



D4.2 - Development of a guide of good practices for CSR in the Wood and Furniture sector

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The ALLVIEW project is a new transnational cooperation platform that connects Centres of Vocational Excellence (CoVEs) within the wood and furniture sector. ALLVIEW has operational objectives on a regional, national and European level which aim at an innovative approach to modernize vocational education and training.

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Introduction

1. Objective of the document

After the excellent study within T₁, the identification of Regional/national policies about CSR, partners of “ALLVIEW - Alliance of Centres of Vocational Excellence in the Furniture and Wood sector”, the partners of WP₄ wanted to analyze and identify in their region some good practices related with the 3 CSR pillars:

- 1) Circular Economy
- 2) Inclusion of migrants and refugees
- 3) Accessibility of people with special needs

These main 3 pillars have been declined in the following sectors:

- Education (VET) system
- Labour Market
- Work environment
- Work tasks

What is good practice? In the proposal, we have described good practices as initiatives, that have proven to be successful in a region and which are therefore of potential interest to other regions. Proven success means that the initiative has already provided tangible and measurable results in achieving a specific objective. The identification of good practices serves several purposes. Most importantly, in the framework of the project, the collection of good practices will be a valuable source of learning and inspiration for replication, for each of the project's partners, but also the general European public.

At the same time, we stated in the proposal that within this second Task we will identify at least 1 non-formal methodology per region, to be used as a tool in the wood and furniture sector.

What is non-formal education? Non-formal education refers to planned, structured programs and processes of personal and social education for young people designed to improve a range of skills and competencies, outside the formal educational curriculum. Non-formal education is what happens in places such as youth organizations, sports clubs, and drama and community groups where young people meet, for example, to undertake projects together, play games, discuss, go camping, or make music and drama. Non-formal education achievements are usually difficult to certify, even if their social recognition is increasing.

Non-formal education should also be:

- voluntary
- accessible to everyone (ideally)
- an organized process with educational objectives
- participatory
- learner-centred
- about learning life skills and preparing for active citizenship
- based on involving both individual and group learning with a collective approach
- holistic and process-oriented

- based on experience and action
- organized based on the needs of the participants.

Formal, non-formal, and informal education are complementary and mutually reinforcing elements of a lifelong learning process.

Non-formal education is one of the pillars on which the ERASMUS PLUS program is based, which promotes European youth mobility in groups and individuals, through exchanges and voluntary activities abroad, intercultural learning, and initiatives for young people between the ages of 13 and 30.

Non-formal education can be explained with the formula "learning by doing" or learning directly in the field. The learning methodology consists of the interaction between learners and the real situations they experience.

To explain better how non-formal education can be of use for the Wood and Furniture sector, we want to show in this document some examples of the methodology used.




This complete report is based upon a structure composed of the following sections:

- A benchmark of good practices related to the 3 CSR pillars in Europe.
- A set of non-formal methodology related to the 3 CSR pillars in Europe.

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A benchmark of good practices
related to the 3 CSR pillars in
Europe

2. Good practices

NO.	Good practice	Description	Link
1	 <p>DESIGN4CIRCLE 2018 – 2021 Circular Economy Spain</p>	<p>Design4Circle aims to cover the skill gaps in eco-innovation of European Designers in textile and fashion products. It allows designers from the textile sector to reduce environmental impact during the product lifecycle and develop new and innovative businesses within the principles of the circular economy.</p> <p>The goal of the project is to create an innovative learning curriculum in line with the needs of designers of the textile and fashion industry towards a circular business model, being the main target group of current and future fashion designers of the textile industry, also including the footwear and upholstery sectors.</p>	<p>Link</p>
2	 <p>FURN360 2017 – 2020 Circular Economy Spain</p>	<p>Circular economy interventions have the potential to foster the European furniture industry, with repair, refurbishment, and remanufacture. Producing 1/4 of the world's furniture, the EU furniture industry employs more than 900,000 workers in approximately 126,000 firms, and production amounted to more than €84 Billion in 2012. However, these figures are 13% lower than in 2007, while the Asian market increased its production to 230% during the same period.</p> <p>Under this context, the creation of new business models based on a circular economy across the sector opens new opportunities from an economic and social perspective.</p> <p>Over the last decade, 3-4.2 million green jobs were created and the fact of Reaching the EU2020 objective of improving resource productivity by 30% could help create a further 163,300 jobs by implementing a full transition to a circular model in the EU furniture sector.</p> <p>FURN360 will foster employability and socio-educational and professional development. It aims 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.</p>	<p>Link</p>
3	 <p>Incorporate diverse talent project 2010 – 2011</p>	<p>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, analyzing the risks, training, experience, tools used, and fundamentally the skills that are necessary to perform each of the 18 positions studied.</p>	<p>Link Link</p>

Accessibility of people with special needs Spain

This study proposes a comparative analysis of the capacities necessary to work in the upholstery sector and the different degrees of physical or mental disability of people.

During the project, data was subsequently collected on the capacities that different groups with disabilities have preserved. Finally, all the data obtained were integrated to identify which jobs can be adequately performed by each group, thus defining a profile of the capabilities of the most significant groups that adapt to the needs of the companies.

GRISVERD
Manufacturer of Sustainable (CSR) Urban Furniture
 2009 - till now
 Circular Economy
 Spain

4

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.

[Link](#)

The GRISVERD company is considered 1 of the 142 reference model companies in CSR in Catalonia by the Observatory of the Corporate Social Responsibility of Catalonia. It is the only company in the furniture sector considered a reference model.

They have received several awards: at the 10th CEPTA Business Night (Business Confederation of the Province of Tarragona) and the INNOVATION (Industry sector) at the 2010 Chamber Awards (Tortosa Chamber of Commerce, Industry and Navigation). Moreover, they have won the first and second prize in the product category at the II Ebreambient Sustainability Awards (organized by the Tortosa City Council).

FLAME
Furniture and Language innovative integrated learning for sector Attractiveness and Mobility Enhancement
 2018 – 2021
 Inclusion of migrants and refugees
 Spain

5

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

[Link](#)

FLAME has developed basic training material for the most demanded professional profiles in the furniture industry, such as cabinetmakers, upholsterers, machine operators, furniture assemblers, and factory workers. The training material has been developed according to the Content and Languages Integrated Learning teaching methodology (CLIL), which will allow workers to acquire the basic knowledge necessary to start working in the sector while learning the needed terminology to work in a foreign language.




fama
FAMA sofas obtain zero wates certifications
 2022
 Circular Economy
 Spain

6

Fama has just received the "Zero Waste" certification from AENOR. 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.


