECREE Nº 10.088, 5 NOVEMBER 2019
108	National identity cards in the Maritimes	Revoked in 2019	DECREE Nº 10.088, 5 NOVEMBER 2019
109	Salaries, labour duration on board, and effectives (review, 1958)	It was never regulated	-
110	Workers' job conditions in farms	Revoked in 2019	DECREE Nº 10.088, 5 NOVEMBER 2019
111	Discrimination with regards to jobs and professions	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
113	Medical exams in fishermen	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
115	Protection against ionizing radiation	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
116	Review of final articles	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
117	Objectives and basic norms of social policy	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
118	Equality of national and foreign workers with regards to social security	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
119	Protection in machines	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
120	Hygiene conditions in commerce and offices	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
122	Job policy	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
124	Medical exams to determine the aptitude of teenage workers in mine underground work	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019

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Appendix 5. Continued

#	ILO convention	Status	Related Brazilian legislation
125	Fishermen capacity certificate	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
126	Lodging onboard fishing boats	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
127	Maximum weight that can be lifted by one single worker	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
131	Determination of minimum salaries, with special reference to developing countries	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
132	Annual remunerated vacations	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
133	Lodging onboard boats	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
134	Working accidents prevention in Maritimes	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
135	Protection of workers' representatives	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
136	Protection against intoxication risks from benzene	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
137	Port work	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
138	Minimum age for labour admission	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
139	Prevention and control of professional risks caused by cancer substances or agents	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
140	Remunerated license for studies	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
141	Rural workers organizations	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
142	Human resource development	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
144	Tripartite consultations about international labour norms	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
145	Job continuity of sea people	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
146	Remunerated annual vacations of sea people	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
147	Minimum rules of merchant navy	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
148	Labour environment (air contamination, noise and vibrations)	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
151	Working relations in public administration	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
152	Safety and hygiene in port labour	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
154	Incentive to collective negotiation	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
155	Safety and health of workers and labour environment	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
158	End of labour relation provoked by the employer	Revoked in 2019	DECREE Nº 10.088, 5 NOVEMBER 2019
159	Professional rehabilitation and jobs of deficient people	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
160	Labour statistics	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
161	Labour health services	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
162	Safety use of asbestos	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019

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#	ILO convention	Status	Related Brazilian legislation
163	Welfare of maritime workers in the sea and in the port	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
164	Health protection and medical assistance to maritime workers	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
166	Maritime workers repatriation	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
167	Safety and health in construction	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
168	Job promotion and protection against unemployment	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
169	Indigenous and tribal peoples	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
170	Safety in the use of chemical products at work	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
171	Nighttime work	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
174	Prevention of major industrial accidents	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
176	Safety and health in mines	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
178	Living and working conditions of maritime workers	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
182	Worst forms of children's work and immediate action for its elimination	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
185	Sea people documents (review)	Valid	DECREE Nº 10.088, 5 NOVEMBER 2019
186	Maritime work	Valid	DECREE Nº 10.671, 9 APRIL 2021
189	Decent labour for domestic workers	Valid	DECREE Nº 12.009, 1º MAY 2024
201	Recommendations for decent domestic work for domestic workers	Valid	DECREE Nº 12.009, 1º MAY 2024

CIFOR-ICRAF Working Papers contain preliminary or advanced research results on important tropical forest issues that need to be published in a timely manner to inform and promote discussion. This content has been internally reviewed but has not undergone external peer review.

This study compares Forest Stewardship Council (FSC) requirements as established in the Brazilian forest management certification standards for plantations and natural forestry with Brazilian law. It first identified all indicators related to social outcomes (for workers, local communities, and indigenous and traditional peoples) in the two FSC certification standards for natural forest management, approved in 2001 and 2025, and the two for forestry plantations, approved in 2014 and 2025. These were then compared to the national legal framework of Brazil as of 2025 when the analysis was completed. We did not find any indicators to be antagonistic i.e. none contradict Brazilian law. Most FSC indicators affecting workers and traditional and indigenous peoples are reinforcing, meaning that they set the same requirements as Brazilian law. This reflects the long history of improving labour conditions in the country since the creation of the Brazilian Labour Code (CLT 1943) and the influence of International Labour Organization (ILO) 169 and related international commitments on Brazilian law. In addition, indigenous peoples also have strong protections under Brazilian law. In contrast, the rights of traditional communities in Brazil are generally not legally secure outside territories formally acknowledged by the law, such as *quilombos*. Finally, other local communities rarely have any type of customary rights secured by Brazilian law, and thus many Indicators affecting local communities are additional “on paper.” The study did not consider monitoring and enforcement. Indicators in the most recent FSC standards establish new considerations, including Free, Prior and Informed Consent (FPIC) and the need to adopt culturally appropriate engagement; mitigating and compensating impacts from forestry operations; engaging community members in consultations; educational action; providing opportunities for local economic development; the need for a diverse forestry labour force and inclusive decision-making processes; compliance with anti-corruption policies; and timely resolution of conflicts and disputes.