



















REVI-ART UP-CYCLING FURNITURE DESIGN

Recovery of old furniture

old style, retro and vintage,

thanks to multiple channels

such as direct retreat in

apartments, word of mouth,

markets

The core of Revì is to carry on active collaborations with bodies that deal with "green", recycling and environmental responsibility, which translates into concrete actions in which the purchase of a piece of furniture can generate positive outcomes both ecologically and in environmental protection terms.



Design thanks to mock-up and render in photoshop both following directives of private clients, both our lines



Realization with natural colors and the involvement of local workers, such as upholsterers, glassmakers, framers, carpenters

#### **EVIDENCE OF SUCCESS**

GROWING "GREEN" PARTNERSHIP NETWORK THAT INCLUDES: ECONOMIACIRCOLARE.COM, SUSTAINABLE FASHION INNOVATION SOCIETY, A SUD ONLUS, CBCD CAMPANIA

CIRCULAR ECONOMY'S GOOD PRACTICE IDENTIFIED AND APPROVED BY THE ITALIAN CIRCULAR ECONOMY STAKEHOLDER PLATFORM (ICESP)



















To cover the skill gaps in the eco innovation sector and in designers

DESIGN 4CIRCLE The project aims to allow designers from the textile sector to reduce environmental impact during the product lifecycle and develop new and innovative businesses within the principles of circular economy.



Design and develop a Joint Curriculum (JCV) on eco-design and circular entrepreneurship with the participation of organisations with different profiles



Break borders in the business textile sector and experts in eco-design and circular economy



Create new job opportunities for people with skills in the new area of eco-design and promoting eco-efficient materials

#### **EVIDENCE OF SUCCESS**

70 HOURS OF TRAINING COURSE, THAT ALLOW THE STUDENT TO ACQUIRE THE NECESSARY KNOWLEDGE TO TRANSFORM THEIR ORGANIZATION INTO A COMPANY ADAPTED TO THIS NEW PARADIGM

7 LEARNING MODULES WITH A COMPLETE VALUE CHAIN APPROACH. THE MODULES ARE DEVELOPED WITH INTERACTIVE MATERIALS SUCH AS VIDEOS, INFOGRAPHICS, PRESENTATIONS, QUIZZES, AND ADDITIONAL READINGS TO DEEPEN KNOWLEDGE OF DIFFERENT TOPICS OF INTEREST.







circular business training for the furniture and woodworking sectors













a smaller number of green jobs and not active in the transition to a circular model

**FURN360** 

FURN360 will foster employability, socioeducational and professional development. Its aim is to develop and implement a common curriculum and training content focused on the office and contract furniture sectors for implementing strategies able to ease the transition to a circular model.



Foster the creation of Green Collar jobs and new business models all along the value chain of these sectors



Create flexible learning pathways, based on the learning outcomes approach, able to provide, assess and recognize the key competences identified in the target groups



Capacity building in the sector, promoting active cooperation among social partners, companies, and VET providers towards the promotion of work-based learning on the local level

#### **EVIDENCE OF SUCCESS**



Co-funded by the **Erasmus+ Programme** of the European Union



FURN360 OBTAINED A RECOGNITION AS AN EXAMPLE OF "GOOD PRACTICES" GRANTED BY THE ERASMUS+ AGENCY, DUE TO THE HIGH QUALITY OF THE PROJECT AND THE DEVELOPED TRAINING COURSE





#### العطاء كالمتاح













#### **PROBLEM**

Durability of urban furniture and product environmental footprint, while facing workers lack of life-long-learning and uncomfortable working conditions

**GRISVERD MANUFACTURER OF SUSTAINABLE** (CSR) URBAN **FURNITURE** 

The activity of the company GRISVERD focuses on the manufacture of sustainable urban furniture, both from an environmental, social and economic point of view. Its strategic proposal is based on Corporate Social Responsibility. The GRISVERD company is considered 1 of the 142 reference model companies in CSR in Catalonia by the Observatory of Corporate Social Responsibility of Catalonia.



Ecological footprint: to achieve a real environmental improvement of the urban furniture that they design at GRISVERD, they consider all the phases of their life cycle, to achieve the minimization of the ecological footprint for the benefit of all.