[Link](#)

A very important certification for Fama, since 99.985% of the waste generated during the last 8 months has been given a second useful life and has been prevented from going to a landfill.

7	 <p>REVI ART Revi-art, Up-cycling Furniture Design 2018 – to present Circular Economy Italy</p>	<p>REVI's idea was born as a solution to a problem that affects southern Italy and Bari particularly; the problem of bulky waste, increasingly abandoned at street corners despite municipal authorities being responsible for the withdrawal. Given the team's expertise in interior design and art, the mission of revaluing old-fashioned furniture and objects to transform them into style and giving them uniqueness came naturally.</p> <p>The core of Revi 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.</p>	Link
8	 <p>KAlma K_Alma "Experimental social joinery project" 2017 – to present Circular Economy Inclusion of migrants and refugees Accessibility of people with special needs Italy</p>	<p>Experimental project of social joinery aimed at training, integration, and employment of migrants and asylum seekers teaching them a profession and promoting a positive inclusion in the social and professional fabric of the capital.</p> <p>The activity, coordinated by volunteers active for years on issues of immigration and human rights and by professional carpenters who have made themselves available to pass on the craft, is also open to vulnerable people such as the unemployed and people with psychiatric issues.</p> <p>Currently, there are about fifteen young people from Nigeria, Senegal, Congo, Cameroon and hosted in the reception centers of the capital that attend the workshop open three times a week. Reusing and giving new shape to wood from scrap carpentry, they make furniture and furnishings for public clients (associations, museums, theatres) and individual citizens.</p> <p>The revenues of the first real line of products for sale signed K_alma, the "Sgabello bello, bello", will go directly to aspiring carpenters, a form of initial income from which to start again to imagine a new life.</p>	Link
9	 <p>Linfa 2019 – to present Circular Economy Inclusion of migrants and refugees Italy</p>	<p>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, Polog, and ANOLF Marche.</p> <p>Thanks to the collaboration between IAL Marche, Laboratorio LINFA, CISL, and Comune di Falconara, under the supervision of a professional carpenter, the youngsters realized furniture to be inserted in the municipal center "Metropolis" utilizing used wood and waste material from local companies.</p>	Link

The project aims to develop good practices to achieve social, cultural, and professional goals: from the social and job market integration of migrants to the enhancement of indoor and outdoor public places, via the vocational training of young people in the craft sector.

To this extent, the skills acquired in their country of origin by the participants will be taken into due account, to make local communities aware of them, creating greater solidarity, and thus fostering the integration of migrants and their relationship with the community.

10	 <p>SWING Signs for Work Inclusion Gain 2017 – 2020 Accessibility of people with special needs Italy</p>	<p>The SWING project is born 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.</p> <p>People with Hearing impairments and Deafness (target group) will develop their skills and competencies in different fields related to VET education, increasing their employability in the labor market. They will learn different technical words or expressions in sign language, as their co-workers do so that they can better communicate with each other.</p> <p>Moreover, they have the opportunity of learning other sign languages with the possibility of going outside their country. Companies will be able to engage a larger range of people with special needs, and they will have a suitable tool for training.</p>	<p>Link</p>
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11	<p>NORMALI MERAVIGLIE Normali Meraviglie Present Accessibility of people with special needs Italy</p>	<p>The "Sacra Famiglia" develops employment workshops for the most vulnerable (i.e. people with disabilities). It carries out assistance, health, and rehabilitation activities, enabling socialization interventions. These activities represent an important part of an overall and articulated path of personal growth, within which people with a generalized developmental disorder, autism, and intellectual disability gain confidence and find precious opportunities for social inclusion.</p> <p>Activating experiences of this type, in a protected context, is part of an overall path of personal growth and allows people with a generalized developmental disorder, autism, and intellectual disability to acquire trust, self-esteem, and opportunities for social inclusion.</p> <p>Thanks to these activities, in fact, the guests - true "artists-craftsmen" - recognize themselves in what they have achieved, offering it as a gift of fragility that can produce extraordinary results.</p> <p>All the activities are based on different furniture workshops led by an important designer in the sector. Also "Sacra Famiglia" is managing "TAM TAM" a school of excellence in visual activities. All its activities are free. The school was born from an idea of</p>	<p>Link</p>
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Alessandro Guerriero, Alessandro Mendini, Riccardo Dalisi and Giacomo Ghidelli; all of them are important designers. There is no structure, its places are many. Its main office is in Milan.

There are two fundamental theoretical moments:

- Being a "non-school": a place where new knowledge and new intertwining of the visual arts with other disciplines are experimented, for a result that in the future will perhaps become a formative moment for traditional schools.
- Move mainly in the field of social design, which has the social needs of the age in which we live as its starting point.

The "Sacra Famglia" was also awarded at the "Salone del Mobile" with the "Compasso d'oro" in the social design sector.



Diversamente mobili
Present
Accessibility of people
with special needs
Italy

It is a work placement workshop for disabled children, organized and managed within the Solidarity association.

[Link](#)

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.

"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.

For each person who attends the center, a personalized individual educational project is developed, with relative attendance days, workshops, and tasks, prepared by the educators, in agreement, and in close collaboration with the families.

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.

The last goal is to integrate the disabled person into the community and to perceive himself as an active part of it.

The activities fell into everyday life, functional for the autonomy of the person and for the management of the center itself and its laboratories; moreover, the actions allow one to measure oneself with the reality of the world.

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**Centro
diurno bottega
del legno**
Present

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 under the care of the A.Y. 5 and consists of 430 sqm. There are three craft workshops equipped ad hoc for the creation of carpentry works.

[Link](#)

As a result of a culture based on care and respect, the practices and activities that take place there constitute the essential relational

Accessibility of people with special needs
Italy

context in which team workers promote socialization, autonomy, movement, expressiveness, and learning.

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



Movimento officina incontro buttega

Present
Accessibility of people with special needs
Italy

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

[Link](#)

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There, people with disabilities can carry out rewarding work activities that give them pleasure. They work at their own pace with no pressure on performance or results. Thanks to the various day and occupation structures with different levels of performance and learning fields, the staff can accompany the different users individually.

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 toys, as well as candles, jewelry, and so on... The facilities of the "OFFICINA Samedan" and the "BUTTEGA Scuols" are particularly suitable for people with limited mobility and sense of direction, as in both facilities the laboratories and residential units are in the same building.



PAIM
Present
Accessibility of people with special needs
Italy

The Association "Dinsi une man" (from Friulian: "let's give ourselves a hand" in the sense of reciprocity), legally established in Pisa in May 1995, ONLUS since 1997, and 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.

