

5. Harvesting operations

5.3 Recruitment of men and procurement of machines

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5.3.1 Principles

When damage has occurred it is important to have quick access to expertise, workers and machines. Some of these facilities may have to be brought from other regions within the country or from abroad.

The transfer of men and machines over longer distances and national or international boundaries is subject to an administrative procedure which can be both complicated and time consuming but, it is facilitated by:

- ◆ an established network of contacts for recruitment of professionals and procurement of machinery
- ◆ prepared routines for information on working and social conditions for workers/contractors.
- ◆ advance agreements with authorities about action in acute situations.

It is necessary to give a clear description about working and social conditions at an early stage of recruitment.

5.3.2 Engagement of forest workers

Preferably only professional forest workers should be engaged. Recruitment is eligibly done from regions with similar or more difficult working conditions. These workers (or contractors) should fall under the same basic employment regulations as the ordinary work force.

Sources of recruiting professionals are contractors, forest enterprises, consulting enterprises.

General information about working conditions, which shall be provided in connection with recruitment, shall include:

- ◆ type of damage on stands and sites
- ◆ volumes to be salvaged
- ◆ duration of contract
- ◆ legal or practical hindrances to salvaging operation
- ◆ safety regulations for work
- ◆ conversion and performance quality
- ◆ measuring or scaling of performed volume
- ◆ prices, wages
- ◆ terms of payment

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When personnel is recruited to an other place than their normal place of residence, information shall be given on facilities for:

- ◆ catering
- ◆ housing
- ◆ transportation
- ◆ spare-time activities
- ◆ communication facilities.

This becomes of special importance when works site are located in isolated areas, with no alternatives of accomodation etc.

A routine would be prepared for application of:

- ◆ daily allowance
- ◆ travel expenses

When it is intended to bring personnel from other administrative regions within the county or from foreign countries, the following administrative routines have to be cleared.

Before the workers can leave their own country, application has to be made at the embassy/mission in their home country for

- ◆ visa or
- ◆ residential permit and/or
- ◆ work permit.

Questions regarding social security have to be cleared as regards:

- ◆ accident insurance
- ◆ health insurance
- ◆ pension funds

Bilateral agreements should be observed concerning rules for taxation of salaries

- ◆ rates of taxes
- ◆ double taxation
- ◆ reimbursement of taxes

Work descriptions, safety rules and other information must be given, both verbal and in print, in a language clearly understandable for the workers.

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Additional questions which relate to foreign companies as contractors concern

- ◆ registration of enterprise
- ◆ enterprise taxation
- ◆ Value Added Taxes (VAT) on services
- ◆ financial safeguards/guarantees

5.3.4 Transfer of equipment and machinery

Aspects to consider when an increased amount of equipment and machines are needed for safe gardening smooth work, avoid delay times and making safe working conditions.

Technical considerations:

- ◆ service and repair personnel
- ◆ spare parts
- ◆ maintenance and repair equipment
- ◆ special lubrication, oil, etc.
- ◆ safety regulations for work, protective equipment.

Economical considerations:

- ◆ transportation costs
- ◆ value added taxes
- ◆ traffic taxation on vehicles

Administrative considerations:

- ◆ insurances
- ◆ value added taxes (repayable/non-repayable)
- ◆ temporary exemption from value added taxes
- ◆ traffic rules (forwarding machines on public roads)

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