The social perspective is the promotion of universal accessibility: GRISVERD's furniture design focuses on improving the quality of life and access for people with reduced mobility (product example: the Triiki tricycle).



GRISVERD is a micro-company with only 4 workers and focuses its activity on the design and manufacture of sustainable urban

#### **EVIDENCE OF SUCCESS**

AWARD AT THE 10TH CEPTA BUSINESS NIGHT (BUSINESS CONFEDERATION OF THE PROVINCE OF TARRAGONA) AND THE INNOVATION AWARD (INDUSTRY SECTOR) AT THE 2010 CHAMBER AWARDS (TORTOSA CHAMBER OF COMMERCE, INDUSTRY AND NAVIGATION).

ITS BENCH "NUU" WINNER OF THE DELTA ADI-FAD AWARDS 2011 AND HONOURABLE MENTION IN THE DESIGN FOR RECYCLING AWARDS 2013 CONVENED BY THE WASTE AGENCY OF CATALONIA AND ADI-FAD (INDUSTRIAL DESIGN ASSOCIATION).





# fama











# **PROBLEM**

End up waste in the landfill

**FAMA SOFAS OBTAIN ZERO WATES CERTIFICATIONS** 

Fama has received the "Zero Waste" certification and this certification guarantees that more than 90% of a company's industrial waste is recovered. This means that this waste does not end up in a landfill, having a second useful life, either in the form of reuse, the creation of new raw materials or crushed to create solid fuel.





Waste does not end up in a landfill



Waste has a second useful life



99.985% of the waste generated during the last 8 months has been given a second useful life

### **EVIDENCE OF SUCCESS**





FAMA HAS JUST RECEIVED THE "ZERO WASTE" CERTIFICATION FROM AENOR.



















Protecting forest heritage and biodiversity



GROUP
CERTIFICATION
"CONLEGNO
TRUST"

Conlegno TRUST group certification allows wood and furniture companies to obtain and maintain forest certification FSC and or PEFC at costs that are generally about 50% lower than obtaining the "single certification".



ALL THE ITALIAN COMPANIES THAT PRODUCE OR TRADE WOOD PRODUCTS CAN BE PART OF THIS CERTIFICATION GROUP, AS LONG AS THEY MEET THE FOLLOWING REQUIREMENTS:



FSC Certification < 15 employees Income < 2 Mln Euros PEFC Certification < 50 employees Income <10 Mln Euros

#### **EVIDENCE OF SUCCESS**

CONLEGNO IS THE PARENT COMPANY OF THE "CONLEGNO TRUST" PEFC CERTIFICATION GROUP (LICENSE TO USE PEFC LOGO / 18-32-40, CERTIFICATE 54966). THE GROUP CURRENTLY HAS MANY MEMBER COMPANIES BELONGING TO THE CONSTRUCTION AND WOOD PACKAGING SECTORS. YEAR 2020: CLOSED WITH 65 COMPANIES PARTICIPATING IN THE PEFC GROUP. YEAR 2021: CLOSED WITH 89 FOR PEFC AND 14 FSC





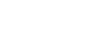
REFERENCE PRACTICE
UNI / PDR 115: 2021
MANAGEMENT OF RECLAIMED
WOOD FOR THE PRODUCTION
OF WOOD-BASED PANELS













Recover recycled wood and reduce waste in the production of wood-based panels



REFERENCE
PRACTICE
UNI / PDR
115: 2021
MANAGEMENT
OF RECLAIMED
WOOD FOR THE
PRODUCTION OF
WOOD-BASED
PANELS

The reference practice UNI/PDR 115:2021 is a document published by UNI which collects requirements relating to shared practices for the use of wood material recovery preconsumption and post-consumption suitable for the production of wood-based panels. The objective is obtaining a finished product (wood-based panel) which favours Circular Economy as desired by the European Union, allowing the recovery of post-consumer material as an alternative to landfill or combustion, comply with the technical regulations of the sector and complies with the C.A.M. (Minimum Environmental Criteria for public administration purchases).