[Link](#)

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The users, to whom the activity is proposed, are disabled of various kinds and types (psychic, physical, motor, and sensory disabilities): in addition to general assistance, occupational activities are offered through personalized paths agreed with the Social Workers of the District Integrated of the Society of Health of the Pisan area.

The association is dealing with different laboratories. One of them is the carpentry workshop where people with different kinds of disabilities are realising furniture design with the use of wood.



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".

[Link](#)

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2020
Circular Economy
Italy

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



Conlegno TRUST helps companies by providing specific training on standards and to carry out periodic "internal audits" over time to maintain certification. The beneficiaries are the final consumers (indirect benefit) who will have certified products available, but above all the companies that are part of the group (direct benefit).

17	<p>Reference practice UNI / PdR 115: 2021 Management of reclaimed wood for the production of wood-based panels 2021 Circular Economy Italy</p>	<p>This model represents a concrete example of a circular economy, the important results of which can be a model that can be exported to other European economies.</p> <p>The objective is to obtain a finished product (wood-based panel) that favors the Circular Economy as desired by the European Union, allowing the recovery of post-consumer material as an alternative to landfill or combustion and complying with the technical regulations of the sector - complies with the M.E.C. (Minimum Environmental Criteria for public administration purchases). This reference practice was elaborated by the Working Table "Management of reclaimed wood for the production of wood-based panels" led by UNI, made up of 7 experts in the sector from various leading Italian companies in the wood panel sector and from FederlegnoArredo, who is the project leader.</p> <p>The use of the practice has already given way to the creation of more sustainable and available finished products on the market.</p>	Link
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18	 <p>PEFStarter tool (Developed in LIFE EFFIGE Project) 2017 – 2021 Circular Economy Italy</p>	<p>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 sectors. No registration is required. The tool asks users some questions and, based on their answers, offers a customized information path on the main aspects of the PEF method. At the end of the path, a report containing the information received can be downloaded. The tool provides links to the official website of the PEF program and to the tool/ documents developed in LIFE EFFIGE to redirect users to more detailed documentation.</p> <p>The tool presents three main sections:</p>	Link
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- 1) Corporate environmental policies, with particular reference to environmental product communication and the life cycle approach.
- 2) Opportunities of the PEF method for the companies.
- 3) Main steps to develop a PEF study: how to collect and elaborate data, environmental impacts assessed by the PEF method, and how to use and communicate the results (including the use of a benchmark).


Life EFFIGE project is designed to meet this need through the adoption of Product Environmental Footprint (PEF) a method of computing the environmental footprint of products and services promoted by the European Commission with Recommendation 179/2013/UE.

19	<p>ReWin 2017 – 2018 Circular Economy Slovenia</p>	<p>The ReWin project aims at 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 in landfills or consumed for incineration. A new service life will be given to old wood and its lifetime will be extended which directly influences the prolonged storage of CO₂.</p> <p>As part of the project, a new window was made from old, used wood (made from the beams of an old hayrack). Windows can be made from a variety of sources of old, used wood. This improves a more efficient effect on the environmental performance of companies and products.</p>	Link
20	 <p>WOOLF 2018 – 2021 Circular Economy Slovenia</p>	<p>The main goal of the WOOLF project is to develop wooden construction and window systems that will enable the construction of a multi-story 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. The total value of the project is EUR 2,945,250.00, which is co-financed by the Ministry of Education, Science and Sport and the European Union - European Regional Development Fund.</p>	Link
21	 <p>Lesni feniks 2019 – 2021 Circular Economy Slovenia</p>	<p>The main purpose of the Wood Phoenix project is to protect the environment by reducing waste, preventing waste and reusing materials, and raising awareness of local people about the ways, possibilities, and importance of the transition to a circular economy.</p> <p>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, and local communities) and through active awareness of the general population will put the municipality and region on the map of sustainable areas and municipalities. This will be achieved through traditional forms of awareness-raising (round tables, lectures, film presentations, workshops) as well as the integration of content</p>	Link

into the learning process of the Secondary School of Wood Science and the final practical implementation and demonstration of used wood in urban infrastructure.

Used wood poses a threat to the environment, as it can be contaminated due to the use of coatings with a high content of heavy metals or impregnating agents that burden the environment (eg creosote, CCA). On the other hand, industrial plants produce significant amounts of wood residues, which are not only environmentally friendly but also contain high-quality wood.

22	 <p>CaReWood 2014 – 2017 Circular Economy Slovenia</p>	<p>The overall objective of this project is to introduce an upgrading concept for recovered solid timber as a source of clean and reliable secondary wooden products for the European industry. Such a concept will further strengthen the market competitiveness and the sustainability of wood-based products. 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.</p> <p>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. The calculation model took into account used wood collected by accumulation centers but did not take into account used wood produced by households and not taken to accumulation centers.</p> <p>Results are presented in different articles and scientific papers. They have developed a basic logistics platform based on the optimal collection of used wood in Slovenia.</p>	Link
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23	 <p>RecAPPture 2017 – 2021 Circular Economy Slovenia</p>	<p>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 ornamental 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 years or more.</p> <p>Disposal of used wood is very widespread in Slovenia. In addition, used wood is not collected and sorted properly, and therefore it is difficult to obtain quality wood that would be suitable for new wooden windows.</p>	Link
		<p>The purpose of the project is to use a mobile and web application to connect users who want to get rid of used wood and companies such as M SORA, which would use used wood to produce wooden windows. In this way, the application will collect data on the amount, appearance, and location of waste wood, which is not recorded anywhere else. Based on the obtained data, the calculation model built into the application will recalculate the potential return (including transport, decontamination, and sorting costs) and thus help M SORA to obtain used wood of</p>	

appropriate quality, which will be used to make new wooden windows.

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**ReWoBioRef
Mobilisation
and utilization
of recycled wood
for ligno-cellulosic
bio-refinery
processes**
2014 – 2017
Circular Economy
Slovenia

The main objective of ReWoBioRef is to explore the techno-economic feasibility, scientific requirements, and material specifications to utilize recycled waste wood in lignocellulosic (LC) biorefinery processes as an alternative feedstock source. The secondary aim is to valorize the recycled waste wood components (cellulose, hemicelluloses, and lignin) for more sustainable biobased fuels, chemicals, and materials.

[Link](#)

The ReWoBioRef project addresses only recycled waste wood that has already gone through one utilization stream and therefore is considered as secondary raw material having reached the end-of-waste criteria according to the EC waste directive. Recycled waste wood material from eleven different sources in Germany, Slovenia, Finland, and the UK has been collected and analyzed.

