

PEFC National Standard for Sustainable Forest Management in North Macedonia

Document name: PEFC National Standard for Sustainable Forest Management in North Macedonia

Document title: PEFC MK 03:2020

Approved by: Assembly of the Council for SFM in Macedonia

Date: 04.01.2023

Date of next periodic review: 28.10.2025

Date of entry into force: 28.10.2020

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The official version of this standard is on English.

If there is any inconsistency between versions, the English version of the standard as endorsed by
the PEFC Council is the reference.

1. Introduction

Requirements that are part of this standard are in compliance with international standard for sustainable forest management (SFM), PEFC ST 1003:2018. The content of this document was brought by consensus from number of stakeholders involved in the process of standard setting.

The basis for preparation of this Standard derives from Pan-European criteria and indicators for sustainable forest management (SFM) brought on Ministerial Conference for Protection of Forests in Europe in Lisbon, 1998.

The standard compiles of 7 chapters, 17 thematic areas, 35 criteria and 112 indicators. The process for setting of this standard was lasting from January 2020 until October 2020.

Compliance with the current legal framework in North Macedonia related to forest management, game, water, agriculture land, nature and environment protection, plants protection, safety and health regulations, Spatial Plan for Republic of Macedonia, international conventions ratified in North Macedonia as well as other requirements for SFM that are not legally required in North Macedonia and are part of PEFC FM Standard is mandatory.

Description of requirements that relates to sustainable forest management are part of criteria of this Standard. The information on connection with legislation helps to link criteria requirement with relevant legal framework in force in North Macedonia and relates to the content of criteria if exist. Indicators serve to conduct objective and measurable estimation if requirements of criteria are met from the forest owner/manager. Sources of verification are pointing to documents and other sources of information confirming if requirements of criteria and indicators are met.

Compliance with requirements of criteria and indicators described in this Standard is on voluntary basis.

The content of this Standard is applicable on the territory of North Macedonia and relates only to forests and forest land in accordance with definition in Law on forests, national system for land use in Cadaster and/or in compliance with the forest management plans and their equivalents.

According to article 6 from the Law on forests *“Forest by definition of this law is forest ecosystem that sustain on forest land grown by species of forest trees and shrubs, bare land next to forests as other bare lands and meadows inside the forests, forest nurseries, forest roads, seed’s plantations, corridors for forest fire protection, wind break belts on surface bigger than 200 m2 as well areas that are complement part of forests and temporary not overgrown as result of human activities or natural disasters where natural regeneration has been initiated”*.

Trees growing out of forests and forest land are not part of this Standard.

2. General requirements

This standard is part of Regional PEFC Balkan System. Requirements of this Standard are compulsory for:

- Forest certification on individual level
- Group forest certification

This standard is applicable at the forest management unit level, or at another level as appropriate (programme for management of forests with size of 10-30 ha, book for evidence in cadaster parcel

of forest in private ownership with size up to 10 ha). Forest managers and forest owners are responsible to ensure full compliance to forest management standard including activities that are conducted by contracted forest operators in certified forest area.

Forest managers and forest owners shall determine:

- a) the affected stakeholders that are relevant to the sustainable forest management;
- b) the relevant needs and expectations of these stakeholders;
- c) determine the boundaries and applicability of the management system to establish its scope.

Forest managers and forest owners shall secure record-keeping procedures that provides evidence of compliance with the requirements of this Standard. Minimum period for keeping records and documents that are relevant as evidence is 5 (five) years.

Only products that are generating from certified forest according to requirements of this Standard shall use the claim "100% PEFC certified". This claim shall be used only by forest managers and forest owners with valid PEFC certificate issued by accredited Certification Body. When forest managers/owners are selling forest products with PEFC claim "100% PEFC certified", to secure proper information for input material, following information shall be provided to customers:

- a) supplier identification
- b) product identification
- c) quantity of products
- d) delivery identification based on date of delivery, delivery period, or accounting period
- e) the organisation's name as the PEFC customer of the delivery
- f) the claim "100% PEFC certified" specifically for each claimed product covered by the documentation
- g) the certificate number of the supplier's PEFC recognised certificate

During process of setting of this Standard, The Council for SFM in Macedonia has recognized, described and communicated with all relevant stakeholders, including these that are key and affected by Standard requirements, as well with disadvantaged stakeholders who are in a position of being non organized.

Structure of criteria and indicators

Nr.	Chapter	Thematic area	Number of criteria	Number of indicators
1.	Maintenance and appropriate enhancement of forest resources and their contribution to the global carbon cycle	Forest inventory and forest planning	2	7
		Maintenance of forest resources in quantity, quality and structure	2	10
2.	Maintenance of forest ecosystem's health and vitality	Monitoring of forest resources	1	3
		Measures for maintenance of health and vitality of forest ecosystems	1	3
		Restrictions	4	8
3.	Maintenance and support of forest productive functions (wood and non-wood forest products)	Forest products	1	7
		Forestry activities and forest infrastructure	2	5
4.	Maintenance, conservation and enhancement of biological diversity of forest ecosystems	Forests of high ecological values	2	6
		Forest practice in balance with nature	5	12
		Traditional management systems	1	4
5.	Maintenance and enhancement of forest protective functions (notably soil and water)	Forest protective functions	2	8
6.	Maintenance of socio-economic functions and conditions	Socio-economic functions of the forests	2	7
		Ownership and traditional rights	1	2
		Trainings, knowledge development	1	3
		Occupational health and safety	1	8
		Compliance with legislation	2	5
7.	Organizational aspects	Internal procedures	5	14
		TOTAL	35	112

Chapter 1: Maintenance and appropriate enhancement of forest resources and their contribution to the global carbon cycle	
Thematic area: Forest inventory and forest planning	
Criterion No.	1.1.
Criterion description	<p>Forest management is based on permanent inventory cycles, planning, implementation, monitoring and analysis of the management taking in consideration economical, ecological and social influence of forest management with aim to avoid unnecessary negative impacts. The results from the monitoring and analysis of the management are conducted for period of 10 years and are used in planning process for defining the goals of future management. These results shall provide basis for assessment on the social, environmental and economic impact of the forest management and used for the new planning cycle.</p> <p>Forest inventory and mapping is conducted on appropriate way which reflects the structural elements of the stand, management measures and is in compliance with law regulation.</p> <p>Borders of forest area managed on sustainable way are clearly defined and mapped. The surface of certified forest area is equal to the area of forest management unit defined by Forest Management Plan, Plan for Management with Protected Area, Plan for Forest Silviculture and Protection. For forests that are of smaller area, in use are equivalent documents (programme for management of forests with size of 10-30 ha, book for evidence in cadaster parcel of forest in private ownership with size up to 10 ha).</p>
Connection with legislation	<ul style="list-style-type: none"> -Law on Forest; -Law on Nature protection; -Rulebook for the content of Forest Management Plans (FMP), Plans for forest silviculture and protection (PFSP) and annual execution plans; -Rulebook for the content of the Plans for management and annual programme for protection of nature; -Rulebook for criteria for managing forest in private ownership for which is not developed FMP or Program as well as the form and structure of evidence book for private forests for each cadaster parcel separately;
Indicators	<ol style="list-style-type: none"> 1.The goals of forest management are in line with criterion requirement and are comprised in the FMP, PFSP or their equivalents. 2. Quantity and quality of data obtained through regular forest inventory provides all information and data in compliance with criterion and are in use for forest management planning according to FMP, PFSP; 3. Data contained in forest maps provides all information and data in compliance with criterion and FMP, PFSP; 4. Results from the monitoring and analyze of the management during period of 10 years are elaborated. 5. Assessment report for the social, environmental and economic impact of the previous forest management is provided at beginning of the new planning cycle.
Source of verification	<ul style="list-style-type: none"> -Forest Management Plans (FMP), Forest Management Program or Evidence Book for private forests. -Plans for forest silviculture and protection (PFSP) <p>Notification: equivalent of forest management plan is program which in accordance to the national regulation is developed for forest with 10-30ha and recording book which is developed for private forest parcels with area up to 10ha.</p>
Minimum requirements	