THIS PRACTICE MAKES IT POSSIBLE TO ENSURE THAT THE FINISHED WOOD PRODUCTS HAVE THE FOLLOWING CHARACTERISTICS:



They are safe for consumers



They are safe for the environment



They respect the waste hierarchy in the perspective of the Circular Economy

#### **EVIDENCE OF SUCCESS**



Co-funded by the Erasmus+ Programme of the European Union



THIS MODEL REPRESENTS A CONCRETE EXAMPLE OF CIRCULAR ECONOMY, THE IMPORTANT RESULTS OF WHICH CAN BE EXPORTED TO OTHER EUROPEAN ECONOMIES. THIS PRACTICE DERIVES FROM THE DIRECT DESIRE OF COMPANIES TO HAVE DETAILED AND RELIABLE GUIDELINES.



















**Excessive human consumption of natural** resources compared to the Earth's ability to regenerate them



**PEFSTARTER** TOOL **DEVELOPED** IN LIFE EFFIGE **PROJECT** 

PEFStarter is a free, online, user friendly tool available in both Italian and English languages, developed under the framework of the LIFE EFFIGE PROJECT, co-funded by the EU, to support the knowledge and the implementation of the PEF methodology among the furniture sector.





No registration is required



The tool asks users some questions and, based on their answers, offers a customised information path on the main aspects of the PEF.



At the end of the path. a report containing the information received can be downloaded

#### **EVIDENCE OF SUCCESS**



Co-funded by the **Erasmus+ Programme** of the European Union



THE PROJECT MADE POSSIBLE TO IMPROVE PRODUCTION ACTIVITIES AND TO EVALUATE HOW THESE IMPROVEMENTS AFFECT THE ENVIRONMENTAL PERFORMANCE OF COMPANIES AND PRODUCTS AS WELL AS THE SOCIO - ECONOMIC IMPACTS OF THE ACTIVITIES AND THE LIFE CYCLE **COSTS OF A PRODUCT** 





#### REWIN













REWIN

The main goal of the ReWin project is the development and commercialization of wooden windows made of old, discarded wood, with special emphasis on wooden beams. The operation will reduce the amount of discarded wood, which is deposited at landfills or consumed for incineration. A new service life will be given to old wood and its lifetime will be extended which directly influences on the prolonged storage of CO2.



Development and commercialization of wooden windows made of old, discarded wood



Reduce the amount of discarded wood, which is deposited in landfills or consumed for incineration



A new service life will be given to old wood

#### **EVIDENCE OF SUCCESS**





AS PART OF THE PROJECT, A NEW WINDOW WAS MADE FROM OLD, USED WOOD MADE FROM THE BEAMS OF AN OLD HAYRACK).



















WOOLF

The main goal of the WOOLF project is to develop wooden construction and window systems that will enable the construction of a multi-storey modular wooden building and to integrate newly developed sensor technology into them. In connection with the newly developed ICT smart system, it will be possible to monitor the quality of wood and wood products in real time and predict their lifespan.





A project co-financed by the Ministry of Education, Science and Sport and the European Union - European Regional Development Fund



Construction of a multi-storey modular wooden building



**Developing ICT smart** system

#### **EVIDENCE OF SUCCESS**



Co-funded by the **Erasmus+ Programme** of the European Union



THE OPERATION BELONGS TO THE PRIORITY AREA OF THE SLOVENIAN SMART SPECIALIZATION STRATEGY (S4) - SMART BUILDINGS AND HOME WITH A WOODEN CHAIN.



















Preventing waste and reusing materials



The main subject of the project is the reuse of used wood, which with the participation of organizations from three different spheres (economy, educational institutions, local communities) and through active awareness of the general population will put the municipality and region on the map of sustainable areas and municipalities.





To protect the environment by reducing waste, preventing waste and reusing materials



Raising awareness in local people about the importance of the transition to a circular economy



Participation of organizations from three different spheres (economy, educational institutions, local communities)





















**CAREWOOD** 

The overall objective of this project is to introduce an upgraded concept for recovered solid timber as a source of clean and reliable secondary wooden products for the European industry. The CaReWood project will develop a business model for cascade use of wood recovered from building renovation and demolition, the furniture sector and the packaging and transport industries.