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**The Federation of
Polish Entrepreneurs
and Foundation
Aktywizacja Bez
Granic – help Ukraine
refugees**
2022
Inclusion of migrants
and refugees
Poland

The Federation of Polish Entrepreneurs (FPP – polish Fundacja Przedsiębiorców Polskich) is an organization of entrepreneurs, a member of the Social Dialogue Council (since 2021), whose primary goal is to ensure proper development and security to the most important subjects of the Polish labor market - employers and employees.

[Link](#)

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. Since the beginning of refugees' admission to Poland, they 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.

They began their project by analyzing the needs and biggest problems faced by Ukrainian refugees. As a result of the analysis carried out by FPP, it turned out that a serious barrier for women, who are the vast majority in the group of refugees, to undertake professional activity is the lack of possibility to provide childcare. That is why the Foundation, together with local enterprises, initiated the creation of playrooms with qualified babysitters who speak Ukrainian, where children can stay for free. Currently, the playrooms operate in two locations in Warsaw - the "Green Teddy Bear" room and Poznań - the "Malta for Children" room. The Foundation is in the process of preparing other rooms in other locations across Poland. Once the children are taken care of, the Federation of Polish Entrepreneurs steps in. The Federation actively seeks jobs among member companies. In addition, the Federation offers assistance in finding accommodation near the workplace. Employees of the Foundation throughout the country collect information about people interested in taking up employment, their qualifications, and preferences. They conduct preliminary interviews to learn as much as possible about the skills

of people from Ukraine and to increase their chances of finding a job. This information is then forwarded to the Federation and compared with job offers.

MEBLE NEGRO

The Special Economic Zone by Meble Negro
2016 – till now
Circular Economy
Accessibility of people with special needs
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. Meble Negro as an enterprise operates in a Special Economic Zone (SSSE- Słupska Specjalna Strefa Ekonomiczna) in Poland. The SSEZ brings together investors from the following industries: plastics/wood/food processing; production of concrete/glass/metal; transport and logistics/ storage services. Thanks to the investment in the Special Economic Zone, at least 400 new workplaces have been created and the value of investment outlays amounted to over 30 million zł.

[Link](#)

26

Both civilian and convicted citizens work in the factory. The initiative of employing inmates in the production of furniture is supported, among others, by the Fund for Assistance to Inmates Leaving Prison and Persons Excluded from Rural Areas. Convicts employed in the production of furniture receive remuneration. The money goes to the Vocational Activation Fund for Inmates and the Victims' Assistance and Post-penitentiary Assistance Fund.

In addition, inmates pay their maintenance obligations, pay fines, and compensate for the damage caused. The work of inmates eliminates the phenomenon of the so-called prison boredom. It also allows gaining new, purely professional skills, sometimes never developed before. In the case of the prison in Czarnem, the creation of a hall within the unit was even more important than in the case of other prisons. Penalties of imprisonment in Czarnem are often served by recidivists fitting a sentence of imprisonment for the first time. It is important in the way of social rehabilitation of inmates that they do not cease to be deceptively active for the duration of the sentence.



Beyond45

Beyond 45+
2017 - 2021
Accessibility of people with special needs
Poland

In 2015-2018, the European project BEYOND 45+ was implemented in Poland. It took up the subject of professional development and expanded the knowledge and experience of 45+ employees in industries with a high, negative impact of economic fluctuations on the labor market. 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 competencies about the expectations of the labor market.

[Link](#)

27


The project assumed the diffusion of skills in 4 sectors of the economy (furniture, wood-based materials, construction in the context of finishing works with the use of wood, and electronics in the context of interior design and intelligent furniture).


The project responded to the identified needs resulting from the macroeconomic situation of the partner countries and the EU. The trend that has been observed for years is the aging of European society. Structural unemployment data indicated that the number of people aged 45+ among the unemployed in Poland has increased in recent years. In addition, the economic crisis in Europe has affected many traditional sectors of the economy, exacerbating structural unemployment in these countries.

People working in traditional sectors and unattractive to others have found themselves at the margins of society.

28	 <p>Infuri INFURI 2020 – until now Circular Economy Poland</p>	<p>The project INFURI creates networking opportunities that will facilitate the development of a strong ecosystem on circularity 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 innovation potentials able to contribute to companies' competitive advantage in the market.</p> <p>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.</p> <p>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.</p>	Link
29	<p>Akademia Recyklingu Kronospan 2018 – until now Circular Economy Poland</p>	<p>Kronospan Polska implements the environmental education project Kronospan Recycling Academy, under which it extends knowledge in the field of recycling and recovery of wood-based materials, as well as promotes pro-ecological attitudes among all social groups.</p> <p>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.</p> <p>At Kronospan, there is a recycling installation built at a cost of over EUR 100 million, in which, after cleaning and separating non-wooden elements, post-consumer wood is shredded and added to the production of high-quality chipboards.</p> <p>Using such wood in the production of Kronospan protects forests against cutting whole trees, but also reduces CO₂ emissions - reduces the so-called carbon footprint, because post-use wood</p>	Link



requires much shorter and less intensive drying than wet, fresh wood from the forest.

30	 <p>Rauch Möbelwerke GmbH 1897 – ongoing Circular Economy Germany</p>	<p>The main objective of Rauch is sustainability and protection of the environment as well as quality standards for its customers. For this reason, Rauch furniture wears multiple certificates (see below), with a sustainable production 100% "Made in Germany". To produce the wood-based materials, they only use unpolluted, fresh weak, and broken wood from domestic sustainable forestry operations. For this, Rauch was the only medium-sized company in the furniture industry to be awarded the German Sustainability Award 2013¹</p> <p>To guarantee these goals Rauch furniture has several quality seals:</p> <ul style="list-style-type: none"> • Made in Germany • Blauer Engel • Goldenes M <p>Rauch follows the principle "from sustainability strategy to sustainable corporate strategy" to produce 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 this end, the company takes an integrated view of the wood-based materials and bedroom furniture sectors and closes the loop for all material flows including recycling in the production process. It invests, for example, in energy and environmental protection measures at all sites with targets according to a 2020 step-by-step plan. Waste wood and wood waste are 100% recycled into the production process.</p> <p>Rauch does a lot for its employees (e.g. training/continuing education, health management, flexible working hours) - resulting in very low fluctuation rates.</p> <p>Social commitment is also part of the corporate culture. As a family business in a rural region, Rauch assumes social responsibility and is involved in a wide variety of areas - with hand and heart. For example, through its free public zoo.</p>	Link
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31	 <p>UpCycle Berlin Furniture from 100% recycled wood 2017 - today Circular Economy Germany</p>	<p>Berlin's streetscape is constantly changing - construction is taking place on every corner. Often the wooden planks of the construction companies are left behind. Garbage that has to be disposed of for a fee. But the solid wood is too good for that, Berlin-based André Stücher thought and founded UpCycle. Here, furniture (beds, tables, shelves, and more) is made exclusively from old Berlin construction wood (100% recycled wood).</p> <p>Thus, each piece of furniture in the Kreuzberg studio is created according to the upcycling thought in careful handwork and the wood gets a second life: Old, already served material is refined into a unique furniture unicum. The patina and traces of time are consciously preserved and a personal and sustainable piece of</p>	Link
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furniture with a unique and unmistakable character is created for the customer.