Chapter 1: Maintenance and appropriate enhancement of forest resources and their contribution to the global carbon cycle	
Thematic area: Forest inventory and forest planning	
Criterion No.	1.2.
Criterion description	<p>Management plans or their equivalents are elaborated based on the existing forest legislation, taking in consideration existing spatial plans, current land use and other relevant documentation for specific area and treating the forest resources in balance with their volume and value, the ownership structure as well the purpose and intensity of their utilization. Results from the recent scientific researches that are relevant and applicable in forest management are compulsory taken in consideration.</p> <p>A summary of the forest management plan, plan for silviculture and protection or their equivalent which contains information about general objectives and forest management principles, forest management measures and location where they will be applied shall be publicly available. The forest user / forest owner in accordance with national legislation decides what confidential information or information related to sensitive characteristics of the natural resources will not be part of the summary.</p>
Connection with legislation	<ul style="list-style-type: none"> -Law on Forest; -Law on Nature protection; -Annual program for nature protection; -Rulebook for the content of Forest Management Plans (FMP), Plans for forest silviculture and protection (PFSP) and annual execution plans; -Rulebook for criteria for managing forest in private ownership for which is not developed FMP or Program as well as the form and structure of evidence book for private forests for each cadaster parcel separately;
Indicators	<ol style="list-style-type: none"> 1. The Content of the FMP and the PFSP and their equivalents comprised all aspects that are subject of the criterion requirements. 2. The Summary is developed and publicly available.
Source of verification	<ul style="list-style-type: none"> -Forest Management Plans (FMP), Forest Management Program or Evidence Book for private forests. -Plans for forest silviculture and protection (PFSP) - Field check conducted by independent body, - Interview with forest users, private forest owners and stakeholders.
Minimum requirements	

Chapter 1: Maintenance and appropriate enhancement of forest resources and their contribution to the global carbon cycle

Thematic area: Maintenance of forest resources in quantity, quality and structure

Criterion No.	1.3.
Criterion description	<p>Forest management plans, plans for silviculture and protection or their equivalents are aimed towards maintaining of forests and forest lands as well towards improvement of economic, ecological, cultural and social values of the forests, including soil and water protection. The objectives shall be achieved by use of appropriate means and are focused towards nature protection.</p> <p>Increasing the forest areas through afforestation of abandoned agricultural and bare lands into forest land and afforestation of ecologically important non-forest ecosystems shall be always taken in consideration whenever it enrich economic, long-term conservation and social and/or cultural values.</p> <p>In areas where important non-forest ecosystems exists, afforestation shall be implemented only if:</p> <ul style="list-style-type: none"> a) it is in compliance with national legislation and is part of planning processes; b) it is not in breach with regional/national policy; c) is established based on a decision-making basis where affected stakeholders have opportunities to contribute to the decision-making on conversion through transparent and participatory consultation processes; d) does not have negative impacts on threatened (including vulnerable, rare or endangered) nonforest ecosystems, culturally and socially significant areas, important habitats of threatened species or other protected areas; e) and in the same time do not take more than 1% of the area of these important non-forest ecosystems managed by the organization and do not endanger areas where significant storage of carbon exists. f) makes a contribution to long term conservation, economic and social benefits. <p>It is prohibited to decrease the area of forest and forest land through conversion to other types of land use, including conversion of primary and natural forests to forest plantation unless in justified circumstances where the conversion is in compliance with:</p> <ul style="list-style-type: none"> a) national legislation relevant for land use and is a result of government authorities planning and decision including consultations with affected stakeholders; b) does not have negative impact on the threatened (including vulnerable, rare or endangered) forest ecosystems, culturally and socially significant areas, important habitats of threatened species and other protected areas; c) contribute to long-term conservation, economic and social benefits; d) does not destroy areas of significantly high carbon stock; <p>The size of conversion of forest area shall not be higher of 1% of the forest type within certified forest area for a time period of 10 years.</p>
Connection with legislation	<ul style="list-style-type: none"> -Spatial plan of the Republic of Macedonia; -Law on Forest; -Law on Nature protection; -Law on pastures; -Law on agriculture land;
Indicators	<ol style="list-style-type: none"> 1. The management goals and measures for their realization are in function for securing the criterion requirement. 2. Ratio of planned and implemented silvicultural and regeneration measures (%)

	<p>by surface is at least 70%.</p> <p>3. Stability of areas under forest and forest land and their changes in relation with previous management period (ha, %, maps description).</p> <p>4. Stability of areas under natural and artificially planted forest stands (ha, %, maps description).</p> <p>5. Conversion of forest land is based on relevant decision and is in compliance with applicable legislation.</p> <p>6. Afforestation on ecologically significant non forest land is in line with criterion requirement.</p>
Source of verification	<ul style="list-style-type: none"> - Data incorporated in the Forest Management Plans or their equivalents. - Plans for forest silviculture and protection (PFSP). - Existence of document for elaboration of advantages of afforestation on agriculture land or transferring of natural forest stands with artificially planted forest stands. - Existence of government decision for conversion of forest or forest land. - Elaboration of conditions to afforestation ecologically significant non forest land.
Minimum requirements	<p>There is no decrease in the areas under forest (except in cases in correlation with national regulation) and if area where conversion is applied is lower than 1% of forest type within the certified area.</p>

Chapter 1: Maintenance and appropriate enhancement of forest resources and their contribution to the global carbon cycle	
Thematic area: Maintenance of forest resources in quantity, quality and structure	
Criterion No.	1.4.
Criterion description	Forest management techniques and practices in the medium and long term shall safeguard the quantity and quality of the forest resources to the level that is economically, ecologically and socially desirable. Maintenance of the balance of the forest resources is secured through application of adequate silviculture measures and techniques for work in forest that minimize direct or indirect damage to forest, soil and water resources.
Connection with legislation	Law on Forest; Law on Nature protection;
Indicators	<ol style="list-style-type: none"> 1. Forest classification according to: composition, designation and management and silviculture methods (ha, map description) applied. 2. Selection of silviculture measures and performance techniques contribute to minimize the damage towards forest, soil and water resources. 3. Ratio between increment and allowable cut is in function for forest sustainability in quality and quantity and is comprised in forest management plan, programme for management or in their equivalents. 4. Availability with qualified and skilled staff with defined responsibilities is in line with criterion requirement.
Source of verification	<ul style="list-style-type: none"> - Data incorporated in the Forest Management Plans (FMP), or their equivalents. - Data incorporated in the Plans for forest silviculture and protection (PFSP). - Executive plan. - Approved Annexes for amendments in the forest management plans and their equivalents in case of need for unplanned logging due to forest damage caused by biotic and abiotic factors. - Qualifications of the employees that are engaged in forest management.
Minimum requirements	Allowable cut is not higher than 80% from the increment.