THIS PRACTICE MAKES IT POSSIBLE TO ENSURE THAT THE FINISHED WOOD PRODUCTS HAVE THE **FOLLOWING CHARACTERISTICS:** 

Present authoritative forecasts of volumes and qualities of post-consumer and post-industrial RW

Develop, demonstrate and evaluate the feasibility o up-grading solid RW technologies

Design guidelines to facilitate future reuse

Adopt certification and labelling criteria to cascaded wood

Develop software supported reverse logistic models for recovery of wood

Evaluate the environmental impacts and socio-economic viability of wood cascading

#### **EVIDENCE OF SUCCESS**

ONE OF THE IMPORTANT RESULTS OF THE PROJECT WAS THE CALCULATION MODEL, WHICH SHOWED, AMONG OTHER THINGS, THAT THE REUSE OF USED WOOD IN SLOVENIA COULD BE A PROFITABLE ACTIVITY.



















**RECAPPTURE** 

To use waste wood to create new products



**PROBLEM** 

A large amount of

wood disposal

The aim is to use waste wood to create new products repeatedly until it can no longer be used. In theory this should reduce the environmental impact (currently most waste wood gets burned

for energy) and also increase the life expectancy of wood from an estimate of 50 years to possibly 100

> A mobile and web application to connect users who want to get rid of used wood and companies



The project encourages the circulation of raw materials. their reuse and their upgrading to still usable products

#### **EVIDENCE OF SUCCESS**

years or more.



Co-funded by the **Erasmus+ Programme** of the European Union



RECAPPTURE MOBILE AND WEB APPLICATION - INTENDED FOR OWNERS AND MANUFACTURERS OF USED WOOD PRODUCTS FOR SALE, PURCHASE, DELIVERY. ENCOURAGE THE CIRCULATION OF RAW MATERIALS, THEIR REUSE AND THEIR UPGRADING TO STILL USABLE PRODUCTS.



















To find and an alternative feedstock source



The ReWoBioRef project addresses only recycled waste wood that has already gone through one utilisation stream and therefore is considered as secondary raw material having reached the end-of-waste criteria according to the EC waste directive.



To explore the techno-economic feasibility, scientific requirements, and material specifications to utilise recycled waste wood in lignocellulosic (LC) biorefinery processes as an alternative feedstock source



To valorise recycled waste wood components (cellulose, hemicelluloses and lignin) for more sustainable biobased fuels, chemicals and materials



















No strong ecosystem on circularity



**INFURI** 

The project INFURI creates networking opportunities that will facilitate the development of a strong ecosystem in circularity in the WORLD OF BUSINESS (companies from other sectors, industry representatives, incubators and business intermediary organizations). Working in the field of circularity and related products and processes, means working on new innovation potentials able to contribute to companies' competitive advantage in the market.





INFURI impacts the macro level, giving a new boost to jobs, growth and investment by promoting a carbon neutral, resource-efficient and competitive economy



The project will complement the Circular Economy Action Plan approved by the European Commission, whose Monitoring Framework (2018) shows that the transition helps to put the EU back on a path of job creation



The project outcomes are perfectly in line with the strategic indications of the EU and countries involved and complementary to initiatives undertaken at the European level regarding the need to develop the Action Plan on circular economy





#### AKADEMIA RECYKLINGU KRONOSPAN









# **PROBLEM**

low skills and knowledge in recycling and recovery of wood-based materials



AKADEMIA RECYKLINGU KRONOSPAN The Academy's activities promote recycling and educate about recycling installations in which post-consumer wood is shredded and added to the production of high-quality chipboards. It is also important to protect forests and reduce CO2, as recycled wood requires less drying time than fresh wood from forests.





Workshops for the University of the Third Age



Eko-kron- ecological education project for school students organized by Kronospan and the Ecological Education Center in Manowo



Recycling competitions and picnics



Participation in special paigns, e.g. this year's partnership of the Rzeczpospolita newspaper Battle for the Climate, regarding recycling and combatting climate change

#### **EVIDENCE OF SUCCESS**



Co-funded by the Erasmus+ Programme of the European Union



THE IMPLEMENTATION OF THE PROJECT BROUGHT EFFECTS IN THE FORM OF KNOWLEDGE TRANSFER IN THE FIELD OF RECYCLING AND RECOVERY OF WOOD-BASED MATERIALS. THE INITIATIVE PROMOTES PRO-ECOLOGICAL ATTITUDES AMONG ALL SOCIAL GROUPS



















Improve sustainability and protection of the environment

RAUCH MÖBELWERKE GMBH Rauch follows the principle "from sustainability strategy to sustainable corporate strategy" with the aim of producing socially and ecologically sustainable products affordable for everyone. This includes sourcing wood exclusively from regional, sustainably managed forests and ensuring that all production is CO2-neutral