Due to the exclusive use of regional waste wood, the wood remains in the material cycle and thus protects the environment in two ways: no trees have to be felled for the furniture and there are no long, energy-intensive transport routes.

32	 <p>HolzMANUFAKTUR Harsewinkel e.V. 2019 - today Accessibility of people with special needs, Circular Economy Germany</p>	<p>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. Each year 2 - 3 trainees with special needs start their Apprenticeship here. If no follow-up company is found, they can also stay for their second year of training. In this way, inclusion is realized and, on the other hand, the shortage of skilled workers, which has been criticized in all places, is remedied.</p> <p>In addition, the Holzmanufaktur Harsewinkel offers five-hour woodworking workshops two days a week for all elementary schools in the region. Since 2020, all workshops have been fully booked. Around 1,500 children in grades 2 to 4 take part each year. The pupils, thus, learn about crafts and technology at an early stage and without stereotypes.</p> <p>The wood workshop is run by three volunteer board members with a great deal of business expertise. The work in the workshop is the responsibility of a permanent, full-time master carpenter.</p>	Link
33	 <p>Regional recycling of wood - Alpenwerft 2020 – till present Circular Economy Germany</p>	<p>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. For the manufactured tables, benches, and stools, only regionally sourced waste wood is used, so that the wood remains in the material cycle.</p> <p>This protects the environment in two ways: no trees have to be felled for the furniture and there are no long, energy-intensive transport routes.</p> <p>The used wood consists of at least 30 years old planks. The original traces of time in the wood create an individual character, no table, no bench, and no stool like the other.</p>	Link
34	<p>PARKETT interfloor. Parkett Interfloor 2018 – till present Inclusion of migrants and refugees</p>	<p>Since the takeover four years ago, the new managing director has realigned the company and additionally prioritized the topic of training. Although the company is quite small with 20 employees (5 employees before the takeover), 2 apprentices for the parquet and flooring trade are given a professional perspective for the future every year. Via taster days and internships, a picture is first formed of potential candidates for an apprenticeship. Even though</p>	Link

Germany

it is costly for a small company, two apprentices per year are kept - because the industry urgently needs new blood. What is special about this is that each year one of the two apprentices hired has a migration or refugee background. The first apprentice after the takeover was a young Afghan refugee who recently completed his apprenticeship with flying colors and now joins the team as a journeyman. From the beginning, the apprenticeship company offered him support in the form of tutoring in theory and language support to be fully integrated.

35	<p>CircuStek, a 'reuse of residual materials' project</p> <p>2020 – ongoing Circular Economy Netherlands</p>	<p>CircuStek is a project that collects residual materials and then offers them to students and companies on their website.</p> <p>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 to the students</p> <p>Alumni made some great "circular" examples to inspire students.</p>	Link
36	<p>inside inside</p> <p>INSIDE/INSIDE</p> <p>2018 – ongoing Circular Economy Netherlands</p>	<p>INSIDE/INSIDE is a tool to calculate the environmental costs and circularity index and present them. A good example of creating more sustainable interiors.</p> <p>Different furniture and materials get a score in euros which is an indicator of the environmental impact (environmental cost). The lower the cost in euros the lower the impact. It is an easy tool to compare materials and furniture and make sustainable choices.</p>	Link
37	 <p>CBM – Wood Loop</p> <p>2022 – ongoing Circular Economy Netherlands</p>	<p>“Wood Loop” is an innovative organization that enables every wood processor, retailer, and panel material producer to recycle MDF and chipboard easily and affordably.</p> <p>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. 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.</p> <p>The nearest truck that is on delivery rounds, comes to pick up the residual wood waste for recycling.</p> <p>The steps of the cycle are:</p> <ol style="list-style-type: none"> 1. Sort chipboard and MDF 2. Collection with the return shipment 3. Separate returns 4. Bulk transport of chipboard and MDF to processing companies 5. Processing circular raw materials 6. Production of new MDF and chipboard 7. New Products 	Link





3

**A set of non-formal methodology
related to the 3 CSR pillars in
Europe**

3. European non-formal methodologies



NO.1

NAME	EASIMS - work-based learning tools for implementing Integrated Management Systems (IMS) in SME of the furniture sector
COUNTRY	Spain
CSR PILLAR	Circular Economy
DURATION OF THE ACTIVITY	Training course of 35 h. Time needed to design and develop the IMS: 500 h approx.
NUMBER OF PARTICIPANTS (MIN – MAX)	It is an activity that is carried out individually (self-learning).
RECOMMENDED AGE OF PARTICIPANTS	> 20 years and with some previous work experience.
TYPE OF TARGET GROUP	Future managers of the IMS (EQF5)
COMPETENCES AND SKILLS REQUIRED	It is required to know: <ul style="list-style-type: none"> - the company (processes) on which the IMS is going to be designed. - ISO standards on which you are going to work (9001, 14001, 45001...)
OBJECTIVES	Learn how to design, develop, implement and maintain an IMS for Quality, Environment and Safety.
DESCRIPTION	<p>EASIMS is a European Union project funded by the ERASMUS+ program. It involves seven partners, which are three furnishings associations, one technological center, one university, one VET center, and one SME from five EU countries.</p> <p>Integrated Management Systems (IMS) can bring higher efficiency and better management to SMEs, but current approaches require relevant financial and human resources investments to SMEs, which too many times cannot afford them. Moreover, existing courses on the subject focus on norms content, and requirements and not on how to design and implement an IMS.</p> <p>EASIMS aims to help SMEs to design, develop, implement and maintain an IMS for Quality, Environment, and Safety by providing an innovative methodological approach and practical solutions.</p> <p>EASIMS aims to improve the usual training approach by delivering an open online course (https://training.easims.erasmus.site/) in Process Management for</p>



the design of an IMS, useful for IMS Managers in any sector, but with an applied case for furniture SMEs.

A software tool (<https://easims.erasmus.site/ims/>), a Dynamic Demonstrator, will provide practical training assistance to IMS Managers for designing and implementing a personalized IMS within a specific furniture SME, saving time and costs in comparison to current practices.