Chapter 2: Maintenance of forest ecosystem's health and vitality	
Thematic area: Monitoring of the forest resources	
Criterion No.	2.1.
Criterion description	Health and vitality of forest is followed by permanent monitoring on the key biotic and abiotic factors and their influence on forests. The monitoring is conducted by professional institutions on annual basis in accordance with the national legislation. Monitoring shall be also conducted by forest managers and forest owners on annual basis. During the analysis of the monitoring results and defining the measures for maintaining the health and vitality of forest ecosystems, naturally and regular occurrence of forest fires, forest pests and other factors that disrupts the stability of forest ecosystems is taken in consideration. Recommendations from professional institutions drafted in the results from the monitoring shall be considered in the forest management plans and their equivalents.
Connection with legislation	-Law on Forest; -Law on Nature protection;
Indicators	1. Number and amount of damage in forest from biotic and abiotic causes is monitored and documented. 2. Existence of functional system for monitoring on health and vitality of forest ecosystems and their functionality. 3. Monitoring activities are conducted and evidenced by forest managers and forest owners.
Source of verification	-Data from monitoring contained in the annual reports for Bio-indicator points according to ICP Forest. -Annual reports from (RDFS) Reporting Diagnostic Forecast Service. -Data contained in the forest chronicle. -Interview with forest managers and forest owners.
Minimum requirements	Regular monitoring of forest health and vitality in accordance with national legislation is implemented.

Chapter 2: Maintenance of forest ecosystem's health and vitality	
Thematic area: Measures for maintenance of health and vitality of forest ecosystems	
Criterion No.	2.2.
Criterion description	<p>Maintenance of health and vitality of forest ecosystems is of primary importance for forestry. In forest management plans, plans for silviculture and protection or their equivalents are defined measures for maintenance of health and vitality, minimizing the risk of forest degradation or appearance of damages, as well as measures for eventual revitalization of degraded forest ecosystems.</p> <p>Rehabilitation of severely degraded forests by afforestation shall be implemented only by native forest species that are well adapted to the site conditions.</p> <p>In cases of conversion of degraded forests by afforestation or seeding in to forest culture, it must add economic, ecological, social and/or cultural value. Precondition of adding such value are circumstances where the conversion:</p> <ul style="list-style-type: none"> a) is in compliance with national and regional policy and legislation applicable for land use and forest management and is a result of national or regional land-use planning governed by a governmental or other official authority; and b) is established based on a decision-making basis where affected stakeholders have opportunities to contribute to the decision-making on conversion through transparent and participatory consultation processes; and c) has a positive impact on long-term carbon sequestration capacity of forest vegetation; and d) does not have negative impacts on ecologically important forest areas, culturally and socially significant areas, or other protected areas; and e) safeguards protective functions of forests for society and other regulating or supporting ecosystem services; and f) safeguards socio-economic functions of forests, including the recreational function and aesthetic values of forests and other cultural services; and g) has a land history providing evidence that the degradation is not the consequence of deliberate poor forest management practices; and h) is based on credible evidence demonstrating that the area is neither recovered nor in the process of recovery. <p>Forest management is based on natural processes and in determining the measures to maintain the health of forests primary is taken care for utilization of preventive biological measures in cases where it is feasible and economically justified.</p> <p>One of main objectives of forest management is maintenance of genetic, species and structural diversity and with that to contribute to maintenance of health and vitality of forest ecosystems.</p>
Connection with legislation	<ul style="list-style-type: none"> -Law on Forest; -Rulebook for content of Forest Management Plans, Plans for forest silviculture and protection and Annual Executive Plans; -Rulebook for introduction and maintenance of forest order.
Indicators	<ol style="list-style-type: none"> 1. Selection of forest protection measures is in function for supporting the health and vitality of forest ecosystems with priority on application of biological measures. 2. In naturally originated forests adequate and like nature harvesting practices are applied (silviculture measures focusing on natural regeneration, selected cuts, long regeneration periods).

	3. Conversion of degraded forests is in compliance of criterion requirement.
Source of verification	<ul style="list-style-type: none"> - Forest Management Plans or their equivalents. - Plan for silviculture and protection. - Annual Executive Plans. - Operational plan for fire protection. - Field check conducted by independent body.
Minimum requirements	Respect of the above mentioned requirements.

Chapter 2: Maintenance of forest ecosystem's health and vitality	
Thematic area: Restrictions	
Criterion No.	2.3.
Criterion description	During forest harvesting, skidding and transport in forests, the risk of oil spillage is strictly avoided and indiscriminate disposal of waste. Non-organic waste is collected, temporary stored on designated locations for this purpose and later on disposed on locations designated for that purpose. Forest managers shall develop and inform its staff and operators on the field on obligation to implement emergency procedures for minimisation of the risk of environmental harm arising from the accidental spillage of oil or fuel.
Connection with legislation	<ul style="list-style-type: none"> -Law on Forest; -Law on environment protection;
Indicators	<ol style="list-style-type: none"> 1. Prescribed rules and measures for minimizing the risk of oil and fuel spillage and waste disposal are provided to the staff and conductors of forest operations and are implemented. 2. Existence of designated locations for temporary disposal of non-organic waste. 3. The existence of materials and absorbents for oil in the cutting area and in the forest machinery that is in use in forest operations.
Source of verification	<ul style="list-style-type: none"> -Internal rulebook of the forest owner or forest user for mandatory precautions and behavioral measures during conduction of forest activities (for regular employees and service providers). -Field check conducted by independent body.
Minimum requirements	Respect of the above mentioned requirements.

Chapter 2: Maintenance of forest ecosystem's health and vitality	
Thematic area: Restrictions	
Criterion No.	2.4.
Criterion description	It is prohibited pasturing and other cattle browsing, fodder, collection of seeds from the forest tree species, unless it is done in accordance with the plan and with the permission provided by the user or owner of the forest. It is not allowed starting the fire in forest, resin tapping, peeling of the bark from the trees, collecting dry leaves, humus and other activities that weakens productive capacity or threaten the survival of the forest and its multiply functions.
Connection with legislation	-Law on Forest;
Indicators	1. Existence of regular implementation, monitoring and supervision by the forest manager / owner on violation of the legal framework.
Source of verification	<ul style="list-style-type: none"> - Remarks in the forest chronicle. - Remarks in the reports of (RDF) Reporting Diagnostic Forecasts Service and ICPF. - Archived reports of registered offenders. - Archived reports from conducted inspection checks. - Field check conducted by independent body.
Minimum requirements	

Chapter 2: Maintenance of forest ecosystem's health and vitality	
Thematic area: Restrictions	
Criterion No.	2.5.
Criterion description	<p>The use of pesticides in forest is minimized and used in cases when application of silvicultural and biological measures is not justified. The application of pesticides is recommended by an expert or relevant institution. It is prohibited usage of pesticides WHO* Type 1A and 1B. In cases where no other viable alternatives are available, type 1A and 1B may be applied on request only with prior written approval by the Ministry for Agriculture, Forestry and Water Economy, Ministry of Health and Ministry for Environment and Physical Planning. Usage of pesticides such as chlorinated hydrocarbons it is prohibited, as well as any pesticides prohibited with Stockholm Convention on Persistent Organic Pollutants. Usage of pesticides is applied according to the instructions given by the producer and implemented only with proper equipment and persons especially skilled for this purpose.</p> <p>*WHO = World Health Organization</p>
Connection with legislation	<ul style="list-style-type: none"> -Law on products for plant protection. -National List for approved products and active substances. -World Health Organization list's for types of pesticides. - Stockholm Convention on Persistent Organic Pollutants.
Indicators	<ol style="list-style-type: none"> 1. Documented utilization of pesticides by type, quantity, treated areas, remaining quantities and storage of chemicals. 2. Records of completed training of persons who apply pesticides.
Source of verification	<ul style="list-style-type: none"> - Reports from the Ministry of Agriculture, Forestry and Water Economy for conducted treatment. - Recommendation for pesticides utilization by the appropriate institution. - Approval by above mentioned institutions for use of type 1A and 1B pesticides.
Minimum requirements	

Chapter 2: Maintenance of forest ecosystem's health and vitality	
Thematic area: Restrictions	
Criterion No.	2.6.
Criterion description	Usage of fertilizers in forest is avoided. The fertilizers can be applied only by recommendation of respective institution on controlled and prescribed manner, taking in consideration their influence on the environment.
Connection with legislation	-Law on Quality and Safety of Fertilizers, bio-stimulators and material for enhancement of soil conditions.
Indicators	<ol style="list-style-type: none"> 1. Records from type and quantity of used fertilizers. 2. Recommendation for use of fertilizer by relevant institution.
Source of verification	- Recommendation for usage of fertilizers by professional institution.
Minimum requirements	