TO GUARANTEE THESE GOALS RAUCH FURNITURE HAVE SEVERAL QUALITY SEALS:

Made in Germany

Blauer Engel

Goldenes M

**EVIDENCE OF SUCCESS** 

THE REGIONAL AND SUSTAINABLE APPROACH OF SOURCING WOOD ONLY FROM DOMESTIC SUSTAINABLE FORESTRY OPERATIONS AND PRODUCING EXCLUSIVELY IN GERMANY (MADE IN GERMANY) WAS AWARDED THE GERMAN SUSTAINABILITY AWARD 2014 (DEUTSCHER NACHHALTIGKEITSPREIS 2014).





# **UpCycle**











# **PROBLEM**

A significant amount of disposal of wooden planks from construction



Berlin's streetscape is constantly changing - construction is taking place on every corner. Often the wooden planks of the construction companies are left behind. UpCycle furniture (beds, tables, shelves and more) are made exclusively from old Berlin construction wood (100% recycled wood).





Each piece of furniture in the Kreuzberg studio is created according to the upcycling



No trees have to be felled for the furniture



There are no long, energy-intensive transport routes





# algenwerft











# **PROBLEM**

A significant amount of regional wood to recycle



REGIONAL RECYCLING OF WOOD -ALPENWERFT

Alpenwerft is a small company of 2 employees, with a passion for wood as a material and the idea of promoting a sustainable, resource-conserving way of life.





Only regionally sourced waste wood is used for creating the furniture



No trees have to be felled for the furniture



There are not long, energyintensive transport routes





#### **CIRCUSTEK**













CIRCUSTEK, A "REUSE OF **RESIDUAL MATERIALS**" **PROJECT** 

CircuStek is a project that collects residual materials and then offers it to students on their website.





Companies donate valuable wood waste



Students need (cheap) material for school projects



HMC school created the Circustek to store and sell these valuable materials with a discount for the students

### **EVIDENCE OF SUCCESS**





ALUMNI MADE SOME GREAT "CIRCULAR" EXAMPLES TO INSPIRE STUDENTS.





### ınsıde ınsıde











PROBLEM

To calculate the environmental cost

INSIDE INSIDE

INSIDE/INSIDE is a tool to calculate the environmental costs and circularity index and present them clearly. A good example for creating more sustainable interiors.



Different furniture and materials get a score in euros which is an indicator of the environmental impact (environmental cost).



It is an easy tool to compare materials and furniture and make sustainable choises.

















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#### **PROBLEM**

Every year, 635 kilotons of wood are consumed in the Dutch furniture sector. 20% of this (mostly MDF and particle board) is lost during the production process



"Wood Loop" is an innovative organization that enables every wood processor, retailer and panel material producer to recycle MDF and chipboard easily and affordably. CBM developed Wood Loop to get companies involved in recycling material to create new products. In the App, companies indicate when their crate is full and ready for collection. The nearest truck that is on delivery rounds comes to pick up the residual wood waste for recycling.

#### THE STEPS OF THE CYCLE ARE:

Sort chipboard and MDF Collection with return shipment Separate returns

Bulk transport of chipboard and MDF to processing companies Processing circular raw materials

Production of new MDF and chipboard **New Products** 























Social cultural and professional discrimination



LINFA

A workshop involving thirteen young holders of international protection SIPROIMI, former SPRAR of the ASP 9 "Ancona province of asylum" managed by Vivere Verde, Coosmarche, Polo9, and ANOLF Marche.





Youngsters developed furniture to be inserted in the municipal centre "Metropolis" utilizing used wood and waste material from local companies



Practices in order to achieve social, cultural, and professional goals



Integration of migrants and their relationship with the community

#### **EVIDENCE OF SUCCESS**

PRESENTATION OF THE WORKSHOP'S OUTPUTS AT "PRIMO PIANO FESTIVAL" (ANCONA, ITALY)

DEVELOPMENT OF WOODEN MANUFACTURES AS COMMON GOODS FOR CITIZENSHIP (ANCONA, FALCONARA, PIANO MUNICIPALITIES), FOSTERING MIGRANT INTEGRATION THIS WAY

FLOWER BOXES AND FURNITURE, FOR THE PIANO DISTRICT, BUILT WITH THE RECOVERY OF WASTE WOOD IN THE CARPENTRY WORKSHOP















To train future workers (migrants) of the furniture sector to be more qualified and more integrated in their host countries. All of this will support improving the competitiveness of EU furniture SMEs.