This course includes a set of course books and a software tool with practical examples of IMS processes, procedures, forms, and indicators. It consists of around 35 hours of training divided into 6 different modules:

- Process Management
- Plan
- Provide resources
- Produce
- Check
- Improve

Furniture and manufacturing managers, professionals and students, and unemployed interested in IMS will have at disposal instruments to upskill themselves and practical instruments to set up and implement in a customized manner an IMS.

Overall, EASIMS innovative approach will enable EU SMEs to increase their competitiveness, by implementing a pragmatic management system, increasing their efficiency and allowing them to even meet certification requirements.

RESOURCES NEEDED	Requirements: <ul style="list-style-type: none">- The time needed to carry out the activity (500 h approx.)- Computer with EASIMS tools (free of charge)
EVALUATION METHOD	Self-assessment questionnaires (included in the EASIMS tools).
EVIDENCE OF SUCCESS	The tools developed in the EASIMS project are being used in a master's degree at the Rovira i Virgili University (Tarragona, Spain) to train technicians in Integrated Management Systems: https://www.fundacio.urv.cat/es/formacion-permanent/offer/token/?pe_codi=MGIQMSEN-M3-2021-17
LESSONS LEARNED	Work-based tools facilitate learning and can also be used and implemented in the company itself, in other words, the benefit is twofold: i) the student learns, and ii) the company benefits from their use / implementation.
POTENTIAL FOR REPLICATION	These tools and their content can be modified by the user, which allows an easy and practical adaptation and application to any company in the wood-furniture sector.
LINK	https://easims.erasmus.site/

NO.2

NAME	Minimum Training Standards Carpenter's Qualification - VALE Project
COUNTRY	Italy
CSR PILLAR	Inclusion of migrants and refugees Accessibility of people with special needs
DURATION OF THE ACTIVITY	261 hours for the training activities. 130 to 180 hours for the applicable apprenticeship.
NUMBER OF PARTICIPANTS (MIN – MAX)	/
RECOMMENDED AGE OF PARTICIPANTS	18+
TYPE OF TARGET GROUP	Migrants, refugees, people with disabilities, and adults, currently unoccupied
COMPETENCES AND SKILLS REQUIRED	Fulfillment of compulsory education <ul style="list-style-type: none"> - Majority or performance of the right to education and/or vocational training - For foreign citizens, knowledge of the Italian language at least at the A2 level of the Common European Framework of Reference for Languages is mandatory to conduct the specific assessment tests during selection, where the candidate does not already have a certificate of equivalent value. - Third-country nationals must have a valid residence permit valid for the entire duration of the journey or demonstration of the expected renewal, documented after the application for renewal of the residence permit has been submitted
OBJECTIVES	<ul style="list-style-type: none"> - Carpentry profession: legislative and contractual framework - Recognizing the properties of wood materials - Manufacturing and furniture design methods - Safe use of woodworking machinery and tools - Manufacture of furniture and wooden articles - Perform functional checks of the furniture or wooden products - Safe operation at the workplace
DESCRIPTION	<p>Learning outcomes units should be implemented through specific classroom training activities and active methodology, using practical laboratories.</p> <p>To support the learner with disabilities the activities must include a certifying operator who got a specific preparation regarding the inclusion of disabled people in the labor market from the psychological, pedagogical, and social points of view.</p>



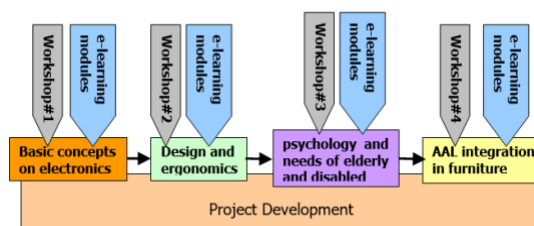
1. Activities: Role orientation. Elements of labor and company legislation. Contractual, tax, and social security aspects.
2. Activities: Recognize wood materials to optimize their waste. Identify wood types and derivatives according to the processes to be carried out.
3. Activities: Graphically define the different pieces of furniture/ wooden products. Elaborate on the product's design.
4. Activities: Define and set the operating parameters of the machinery, about the specific operations to be carried out. Set up machinery and tools for woodworking.
5. Activities: Interpreting technical drawings. Choosing the wooden materials. Follow the criteria for storage of wood products. Realize the assembly of accessories, using auxiliary assembly materials. Adopt behaviors that limit the risks caused by the use of harmful and toxic substances.
6. Activities: Check the correct adaptation of the furniture and/ or wooden artifact at the customer. Perform functional checks of the furniture or wooden artifact. Evaluate the compliance of the product with the dimensional, functional, and stylistic parameters of the prototype.
7. Activities: Use of personal protective equipment. Apply personal protective safety procedures. Safe operation at the workplace

RESOURCES NEEDED	<p>Requirements:</p> <p>Qualification of trainers, of whom at least 70% are expert carpenters, with specific and documented professional or teaching experience (at least three years) in the wood/furniture sector.</p> <p>MINIMUM EQUIPMENT STANDARD: 1. clamps 2. saws 3. radial band saw 4. planer 5. raspa 6. chisels 7. milling machine 8. workbench 8. edge banders 9. drills- no/screwdrivers 10. sanding and sanding tools 11. lathes for wood 12. Squaring machine 13. nailer 14. pantograph.</p>
EVALUATION METHOD	Traceable didactic evaluation of learning by every single unit of learning outcomes.
EVIDENCE OF SUCCESS	N/A
LESSONS LEARNED	<p>For successfully integrating disabled people, it is crucial to apply an efficient job design procedure, for instance, by creating a logistically accessible working environment. This is a typical way to implement a Diversity Management strategy: thanks to whom you discover a new way of managing people considering the differences among individuals while planning a widespread cultural change and tools designed based on diversity.</p>
POTENTIAL FOR REPLICATION	<ul style="list-style-type: none"> - Highly replicable for furniture and wooden laboratories and small to medium size enterprises - Potential partnership with formation centers to be potentially established for social inclusion, interpreting, and cultural mediation purposes.
LINK	http://www.vale.com/EN/aboutvale/Pages/default.aspx

NO.3

NAME	VETAAL - "Development of a training path for European Furniture Experts in Designing and Manufacturing of AAL Integrated Furniture for the Care and Support of Elderly and Disabled People" - European Project under the Lifelong Learning Programme- Leonardo Multilateral project with the ref. Number 540016-LLP-1-2013-1-ES-LEONARDO-LMP
COUNTRY	Poland
CSR PILLAR	Accessibility of people with special needs
DURATION OF THE ACTIVITY	120 hours for the training activities.
NUMBER OF PARTICIPANTS (MIN – MAX)	/
RECOMMENDED AGE OF PARTICIPANTS	14+
TYPE OF TARGET GROUP	It is addressed to professionals from the furniture sector, mainly SMEs: <ul style="list-style-type: none"> - Vocational Students - Designers - Production staff
COMPETENCES AND SKILLS REQUIRED	<ul style="list-style-type: none"> - Fulfillment of compulsory education - Majority or performance of the right to education and/or vocational training

OBJECTIVES VETAAL has set up three different training paths depending on the user's professional background. The training paths will also be based on four main learning pillars (Basic concepts on electronics, design, and ergonomics, psychology and needs of elderly and disabled, and AAL integration in furniture) which will be developed in detail between all the partners according to the real training needs of the target sector.