Chapter 3: Maintenance and support of forest productive functions (wood and non-wood forest products)	
Thematic area: Forest products	
Criterion No.	3.1.
Criterion description	<p>Maintenance of the forests resource capacities for production of timber and non-timber forest products and services is one of the main goals of forest management planning. Forest management planning shall provide economic goals of the forest management with observation on annual basis. This includes establishment of thresholds and their monitoring to properly assess if economic performance of the forest manager/owner is applied. The forest structure and its productive capacities are base for determining the economics goals in forest management plans or their equivalents, taking in consideration the current need for different forest products and services and the market flows. Forest management planning shall also identify all important functions and services of the forest area and to secure that all of these functions will be retained with the forest management activities foreseen. Forest management practices supports capacities of forest resources for production of diversified timber and non-timber products and services.</p> <p>The level of utilization of the products (timber and non-timber) shall contribute to their long-term sustainability and shall be elaborated in the management plans or their equivalents. Utilization of timber products shall be planned with due regard to nutrients off-take from the soil at the level of optimum utilization of the products.</p> <p>Commercial and non-commercial utilization of non-timber forest products is regulated and performed under monitoring and control and is in compliance with the regulations. With aim to secure sustainability in use of non wood products, forest planning shall determine quantities for commercial use and to guarantee sustainability of species that are collected in nature. Determination of quantities shall be based on sound methodology.</p>
Connection with legislation	<ul style="list-style-type: none"> -Law on Forest; -Law on Hunting; -Law on Nature protection; -Rulebook for content of Forest Management Plans, Plans for Forest Silviculture and Protection and Annual Executive Plans; -Rulebook for content of the hunting management plan; -Rulebook for the types of other forest products and methods for their utilization and collection (Official Gazette of RM No 155/2011); -Rulebook for issuance of permits for collection of affected and protected wild species of flora, fungi and fauna and their parts;
Indicators	<ol style="list-style-type: none"> 1. List of product types (from wood, mushrooms, forest fruits, herbs, game, stone and other) and annual/periodic quantities for use considered in FMP and FSPP and their equivalents. (Notification: relevant for management activities according to plan (FMP, FSPP) , program for management. Data for the game are part of the hunting management plan, developed for certain territory) 2. Identified services and functions from the forest (recreation, sport, landscape, tourism, culture, water retention, soil protection, carbon storage) are elaborated in FMP and FSPP and their equivalents.

	<p>3. Ratio between increment and planned available cut (available quantity for utilization) of wood products is in function for fulfilment of the criterion request.</p> <p>4. Quantity of wood waste after logging that remains in the stand.</p> <p>5. Records of issued licenses for collection of non-wood forest products (NWFP) (where is regulated).</p> <p>6. Records for trade of non-wood forest products in forest (where is regulated).</p> <p>7. Economic goals of the forest management and evaluation on performance on annual basis exists.</p>
Source of verification	<p>-Data from Forest Management Plans, Plans for Forest Silviculture or their equivalents.</p> <p>-Data in FMP, PFSP ant their equivalent for increment and planned available cut.</p> <p>-Data for approved and marked wood quantity for cutting and for produced wood quantity (book for marking, monthly reports, evidence in FMP).</p> <p>-Licenses for collection of non-wood forest products in forest.</p>
Minimum requirements	<p>- There is no decrease in the forest area and forest qualitative structure.</p> <p>- The wood waste after cutting thinner than 3cm remains at harvesting area with respect to the provisions for conduction of forest order.</p> <p>- Regular available cut is not higher than 80% of the annual increment of wood mass during validity of the plan or its equivalents.</p>

Chapter 3: Maintenance and support of forest productive functions (wood and non-wood forest products)	
Thematic area: Forestry activities and forest infrastructure	
Criterion No.	3.2.
Criterion description	Forest silviculture and regeneration measures are conducted by use of adequate techniques and technologies, in time and manner that support maintenance of productive capabilities of the forest habitat by avoiding unnecessary damage towards remaining forest trees in the stand as well towards soil layer in the forest. Usage of tools, mechanization and forest technique during activities in harvesting, extraction and transport are conducted with due attention to avoid unnecessary damage to trees remaining in the forest stand, soil and water flows. Activities are conducted according to provisions of operational plans, while their content depends on the size of the forest property.
Connection with legislation	-Law on Forest; -Rulebook for the content of the FMP and FSPP and Annual Executive Plans; -Rulebook for requirements on minimum technical means and human resources in possession of legal entities authorized for performing forest silviculture operations;
Indicators	1. Selection of silviculture and regeneration measures for prevention of damage to remaining trees in the stand are in function of criterion request. 2. Existence of internal protocols for utilization of adequate technology during the harvesting is preventing damages on remaining trees in the stand is in function of criterion request. 3. Utilization of the skidding technique that minimize the damage on soil layer. 4. Skidding is performed on network of skidding roads described in AEP.
Source of verification	- Provisions in FMP and PFSP for selection of silviculture and regeneration measures. - Provisions in FMP and PFSP for selection of techniques types for cutting and skidding. - Provisions of annual execution plans. - Elaboration of selection of technique and technology in forest areas that are not preparing FMP; - Reports from field evaluation on eventual damage to remaining trees, soil and water flows caused by forest operations; -Internal protocol for execution of forest operations on the field.
Minimum requirements	-Respect of the above mentioned requirements. -Tree damage is allowed up to 2% of the volume of the remaining standing trees in the cutting area.

Chapter 3: Maintenance and support of forest productive functions (wood and non-wood forest products)	
Thematic area:: Forestry activities and forest infrastructure	
Criterion No.	3.3.
Criterion description	<p>Construction of forest infrastructure (roads for transport and skidding, bridges and other objects) is performed in accordance with FMPs and their equivalents, including plans for development and establishment of forest infrastructure.</p> <p>Natural field configuration is used for avoiding unnecessary removal of soil layer and its spilling in water courses. During the construction of forest infrastructure measures are applied to preserve the natural level and function of water resources. Maintenance of the infrastructure is adequate and according with conditions and needs, with minimal negative impact on environment.</p> <p>Maintenance and drainage of forest roads is conducted according to plans and in accordance with the category of forest road. Therefore, more importance is given in rare, sensitive and representative ecosystems or genetic reserve stands, and on the pathways of migration of key or endangered animal species.</p>
Connection with legislation	<ul style="list-style-type: none"> -Law on Forest; -Law on Nature protection; -Rulebook for content of FMP, PFSP and Annual Executive Plans;
Indicators	1. Plan for construction and maintenance of forest road and other infrastructure with focus on the possible influence on ecosystem and migration corridors.
Source of verification	<ul style="list-style-type: none"> - Provisions from FMP for forest infrastructure. - Field check conducted by independent body for conduction of the plan for road construction.
Minimum requirements	