FURNITURE
AND LANGUAGE
INNOVATIVE
INTEGRATED
LEARNING FOR
SECTOR

FLAME is a European Union project funded by the ERASMUS+ programme. FLAME aims to promote the attractiveness of the furniture sector among young people and, on the other, to facilitate the mobility of workers towards the sector, from other countries as well as from other sectors.





Basic training material for the most demanded professional profiles in the furniture industry



The training material has been developed according to the Content and Languages Integrated Learning teaching methodology (CLIL)



The training material is integrated into a multimedia e-learning platform available in seven languages

#### **EVIDENCE OF SUCCESS**



Co-funded by the Erasmus+ Programme of the European Union



AFTER THE END OF THE PROJECT, THE COURSE HAS ALREADY BEEN IMPLEMENTED TWICE, ONCE IN ITALY AND ONCE IN SPAIN, WITH THE ORIGINAL AND MAIN PURPOSE OF TRAINING AND FACILITATING THE INCLUSION OF MIGRANTS IN THE WOOD-FURNITURE SECTOR





# PARKETT interfloor.











#### **PROBLEM**

Exclusion of migrants and refugees from the workplace and social life



PARKETT INTERFLOOR The company activates 2 internships every year. Each year, one of the two hired apprentices has a migrant or refugee background. The first apprentice chosen was a young Afghan refugee who recently completed his apprenticeship with flying colors and is now joining the team as a blue-collar worker.



A small company with 20 employees



Two apprentices each year



Support in the form of theoretical tutoring and language support to be fully integrated























Integration and employment of migrants and asylum seekers in the labour market

K\_ALMA
"EXPERIMENTAL
SOCIAL JOINERY
PROJECT"

Experimental project of social joinery aimed at training, integration and employment of migrants and asylum seekers teaching them a profession and promoting positive inclusion in the social and professional fabric of the capital.



Activity coordinated by Prof volunteers who h



Professional carpenters who have made themselves available to pass on the craft



It is also open to vulnerable people such as the unemployed and people with psychiatric issues

#### **EVIDENCE OF SUCCESS**

**ESTABLISHED PARTNERSHIP WITH ANPI;** 

REALIZATION OF WOODEN PRODUCTS AND PIECES OF FURNITURE FOR PRIVATE NON-PROFIT OR-GANIZATIONS, AND LOCAL PUBLIC AUTHORITIES, FOSTERING MIGRANT INTEGRATION THIS WAY; THE REVENUES ARE ENTIRELY USED TO REIMBURSE THE WORK DONE BY CARPENTRY LABS' PARTI-CIPANTS AND THE VOLUNTEERS;

"SGABELLO BELLO, BELLO" THE FIRST LINE OF PRODUCTS BY K\_ALMA PREPARED FOR THE "FUORI SALOTTINO", "OFF" SECTION OF THE SALONE DEL MOBILE IN MILAN;



















Exclusion of students with special educational needs from school sector, job market and social life

HOLZMANUFAKTUR HARSEWINKEL E.V. The Holzmanufaktur Harsewinkel offers young people with special educational needs the opportunity to complete the first year of rehabilitation training as a woodworking technician after finishing school. After the first year, the trainees move to a follow-up company in the primary labor market and complete their training there. In this way, the Holzmanufaktur Harsewinkel acts as a bridge between students with special needs and companies.



Trainees with special needs



Holzmanufaktur Harsewinkel offers five-hour woodworking workshops



The wood workshop is run by three volunteer board members with a great deal of business expertise

#### **EVIDENCE OF SUCCESS**

SUSTAINABILITY AWARD OF THE EAST WESTPHALIAN ECONOMY (IHK) 2019

AUSBILDUNGSASS DER HANDWERKSJUNIOREN/WIRTSCHAFTJUNIOREN DEUTSCHLANDS 2020 (AWARD CEREMONY MOVED TO 2022)

FEDERAL FINALIST START SOCIAL 2021

1500 PRIMARY SCHOOL CHILDREN PER YEAR IN THE WOOD WORKSHOPS.











2010











It was necessary to identify the necessary skills to be able to perform the different jobs that make up this subsector to see if people with disabilities could perform these jobs.