VETAAL aims to improve the matching between VET provisions and Skills needs by helping European professionals to acquire the skills needed for the design and manufacturing of Smart Support Furniture for Ambient Assisted Living. Thus the added value of carrying out the project with partners from several European countries is evident since one of the main objectives of the project is to define a harmonized European Curriculum and to draft training recommendations that can be adopted by training institutions in all EU countries.

DESCRIPTION	<p>A pilot test was implemented with a representative sample of users from the target groups. The e-learning platform and learning methodology has been used to run the pilot. The pilot test plan has been consisted of:</p> <ul style="list-style-type: none"> - Defining Key Performance Indicators for the pilot test (Pilot Test KPIs) and people responsible for the evaluation of the pilot test success. - Selecting staff from the partners for the pilot test, defining roles. - Selecting a representative sample of users from the target groups and preparing them to issue their feedback. <p>Pilot test run</p> <p>In this task, testers have been trained in the Design and Manufacturing of Smart Support Furniture following the learning methodology developed in the project and using the e-learning platform. Partners' staff will coach and lecture, provide training and support, provide activities, assess learners, and issue certificates.</p>
RESOURCES NEEDED	<p>Requirements:</p> <p>Qualification of trainers, who are experts in wood technology, with specific and documented professional or teaching experience (at least three years) in the wood/furniture sector.</p>
EVALUATION METHOD	<p>Traceable didactic evaluation of learning by every single unit of learning outcome.</p>
EVIDENCE OF SUCCESS	<p>N/A</p>
LESSONS LEARNED	<ul style="list-style-type: none"> - The importance of the functionality of the living environment - Property-designed housing space - The functionality of furniture and lightning - Arrangement of elements - Kitchen shape and size
POTENTIAL FOR REPLICATION	<p>Highly replicable for furniture and wooden enterprises, especially for small to medium-size enterprises.</p>
LINK	<p>http://www.vetaal.eu/</p>

NO.4

NAME	Werkraum – Hans Sauer Stiftung
COUNTRY	Germany
CSR PILLAR	Inclusion of migrants and refugees
DURATION OF THE ACTIVITY	Depending on the project. Most often a few weeks.
NUMBER OF PARTICIPANTS (MIN – MAX)	Depending on the project and the size of the location. Target 6-16 people.
RECOMMENDED AGE OF PARTICIPANTS	Depending on the project. There are projects for pupils (children and teenagers) as well as projects for adults. See the description of the projects below.
TYPE OF TARGET GROUP	Pupils, migrants, and refugees, ... depending on the project.
COMPETENCES AND SKILLS REQUIRED	No competencies or skills are needed. Fun with handicraft work.
OBJECTIVES	<p>The "Werkraum" is intended to have a multi-dimensional achieve the social-integrative effect:</p> <ol style="list-style-type: none"> (1) Reduce reservations and distances between refugees and residents; (2) create spaces and situations of equal togetherness; (3) awaken democratizing potential through practices and routines of collaborative work and negotiation; (4) open pathways into training and work at the neighborhood level; (5) convey a sense of purpose in community-based work; (6) make the work of the project locally effective.
DESCRIPTION	<p>IDEA, ORIGIN AND DEVELOPMENT</p> <p>In connection with the wave of refugees in 2015, the idea arose to set up a wood workshop in an initial reception center in Munich to build furniture for daily needs together with the residents, improve the equipment on-site, and promote intercultural and social exchange. In addition to the Hans Sauer Foundation, the project was supported by the Academy of Fine Arts Munich (Prof. Maria Auböck/ Chair of Design in Open Spaces), the City of Munich, and the Caritas Association of the Archdiocese of Munich and Freising. In a centrally located accommodation, need furniture, outdoor furniture - from stools to soccer goals - was carpentered over several months starting in March 2016. The workshop and designs were based on simple hand tools and could therefore be implemented even by inexperienced participants. As a low-threshold employment offer and an opportunity to exchange ideas with other people, the offer was well received and enriched the accommodation both infrastructurally and socially. With the project, approaches of the foundation's work were transferred to the field of integration, which focuses on participation, collaboration, and community design as a socialization and empowerment offer.</p>

In the intercultural field, such practices of doing things together promise additional potential due to their low demands, e.g., on linguistic understanding: in doing things together, egalitarian patterns, hierarchy-free togetherness, and micro-democratic practices and negotiation processes are practiced; co-determination and participation as important pillars of society and community are made tangible in practice, and marginalized groups of people are enabled to experience self-efficacy. From January 2017, Werkraum then moved into its workshop rooms in a refugee shelter in the Sendling district of Munich for two years - the project's main supporters during this phase were the Hans Sauer Foundation and Condrops e.V.. At this point, Markus Rupprecht and Barbara Lersch from the Hans Sauer Foundation were working on the project. The social designer Conor Trawinski was a new addition, and at the end of 2017, the carpenter and designer Stefan Kiesel completed the Werkraum team. During this project phase, there were regular offerings (Fridays from 3 to 7 p.m.) for anyone interested to build in the workshop. If they attended regularly, participants were able to earn certificates and became involved in other projects of the Hans Sauer Foundation and Munich social initiatives. If interested and given the opportunity, the Werkraum helped to find internships and apprenticeships. In addition, concrete offers were made for other accommodations and social institutions. Planning, cutting, and larger works were prepared in the workshop - and the Werkraum then accommodated itself in other facilities and was built there with interested participants. In this way, together with wirWerk, the Kreisjugendring München and the "Über den Tellerrand" café, larger projects were also implemented with the werkraum and thus also promoted operationally. Through custom-fit furniture production, the social projects were able to save budgets for other important tasks and involve their target group, such as refugees, in the implementation of their projects. More on the various projects follow in the detailed project descriptions. The Werkraum's way of working proved so successful that other operational foundation projects also made use of the workshop. On the one hand, in the course of the foundation's initiative "Schule macht sich..." ("School is getting started..."), Werkraum worked with 25 people, including students, parents, janitors, teachers, and refugees, to build furniture for three classrooms in a middle school in Bad Tölz, to enable new, innovative learning and teaching methods there. Over several weeks, the team worked with the students in a participatory process to develop innovative furniture for their classrooms, which was then built together. Special high tables and variable stools were created as alternatives to the usual tables and chairs. At the turn of the year 2018/2019, the accommodation in Munich-Sendling was closed and the Werkraum found a new place to work in the project "Die Färberei". The Färberei is a supra-regional urban youth cultural facility of the Kreisjugendring München-Stadt. Here, teenagers and young adults have the opportunity to present their art, exchange ideas with creative people, and try out open workshop formats. Later in 2019, conversion into an open workshop building is planned - the Werkraum will supplement this creative space with a wood workshop. The spectrum will then range from graffiti, street art, painting, photography, graphics, screen printing, installations, and sculptures to fashion, music, and wood. The workshops can be used by anyone to implement their projects - regardless of whether they are beginners or experts. The Färberei initiates, enables, organizes, and networks young people - it gives youth culture space. Based on the experiences of the last three years and a diverse community of participants, the concept of the Werkraum is to be oriented socio-spatially to the Munich-Giesing neighborhood. This is to take into account the fact that integration processes at the municipal level are only progressing haltingly. The model of collaborative design established by Werkraum will be an important building block for interaction and collaboration in the neighborhood.