Chapter 4: Maintenance, conservation and enhancement of biological diversity of forest ecosystems	
Thematic area: Forests of high ecological values	
Criterion No.	4.1.
Criterion description	<p>Forest management goals shall aim to maintain, conserve and enhance biodiversity on ecosystem, species and genetic level and, where is appropriate to reach diversity at landscape level. During forest management planning, inventory and mapping of forests, if ecologically important forest exists, areas will be identified, protected and/or conserved, containing significant concentration of:</p> <p>(a) protected, rare, sensitive, virgin or representative forest ecosystems; (b) threatened or protected endemic species and habitats of threatened species, defined and recognized in referent lists; (c) endangered and protected genetic in situ resources, as well as to be taken into account (d) nationally significant, large landscape areas with natural distribution and abundance of naturally occurring species.</p> <p>Notification: Criteria 4.1 shall not compulsory prohibit activities of forest management if they don't threat or damage the biodiversity values of these biotopes.</p>
Connection with legislation	<ul style="list-style-type: none"> -Law on Forest; -Decision on determination of rare tree species in forest; -Law on Nature protection;
Indicators	<ol style="list-style-type: none"> 1. Forest categorization by designation is in accordance to criterion request. 2. Selection of silviculture and regeneration measures are in function to sustain biodiversity. 3. Identified and mapped forests of high ecological values according to criterion requests. 4. Identification according to the national and international referent lists.
Source of verification	<ul style="list-style-type: none"> - Forest Management Plans or their equivalents. - Plan for Forest Silviculture and Protection. - Forest maps. - Provisions from the FMP and PFSP or their equivalent for selection of measures in function for sustaining the biodiversity.
Minimum requirements	

Chapter 4: Maintenance, conservation and enhancement of biological diversity of forest ecosystems	
Thematic area: Forests of high ecological values	
Criterion No.	4.2.
Criterion description	<p>Protected and endangered species of forest plants, mushrooms and forest animals shall not be exploited for commercial or other purposes. Where necessary, measures shall be taken for their protection, nursing and increase of their population.</p> <p>Notification: Criteria 4.2 shall not compulsory exclude activities of forest management if they don't threat or damage biodiversity values of these biotopes.</p>
Connection with legislation	<ul style="list-style-type: none"> -Law on Forest; -Decision on determination of rare tree species in forest; -Law on Nature protection; -Law on hunting; -Decision on determination of useful wild bird's species; -National and International reference lists; -List of Strictly protected wild species in Republic of Macedonia (Official Gazette of RM 139/11 from 07.10.2011);
Indicators	<ol style="list-style-type: none"> 1. Respect of the law regulation 2. Selection of protection measures according to the criterion description are included in FMP PESP or their equivalents.
Source of verification	<ul style="list-style-type: none"> - Archived reports from conducted inspection checks. - Field check conducted by independent body. - Interview with interested stakeholders.
Minimum requirements	

Chapter 4: Maintenance, conservation and enhancement of biological diversity of forest ecosystems	
Thematic area: Forest practice in balance with nature	
Criterion No.	4.3.
Criterion description	In forest stands where diversity by species and age structure is established, forest management measures are applied with aim to support their existence as well as in forest stands with recognized values in landscape diversity perspective. In forest stands where diversity of species and age structure is not established, silviculture measures for ensuring their promotion shall be established.
Connection with legislation	-Law on Nature protection; -Law on Forest;
Indicators	1. Forest areas stability under uneven aged and mixed stands is reached. 2. Conducted field activity doesn't disturb the landscape diversity. 3. Application of forest silviculture measures is aiming for improvement of the structural forest diversity. 4. Forests of landscape diversity and values are mapped.
Source of verification	- Data from FMP and PFSP or their equivalents for different stand types compared with previous management period. - Forest maps that gives reflection of the composition of forests by type and age. - Field check conducted by independent body.
Minimum requirements	- There is no decrease in forest areas of uneven aged and mixed stands.

Chapter 4: Maintenance, conservation and enhancement of biological diversity of forest ecosystems	
Thematic area: Forest practice in balance with nature	
Criterion No.	4.4.
Criterion description	<p>Forest management measures have a goal to ensure successful natural forest regeneration. If this is not possible, afforestation measures shall secure adequate quantity and quality of forest resources in accordance with habitat conditions. In selection of forest species for afforestation, priority has to be given to native tree species of local provenances and varieties that are well adapted on the habitat conditions. Only provenances and varieties of introduced species may be used if their impact on the ecosystem and genetic integrity of native species is evaluated by independent expert institution and there are not negative impacts. In the planning for afforestation and reforestation measures, aspects of ecological connectivity shall be analyzed. Afforestation and reforestation that contributes to improvement and restoration of ecological connectivity shall be promoted and implemented. Forests that were planted with genetically modified trees does not comply for certification.</p> <p>It shall not be allowed to use genetically-modified trees.</p> <p>Notification: (CBD (Convention on Biological Diversity) Guiding Principles for the Prevention, Introduction, and Mitigation of Impacts of Alien Species that Threaten Ecosystems, Habitats or Species) are recognized as directions for avoidance of invasive species.</p>
Connection with legislation	<ul style="list-style-type: none"> -Law on Forest; -Law on Nature protection; -Law on reproductive forest planting material; -UN Convention for Biological Diversity;
Indicators	<ol style="list-style-type: none"> 1. Selection of measures for silviculture and regeneration of forest stands is in line with criterion requirement. 2. Selection of measures and species for planting is in line with criterion requirement including assessment of the impact of introduced species. 3. Data for successful natural or artificial regeneration of forests after application of forest silviculture measures may be evidenced.
Source of verification	<ul style="list-style-type: none"> - FMP, PFSP or their equivalents. - Records in Forest chronicle (only in FMP and PFSP). - Professional assessment of the impact of introduced species conducted by independent expert institution (ex. department on seeds and planting on the Forest Faculty). - Field check conducted by independent body.
Minimum requirements	

Chapter 4: Maintenance, conservation and enhancement of biological diversity of forest ecosystems	
Thematic area: Forest practice in balance with nature	
Criterion No.	4.5.
Criterion description	Forest silviculture and utilization activities must be conducted on a way that doesn't cause lasting damage on ecosystems, according to provisions of annual execution plans. Wherever is possible, practical measures shall be taken to improve or maintain biological diversity. Forest managers and owners shall provide instructions and training for implementation of forest silviculture works with consideration on preventive measures for protection of forest ecosystem. Where possible, it is compulsory to analyze and implement forest practice friendly to climate changes, as well as reduction of green house gasses during implementation of forest activities on the field or at facilities that belongs to forest managers or owners, including administrative buildings.
Connection with legislation	-Law on Forest; -Law on Nature protection; -Law on Environment protection;
Indicators	1. Prepared instructions for employees and service providers for appliance of preventive measures during implementation of forest silviculture field activities. 2. Existence of records for organized trainings for employees and services providers. 3. Documented assessment for condition of the forest stand after conduction of forest silviculture activities is executed by responsible field manager. 4. Study and internal rulebook for implementation of climate friendly activities on organizational and / or forest management unit level are prepared.
Source of verification	- Existence of training material according to criterion request. - Existence of reports for conducted trainings. - Archived reports from conducted regular inspection checks. - Archived reports from conducted internal inspection checks. - Archived reports for conducted field evaluation after conduction of field activities. - Document that is related to analyze and conduction of climate friendly practices. - Field check conducted by independent body.
Minimum requirements	

Chapter 4: Maintenance, conservation and enhancement of biological diversity of forest ecosystems	
Thematic area: Forest practice in balance with nature	
Criterion No.	4.6.
Criterion description	Forest management measures shall be oriented towards establishing balance between the pressure of animal populations toward regeneration, forest development and biodiversity protection.
Connection with legislation	-Law on Forest; -Law on Hunting -Law on Nature protection;
Indicators	1. Existence of evidence for monitoring on the presence of animal populations and their influence on forest ecosystem and elaboration of preventive and other measures where risks towards forest ecosystem are identified.
Source of verification	- Hunting management plan. - Report from ICP Forests. - Forest chronicle. - Field check conducted by independent body.
Minimum requirements	

Chapter 4: Maintenance, conservation and enhancement of biological diversity of forest ecosystems	
Thematic area: Forest practice in balance with nature	
Criterion No.	4.7.
Criterion description	Standing and fallen dead trees, monumental trees, trees with holes, old trees and rare tree species are left in the stand in quantity and composition necessary for preserving biodiversity, taking in consideration potential impact on health and stability of the forest and neighboring ecosystems.
Connection with legislation	
Indicators	1. Existence of written directions and their implementation for leaving monumental, old, dead and laying trees in forest.
Source of verification	- Number and quantity of old, dead and laying trees in forest. - Field check conducted by independent body
Minimum requirements	- Minimum 3 trees per hectare according to criterion description are left in the stand. - The wood waste after cutting thinner than 3 cm remains at harvesting area with respect to the provisions for conduction of forest order.