INCORPORATE DIVERSE TALENT PROJECT The main objective of INCORPORATE DIVERSE TALENT was to carry out a comparative analysis between the skills needed to perform the most typical jobs in the Upholstery Sector and the different degrees and types of disabilities in people. For this, a study of the most representative jobs in this subsector was carried out, analysing the risks, training, experience, the tools used and fundamentally the skills that are necessary to perform each of the 18 positions studied.



A comparative analysis, data collection and integration and definition of the profiles and capabilities



To improve their knowledge, to encourage them to incorporate diverse talent and to create a culture of diversity that embraces international talent and experiences.

#### **EVIDENCE OF SUCCESS**





IT WAS CARRIED OUT IN A SECOND EDITION. A HUGE NUMBER OF WORKERS, COMPANIES, ASSOCIATIONS, FEDERATIONS AND FOUNDATIONS PARTICIPATED









**2017** 2020









Exclusion of deaf people and people with hearing impairments from different workplaces

**PROBLEM** 

SWING SIGNS FOR WORK INCLUSION GAIN The SWING project aims is to support deaf people in the workplace through the development of a video dictionary in different Signs Languages with work technical terms in the fields of culinary, furniture and tourism.



A study achieved the final creation of a directory containing the words which compose the video dictionary



Creation of a video dictionary, to be used by deaf and hearing people who want to communicate with people with hearing problems



Development of 4 mobile apps, including the video dictionary ands also some training activities for better learning sign languages

#### **EVIDENCE OF SUCCESS**



Co-funded by the Erasmus+ Programme of the European Union



THE SWING PROJECT WAS OFFICIALLY DECLARED A "BEST PRACTICE" BY EU OFFICIALS

THE SWING PROJECT WON THE EUROPEAN LABEL OF LANGUAGES 2020 IN THE VOCATIONAL TRAINING SECTOR





#### NORMALI MERAVIGLIE









## **PROBLEM**

Exclusion of people with disabilities from different workplaces and social life



The "Sacra Famiglia" develops employment workshops for the most vulnerable (i.e. people with disabilities). It carries out assistance, health, and rehabilitation activities, enabling and socialization interventions. These activities represent an important part of an overall and articulated path of personal growth, within which people with generalized developmental disorder, autism and intellectual disability gain confidence and find precious opportunities for social inclusion.



Furniture workshops led by important designers



Establishement of "TAM TAM" a school of excellence in visual activities



All the activities allow people with generalized developmental disorder, autism and intellectual disability to build trust, selfesteem and opportunities for social inclusion

#### **EVIDENCE OF SUCCESS**



Co-funded by the Erasmus+ Programme of the European Union



THE "SACRA FAMGLIA" WAS ALSO AWARDED AT THE "SALONE DEL MOBILE" WITH THE GOLDEN COMPASS IN THE SOCIAL DESIGN SECTOR.



















Exclusion of people with disabilities from different workplaces and social life

**DIVERSAMENTE MOBILI** 

"Diversamente mobili" is a laboratory that transforms people with disabilities into carpenters, under the guidance of a team made up of educators and architects and carpenters. Work placement workshop for disabled children, organized and managed within the "AS.SO" in collaboration with "frappè studio architetti". They design and manufacture tailor-made products based on spaces and needs, using new wood but also reinterpreting and transforming recycled objects such as pallets, reels and furniture.



Laboratory that transforms people with disabilities into carpenters



All activities and workshops are structured to ensure that the person acquires greater awareness of their potential and allow everyone to implement, and enhance their skills



To integrate the disabled person into the community and to perceive himself as an active part of it

#### **EVIDENCE OF SUCCESS**

THE WORKSHOP WAS ALSO AWARDED AT THE "LA BUONA VERNICE" CONTEST

















Exclusion of people with disabilities from different workplaces and social life

CENTRO
DIURNO
BOTTEGA DEL
LEGNO

The "Il Centro diurno La Bottega del Legno" is an Occupational Day Rehabilitation Center. Named after Christian Vadori (1977-2013), the C.O.R.D. hosts people with disabilities

The main core of the association is to take care of people with disabilities. They use carpentry workshops to integrate people with disabilities into social and working life.