Chapter 4: Maintenance, conservation and enhancement of biological diversity of forest ecosystems	
Thematic area: Traditional management systems	
Criterion No.	4.8.
Criterion description	Traditional way of management of coppice forests can be practiced on appropriate forest habitats and in cases where it is ecologically, socially and economically viable.
Connection with legislation	- Law on Forest;
Indicators	<ol style="list-style-type: none"> 1. There is no increase of coppice forest stands area. 2. Clear cut is not allowed on fields with average slope over 75%. On fields with average slope between 50-75%, the cutting area shall not exceed 2 ha. On fields with average gradient up to 50%, the cutting area shall not exceed 10 ha. 3. Clear cut is applicable on area that is not neighbouring with coppice forest of age lower than 4 years. 4. It is not allowed clear cut in high forest, protective and forests in protected areas except in cases of silviculture measure to mitigate effects of events caused by the nature or human (wildfires, windbreaks, diseases, avalanches, illegal cutting and other) and is in accordance with the provision from FMPs, PFSP and their equivalents as well as for construction of infrastructural and capital structures in accordance with national legislation.
Source of verification	<ul style="list-style-type: none"> - Data from FMP or their equivalent for forest stands types compared with previous management period. - Field check conducted by independent body.
Minimum requirements	- A minimum of 10 trees per hectare remains standing after clear cutting.

Chapter 5: Maintenance & enhancement of forest protective functions (notably soil and water)	
Thematic area: Forest protective functions	
Criterion No.	5.1.
Criterion description	Forest management planning shall aim to maintain and enhance protective forest functions, such as erosion protection; wind protection; protection of water resources; protection from harmful effect of water (floods, avalanches); and infrastructure protection. Forest of protective purposes are registered and mapped in Forest Management Plans or their equivalents. Silviculture and protection measures are adapted to maintain or enhance their protective function.
Connection with legislation	<ul style="list-style-type: none"> -Law on Forest; -Law on Water; -Law on Nature protection;
Indicators	<ol style="list-style-type: none"> 1. Selection of silviculture and regeneration measures is in function of criterion request. 2. Existence of maps of forest areas with protective purpose. 3. Categorization of forest according to their main purpose.
Source of verification	<ul style="list-style-type: none"> - Forest maps. - FMP and their equivalents.

	- Field check conducted by independent body.
Minimum requirements	

Chapter 5: Maintenance and enhancement of forest protective functions (notably soil and water)	
Thematic area: Forest protective functions	
Criterion No.	5.2.
Criterion description	In forests exposed on risk from soil erosion, selection and implementation of measures for forest protection and silviculture is appropriate with their purpose and is aimed at protecting of the soil. In forest with water protection functions, special attention is given to implementation of forest practices in order to avoid negative impact on the water quantity and quality. This includes measures for ban of grazing or passing corridors for cattle in these forests. Inappropriate chemical and harmful substances which has negative impact on the water quality are prohibited for use during activities in forests. In principle, forest management shall at least sustain and where possible aim to improve identified forest ecosystem services relevant for the forest area.
Connection with legislation	-Law on Forest; -Law on Water; -Law on Agricultural land;
Indicators	1. Selection of silviculture and regeneration measures in forests with protective purpose is in line with the criterion requirement. 2. Usage of adequate technology is in line with the criterion requirement. 3. Clear cut is forbidden in forests with a protective function, except in cases for forest rehabilitation due to extraordinary phenomena (fire, calamities, etc.) 4. It is prohibited the use of invasive techniques or use of heavy machinery which rupture and damage the soil layer in forests that are at risk of soil erosion or forests are of protective function. 5. Forest ecosystem services are recognized for the area and they are maintained.
Source of verification	- Provisions in FMP for selection of measures for silviculture and protection. - Provisions in annual execution plans for selection of techniques for harvesting and skidding. - Map of forest ecosystem services for the area (if already prepared). - Field check conducted by independent body.
Minimum requirements	

Chapter 6: Maintenance of socio-economic functions and conditions	
Thematic area: Socio-economic functions of the forests	
Criterion No.	6.1.
Criterion description	<p>Forest management maintains socio-economical forest functions, their contribution to rural development and employment possibilities, community well-being, recreational and esthetic values as well as their positive impact on human health. Forest management shall consider its positive impact to local economy including opportunities for employment of local population and cooperation with local service providers.</p> <p>Procedures for improved access to the forest products and services for communities living in forest areas shall be analysed and simplified. Forest managers and forest owners shall analyse and provide actions to secure recreational, sports and aesthetic values of the forests. Forest sites with recognized historical, cultural or spiritual values and forest areas that essential for satisfying basic needs of local communities are managed with due attention, precaution and respect towards significance of that area. Effective and continuous communication and consultation with local population and other stakeholders shall be maintained and are basic tools for resolving potential appeals and complaints in regards to forest management. In cases when consultations will not resolve the cases of appeals and complaints, forest managers/forest owners shall make use of prescribed mechanism for resolving disputes in effective way.</p>
Connection with legislation	<ul style="list-style-type: none"> -Law on Forest; -Law on Nature protection; -Law on Agriculture and Rural development;
Indicators	<ol style="list-style-type: none"> 1. When labor force has to be engaged, priority is given to inhabitants from the rural municipalities from forest area. 2. Forest management is maintaining forest services in recreation and sport and is supporting forest aesthetic values. 3. Consultative meetings among the forest managers and local community for issues of interest to the local community related to forest management are regularly organized. 4. Forest areas with historical, cultural and spiritual values according to the reference lists (where relevant) are recognized and mapped. These aspects shall be regularly considered in forest planning. 5. Existence of analyze for procedures and measures for improved access to products and services for communities living in forest areas. 6. Appeals and complaints procedures available.
Source of verification	<ul style="list-style-type: none"> - Data for engaged inhabitants in forestry from the rural area. - Data from the archive of the forest user / forest owner (employment contracts, temporary engagement, service). - Data on existence of mountain houses, weekend settlements, hiking and bike trails, marked locations for natural streams, waterfalls etc are part of the FMP and their equivalents and maps. - Archived reports on realized thematic meetings with local communities. - Internal documentelaborating measures for improved access to products and services for communities living in forest areas.

	- Archived dispute settlement procedure and reports on execution of cases of appeals and complaints.
Minimum requirements	
Chapter 6: Maintenance of socio-economic functions and conditions	
Thematic area: Socio-economic functions of the forests	
Criterion No.	6.2.
Criterion description	Forests are natural resource of public interest and all citizens have the right of free access in forests for enjoyment, vacation and recreation, on their own responsibility for their safety and with an obligation to respect legal provisions and ownership rights. The free entrance can be limited or prohibited in protected parts of the forests, in forest parts where the human safety is in danger, in period of year of existing threat of forest fires or performance of harvesting, silviculture and forest protection activities. Information related to restriction of free access to forests shall be provided by all appropriate means for information (local media, municipal info tab, web-site, info boards on the field).
Connection with legislation	-Law on Forest;
Indicators	1. Provision of procedures for free access in forests is conducted by the forest manager / owner.
Source of verification	- Archived documents for proclaimed ban for access in forests by locations and time duration. - Interviews with local stakeholders about the free access in forest. - Field and other type of check conducted by independent body for existence of means for information that are in line with criterion requirement.
Minimum requirements	

Chapter 6: Maintenance of socio-economic functions and conditions	
Thematic area: Ownership and traditional rights	
Criterion No.	6.3.
Criterion description	Property rights and land tenure arrangements are clearly defined, documented and established for the relevant forest area. The legal, customary and traditional rights related to forest and forest land are recognized and respected in accordance with national regulations. The activities undertaken in forest management respects legal rights, while customary and traditional rights are respected up to level that is not conflicting with national regulation. Activities related to forest management shall be applied only in forests where is clearly defined and documented user / property right in accordance with national regulation. Note: UN Declaration for the rights of indigenous people is not applicable for Macedonia.
Connection with legislation	-Law on Forest; -Law on Real Estate Cadaster
Indicators	1. Existence of property lists and established borders of cadaster parcels on forest properties. 2. The right of rural inhabitants to harvest wood from state forests for their own needs is secured and applied.
Source of verification	- Overview of the cadaster parcels within property list for the forest property. - Archived requests and approvals for harvesting in state forests by rural

	inhabitants. - Interviews with the rural population conducted by independent body.
Minimum requirements	

Chapter 6: Maintenance of socio-economic functions and conditions	
Thematic area: Trainings, knowledge development	
Criterion No.	6.4.
Criterion description	Forest management is based on the results from scientific research as well. On request from relevant institutions and organizations, forest users / owners are contributing in collection of data and research activities in the frame of their available time and resources. Where relevant, local knowledge and experience related to forests may be used with aim to improve sustainable forest management. In cases when certain knowledge, practice, new approach or innovation that derives from another stakeholder contributes to the benefit of forest user / owner, they shall propose mechanism for sharing of the benefit with the stakeholder.
Connection with legislation	
Indicators	1. Inclusion of forest manager/owner in relevant expert and scientific research activities (if existing) in the frame of their available time and resources. 2. Requests for participation in scientific research (if exists). 3. Existence of mechanism for sharing of benefits proposed by the forest manager/owner and acceptance of proposal by affected stakeholder (if such case exists).
Source of verification	- The content of expert and scientific researches related to forest management in the area; - Archived request for participation in scientific research; - Documented mechanism for sharing of benefits prepared by the forest manager/owner and acceptance by affected stakeholder;
Minimum requirements	

Chapter 6: Maintenance of socio-economic functions and conditions	
Thematic area: Trainings, knowledge development	
Criterion No.	6.5.
Criterion description	Forest management activities shall be planned, organized and applied on the way that identify all possible risks for health and accidents and at the same time taking all reasonable measures to protect forest workers. The forest manager/owner shall inform all employees and service provider's staff about existence of the risks that are attached to their working position and to organize and conduct training for safety measures at work. The forest manager/owner shall organize regular monitoring on safety conditions on work for all employees and service providers. Based on results from the monitoring, forest manager/owner shall take measures for improvement of working conditions where is possible.
Connection with legislation	-Law on occupational health and safety -ILO (International Labor Organization) Conventions ratified by the Republic of Macedonia -Collective agreement for workers in forestry

	-Rulebook for occupational health and safety.
Indicators	<ol style="list-style-type: none"> 1. Existence of elaborate for identification of all possible risks at work. 2. Records for conducted trainings for safety work in forest, archived and available on request. 3. Engagement of only trained workers in execution of forest operations. 4. All workers on the field are mandatory wearing safety equipment, possession of first aid kit and respect of protocols for safety at work (Rulebook for occupational safety). 5. Means of communication in need of emergency are secured. 6. Usage of proper technical means and other work equipment is regularly checked by the forest user/owner. 7. Records on frequency of job related injuries per years exists and is archived. 8. Analyze for possible improvement of work conditions is prepared on annual level.
Source of verification	<ul style="list-style-type: none"> - List of ratified conventions by North Macedonia. - Elaborate for potential risks on work place. - Certificates of completed trainings. - Records for conduction of trainings - Contracts with trained workers engaged in forest operations. - Reports from the field inspections for compliance of the provision of wearing protective equipment, first aid kit and usage of proper technique for work (internal control, labor inspection). - Radio station, mobile phones available on the field. - Statistics of recorded accidents at work. - Field check conducted by independent body. - Documented analyze about possibility to improve work conditions.
Minimum requirements	- Workers in the forest that are under the age of 18 years are not engaged.

Chapter 6: Maintenance of socio-economic functions and conditions	
Thematic area: Compliance with legislation	
Criterion No.	6.6.
Criterion description	<p>Forest manager/owner shall identify relevant legislation related to forest management including elaboration how obligations from relevant legislation apply to the organisation and to provide access for all employees as well to comply with legislation related to forestry, trade, nature and environment conservation; ownership and land tenure rights; occupational health and safety; labor law, collective agreement (where is applicable), anticorruption, payment of fees, royalties and taxes. That includes national legislation and and international agreements accepted by the country.</p> <p>Fundamental rights of ILO and UN Declaration of Human Rights are integral part of this criterion.</p> <p>Forest manager/owner and service providers as well shall provide fair salaries for the employees and engaged forest workers on level that is at minimum in accordance with the national legislation.</p> <p>Note: no indigenous people in North Macedonia were identified.</p>
Connection with legislation	<p>-All laws that are relevant to the different areas mentioned in the description of the criteria.</p> <p>-ILO No. 87, Freedom of Association and Protection of the Right to Organise Convention, 1948.</p> <p>-ILO No. 29, Forced Labour Convention, 1930.</p> <p>-ILO No. 98, Right to Organise and Collective Bargaining Convention, 1949.</p> <p>-ILO No. 100, Equal Remuneration Convention, 1951.</p> <p>-ILO No. 105, Abolition of Forced Labour Convention, 1957.</p> <p>-ILO No. 111, Discrimination (Employment and Occupation) Convention, 1958.</p> <p>-ILO No. 138, Minimum Age Convention, 1973.</p> <p>-ILO No. 169, Indigenous and Tribal Peoples Convention, 1989.</p> <p>-ILO No. 182, Worst Forms of Child Labour Convention, 1999.</p>
Indicators	<ol style="list-style-type: none"> 1. The level and frequency of violations of the relevant regulations by the forest manager/owner, categorized by type of regulation and their injuries. 2. Provided access to all legislation relevant to forest management for all employees provided on e-version or other appropriate way. 3. The minimum wages for employees and engaged forest workers are in compliance with the law provisions.
Source of verification	<ul style="list-style-type: none"> - Archived reports on the number of violations of legislation by the forest manager/owner identified by the relevant institutions. - Interviews with work engaged persons, employees and the representatives of the institutions.
Minimum requirements	

Chapter 6: Maintenance of socio-economic functions and conditions	
Thematic area: Compliance with legislation	
Criterion No.	6.7.
Criterion description	Forest managers shall implement all legal provisions for protection of the forests from illegal activities and with that to ensure the implementation of systemic protection of forest. Systematic protection of forests is secured by the national legislation and is applied by regular functioning of institutions and bodies responsible for carrying out such kind of activities. On annual basis, forest owners shall monitor, record, investigate and report cases of illegal acts at their forests to institutions responsible for systematic protection of forests from illegal activities.
Connection with legislation	-Law on Forest; -Law on inspection; -Law on infringements; -Criminal Law (Code)
Indicators	1. Illegal activities in forests are registered and processed in accordance with national legislation. 2. Existence of monitoring report of forest owners prepared on annual basis.
Source of verification	- Daily reports of forest guardians. - Charges submitted by the Forestry Police, State Forest Inspectorate and other institutions relevant for the mentioned area. - Monitoring reports of forest owners.
Minimum requirements	