Carpentry workshops



Culture based on care and respect



The practices and activities implemented constitute the essential relational context in which team workers promote socialization, autonomy, movement, expressiveness and learning



















Exclusion of people with disabilities from different workplaces and social life

MOVIMENO UFFICINA INCONTRO BUTTEGA The MOVIMENTO association offers people aged 18 and over with slight, medium or severe physical or mental disabilities, jobs and assisted employment programmes in various areas. The "Samedan OFFICE", "MEETING Poschiavo", "LA BUTTEGA Scuol" and "LA BUTTEGA Jaura Val Monastero", have carpenters, weavers, ateliers and workshops.



There, disabled people can carry out rewarding work activities that give them pleasure



The four structures of the MOVIMENTO
Association provide approx. 90 jobs
in various fields of production and
employment



They offer people with disabilities an agenda of the day with various focal points: from work in carpentry for the production of wooden objects and so on

















Exclusion of people with disabilities from different workplaces and social life

DIVERSAMENTE MOBILI The Association "Dinsi une ma"n (from Friulian: "let's give ourselves a hand" in the sense of reciprocity), legally established in Pisa in May 1995, ONLUS since 1997, authorized to operate by the ASL of Pisa since 2004 as a "Multifunctional Territorial Socialization Laboratory" aims to share some experiences with disabled people, including families.



The users, to whom the activity is proposed, are disabled in various ways (psychic, physical, motor and sensory disabilities)



Activities are offered through personalized paths agreed with the Social Workers

















Professional development and expanding the knowledge and experience of 45+ employees in industries with a high, negative impact of economic fluctuations on the labour market

**BEYOND 45+** 

The aim of the project was the professional activation of people aged 45+, coming from and representing traditional sectors of the economy, at risk of exclusion or already socially excluded due to the lack of adequate competences in relation to the expectations of the labour market.



Diffusion of skills in 4 sectors of the economy (furniture, woodbased materials, construction in the context of finishing works with the use of wood, and electronics in the context of interior design and intelligent furniture).



identified needs resulting from the

macroeconomic situation of the

partner countries and the EU

Structural unemployment data indicated that the number of people aged 45+ among the unemployed in Poland has

clearly increased in recent years



#### **EVIDENCE OF SUCCESS**



Co-funded by the Erasmus+ Programme of the European Union



THE PROJECT HAD AN IMPACT ON THE ECONOMY OF THE COUNTRIES INVOLVED THROUGH PROFESSIONAL INCLUSION AND ACTIVATION OF PEOPLE AGED 45+ BY IMPLEMENTING THE MOST PRACTICAL MEASURES.

















The Russian aggression against Ukraine resulted in the arrival of a large wave of over 2 million refugees in Poland. These are people who need to find their place in the new reality and acclimatize to a new country within a very short time

THE FEDERATION
OF POLISH
ENTREPRENEURS
AND FOUNDATION
AKTYWIZACJA BEZ
GRANIC - HELP
UKRAINE REFUGEES

Since the beginning of refugees' admission to Poland, the Federation of Polish Entrepreneurs have been implementing the Vocational Integration Programme, aimed specifically at refugees from Ukraine. Within the framework of the project, each partner uses its resources to provide effective support.



To support Ukraine woman in taking care of children



To find accommodation near the workplace for Ukraine woman



To increase the change to find a job for the Ukraine woman





# NEGRO



**2016**TILL NOW







# **PROBLEM**

Reintegration of prisoners into the labor market after serving their sentence

THE SPECIAL ECONOMIC ZONE BY MEBLE NEGRO

Meble Negro as an enterprise

operates in a Special Economic

Zone (SSSE- Słupska Specjalna

Strefa Ekonomiczna) in Poland

Meble Negro company was founded in 2002. The company produces upholstered furniture for the Polish and European markets. Furniture production takes place at the branch in Czarnem and Chojnice, in northern Poland. The company employs inmates in the production of furniture through the Fund for Assistance to Inmates Out of Prison and People Excluded from Rural Areas.



The company produces upholstered furniture for the Polish and European markets



Both civilian and convicted citizens work in the factory