Chapter 7: Organizational aspects	
Thematic area: Internal procedures	
Criterion No.	7.1.
Criterion description	<p>The organization shall demonstrate preparedness to implement SFM requirements through establishment of management procedures, sufficient human capacity resources, protocols for conduction of field activities, regular monitoring and improvement where possible.</p> <p>The organizational management fully understand requirements of all forest certification system and for SFM and demonstrate its commitment for compliance with requirements for SFM. For that purpose, the organization compulsory has to prepare statement as a part of internal policy regulation, where:</p> <ul style="list-style-type: none"> - organization declares its commitment to fulfill requirements of the FC system; - organization declares its commitment to fulfill requirements for SFM; - organization declares its commitment to implement regular monitoring on implementation of requirements for SFM and improvement where is possible; - organization is committed to equal opportunities, prevention for discrimination and harassment on work; - support to gender equal wrights where possible; <p>The statement shall be publicly available, while employees are familiar with the content and understand their role in commitment of the organization.</p>
Connection with legislation	<ul style="list-style-type: none"> - Law for prevention from corruption; - Law for protection from harassment on work;
Indicators	<ol style="list-style-type: none"> 1. The established system for SFM is efficient, well elaborated and understood among employees, is regularly monitored and improved where possible. 2. Organizational statement is publicly available. 3. Promotion of organizational's commitment on annual level is conducted (except for individual forest owners).
Source of verification	<ul style="list-style-type: none"> - Results from the monitoring. - Verification by independent body. - Organizational statement. - Records from organizational promotion events. - Interviews with employees.
Minimum requirements	

Chapter 7: Organizational aspects	
Thematic area: Internal procedures	
Criterion No.	7.2.
Criterion description	<p>The expert and technical staff employed in organization, service providers and forest owners shall possess all relevant information related to implementation of SFM. Based on that precondition, forest managers / owners shall prepare and implement training for employees and service providers in forest operations to comply with requirements of the standard.</p> <p>The management of the organization shall define and secure necessary structure among employees and service providers and to have clear defined responsibilities for implementation of SFM. Update on the roles of all person in the system shall be implemented on annual level through written instructions and training provision. This includes all resources and documented information to place, implement, maintain and improve system efficiency.</p> <p>The organization has to define main responsible person that will prepare and keep records of all relevant and updated information related to activities implemented by the organization. Forest managers that are managing forest area bigger than 3.000 ha shall conduct analyze on the threats and opportunities for compliance with standard requirements and measures for risk mitigation. Forest manager and owners that manage forest area smaller of 3.000 ha shall at least prepare list for current threats for SFM.</p>
Connection with legislation	
Indicators	<ol style="list-style-type: none"> 1. The organization has internal procedure in written for responsibilities of all work engaged person (employees and service providers). 2. Instructions are shared and available for all employees and service providers at any eligible way. 3. Internal training on requirements for SFM is conducted in a period of 30 days after provision of written instructions. For new employees and service providers, organization is implementing training in a period of 60 days after engagement. For person employed on field works, training is conducted before their engagement on the field. 4. Internal regulation related to keeping records and necessary documentation for maintenance of the system is prepared, including nomination of responsible person. 5-a. Chapter for definition of threats related to implementation of SFM and mitigation measures is prepared by the organization. (note: only for forest areas over 3.000 ha) 5-b. List of threats to SFM. (note: only for forest areas less than 3.000 ha)
Source of verification	<ul style="list-style-type: none"> - Internal regulation of organization - Records for instructions provided to employees and service providers. - Sistematization of work positions in organization (where exists) - Records fro conducted training for employees and service providers, including new employees. - Interview with the employees and service providers.
Minimum	

requirements	
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Chapter 7: Organizational aspects	
Thematic area: Internal procedures	
Criterion No.	7.3.
Criterion description	<p>The organization shall plan, organize and implement annual internal control programme with aim to confirm if the forest management is:</p> <ul style="list-style-type: none"> a) in accordance with standard requirements and internal regulations; b) effectively conducted and maintained; <p>The programme for internal control is composed of:</p> <ul style="list-style-type: none"> a) plan for implementation, frequency, methods, responsible person and reporting; b) the scope and criteria defined for each control; c) selection of appropriate auditors by check of their qualifications d) definition of implementing procedures including part to secure objectivity and impartiality of the process; e) reporting on the results from the implemented internal control to the relevant management; f) definition of records keeping procedures; <p>This programme shall take into consideration the importance of the processes concerned and the results of previous audits.</p> <p>(Note: the contents of this criteria are not compulsory for individual private forest owner who is implementing forest management activities on the property by himself and with that has immediate overview in the content of criteria requirement)</p>
Connection with legislation	
Indicators	<ol style="list-style-type: none"> 1. Existence of organizational procedures for implementation of internal control according to criteria requirement. 2. Existence of annual reports for implemented internal control and results from it.
Source of verification	<ul style="list-style-type: none"> - Archived procedures for internal control; - Archived reports for implemented internal control; - Interview with the employees;
Minimum requirements	

Chapter 7: Organizational aspects	
Thematic area: Internal procedures	
Criterion No.	7.4.
Criterion description	<p>As part of internal regulation, the organization shall:</p> <p>a) react to the nonconformity and, as applicable:</p> <p>i. take action to control and correct it;</p> <p>ii. deal with the consequences</p> <p>As part of it, the content shall provide:</p> <p>a) the way organization reacts if non conformity appears;</p> <p>b) description of corrective actions and the ways to deal with the consequences;</p> <p>c) instructions to investigate the cause for non-conformities and proposal to take eventual measures to remove the cause and potential recurrence of non compliance;</p> <p>d) determining if similar nonconformities exist, or could potentially occur;</p> <p>e) instructions to take corrective measures that are in line with the level of identified non compliance and revision of efficiency of the measures;</p> <p>f) instructions for changes in the management system if that prove as necessary.</p> <p>All information that relates to appearance of non compliance, corrective measures taken and results from corrective measures shall be documented and archived.</p>
Connection with legislation	
Indicators	<p>1. Existence of written and archived procedures for dealing with non compliances with requirements of the standard.</p> <p>2. Records for findings on non compliances and implementation of corrective measures are properly archived and available on request.</p>
Source of verification	<p>1. Documentation for findings on non compliances with the standard.</p> <p>2. Documentation for the findings and measures taken.</p> <p>3. Interview with the employees.</p>
Minimum requirements	

Chapter 7: Organizational aspects	
Thematic area: Internal procedures	
Criterion No.	7.5.
Criterion description	<p>In order to secure successful compliance with requirements of the standard, the organization shall perform annual revision of the management with aim to identify eventual weak points in the management system and with that to secure base for improved mngement. The internal revision shall include:</p> <p>a) status of implemented activities from previous revision;</p> <p>b) changes in external or internal factors that are relevant for the management system;</p> <p>c) information on the quality of the management that includes:</p> <ul style="list-style-type: none"> • identified non compliances and corrective measures taken; • results from implemented montirong and evaluation; • results from internal and external controls; • opportunities for continuous improvement; <p>Results from the management revision shall be take in consideration by the management of the organization. If weak points or opportunities for improvement are identified, then there shall be decisions in written by the management prepared. In case of no weak points identified, the management shall anyway prepare decisions for continual improvement in written. All reports from the management revision shall be archived and available on request.</p> <p>(Note: the contents of this criteria are not compulsory for individual private forest owner who is implementing forest management activities on the property by himself and with that has immeadiate overview in the content of criteria requirement)</p>
Connection with legislation	
Indicators	<p>1. The organization is regularly implementing management revision, including all points that are defined in criteria requirement.</p> <p>2. Annual revision reports and management decisions are archived and available on request.</p>
Source of verification	<p>- Annual revision reports and management decisions.</p> <p>- Interview with the employees.</p>
Minimum requirements	