EXAMPLES OF PROJECTS CARRIED OUT

- 1) Hack your classroom:
Participative design with students for the Classroom improvement

The project "Hack your classroom" aims to actively change school lessons in several dimensions: In participatory processes, students and teachers are guided to redesign their classrooms so that innovative learning formats can be implemented. A positive side effect is that the students come into contact with external designers and carpenters through the self-construction process and thus gain insights into their respective professional fields. The students test and consider which small changes ("hacks") in the classroom could have a positive effect on the various learning situations, and then design and implement them. For example, stools were developed with students at a middle school in Bad Tölz that can be used for writing on the floor as well as for transforming simple school desks into small standing tables. The children experience the process of creating this furniture in its entirety: from brainstorming to prototyping to construction. Especially when deciding which of the ideas will be further developed and finally implemented, the youngsters practice micro-democratic processes. Another positive moment is that young people with a migration background from the Werkraum team accompany the building process as exercise leaders - in this way, prejudices against refugees are actively reduced. More info: schulemachtsich.de

2) Home, not shelter!

Participatory design and construction process of common rooms in a Stuttgart refugee shelter

Another project is Werkraum's collaboration with Home, not Shelter! in Stuttgart. The goal of the foundation's initiative was to examine common spaces in refugee accommodations in a participatory process with the residents and to upgrade them in a second step. First, various possible room situations for different needs were developed jointly. The residents then decided that, as a first step, one of the unused rooms in the accommodation should be transformed into a learning space. Over several weeks, a group of young migrants developed and designed the requirements, the desired learning situations, and the resulting furniture. and the resulting furniture was developed and designed. Finally, the furniture was built on-site in two events with the residents of the accommodation. The result was a learning room that offers a quiet and concentrated learning atmosphere. Two learning boxes also offer the possibility to withdraw, e.g. for reading. Individual workstations also make it possible to work on a laptop. The care and administration of the room are also taken care of by the residents themselves. the residents themselves - an important aspect of appropriation. More info: homenotshelter.com

3) Freiraumsommer Obersendlingen

Participative building process together with students of the Wittelsbacher Gymnasium Munich and residents of a refugee shelter in Obersendlingen

As part of the Obersendlinger Freiraumsommer 2018 (urban development project of the City of Munich), Werkraum supported the Habibi Dome project - the two artists Franziska Wirtensohn and Michael Wittmann brought their project, which was started in a Greek refugee camp, to Munich to make principles of community and participation tangible. Together with students of an art seminar at the Wittelsbacher Gymnasium and a group of refugees, the spatial sculpture of the Habibi Dome, a dome construction for the use of public space, was produced in the Werkraum. Initially, the dome was on display on the grounds of the Obersendlinger Freiraumsommer, where it was used as a concert venue. Afterward, the mobile construction moved to the Maximiliansforum, an exhibition space in the city of Munich, and was part of the exhibition "HABIBI DOME - Collective Initiatives" there. The Habibi Dome is based on Buckminster Fuller's Geodesic Dome and is an open-

source model. Cooperation, collective action, and the creation of freely accessible space were the focus of the project.

4) Sommerferien-Programm 2017

"WIM - Welcome to Munich Project of the Kreisjugenring Munich City
The WIM team asked Werkraum to be part of the KJR's 2017 summer vacation program. The summer program was to be aimed specifically at young adults between the ages of 18 and 26, for whom few leisure formats are offered in Munich. On three workshop days, in cooperation with the Lernwerkstatt Halle 36 e. V., various wooden furniture was made on the grounds of the "MUCCA - Munich Center of Community Arts" for the outdoor space. Mobile deck chairs, benches, and the participants' designs were built. were built. The WIM team organized a wide-ranging supporting program.

5) Land der Kulturen Ausstellungsmöbel

Interactive traveling exhibition on the topic of flight and arrival
Exhibition furniture was designed and built for the nationwide traveling exhibition "Land of Cultures". The exhibition with interactive courses, multimedia mini-games, and analog simulations is intended to give people a change of perspective and make the situation of refugees comprehensible. More information about the exhibition and upcoming dates can be found at www.land-der-kulturen.de.

6) KJR Freizeittreff Freimann

Children and young people learn by creating together to confidently put aside prejudices. In cooperation with the Freizeittreff Freimann, werkraum participated in the project "#Besonders Anders." The idea of the project series is for children and young people to deal with the topic of prejudice - at a time when statements in politics and society are becoming increasingly extreme, it is becoming more and more important to integrate political education into educational work. Based on a design developed with the KJR team, the children and young people together with the Werkraum team designed and built a "prejudice chest of drawers", which is composed of various individual drawers and yet forms a large unit - in this furniture, prejudices can be confidently placed in a drawer.

THE CONCEPT OF THE PROJECT

Offers community design as an instrument of socially integrative neighborhood work. In its fourth project year, the Werkraum project is to be expanded to include new target groups and its social-integrative claim is to be focused on the neighborhood level. Building on the experience gained in the last three years and a diverse community of participants, the concept of impact is to be oriented socio-spatially to the neighborhood - in this case, Munich-Giesing and Munich-Untergiesing. This is to take into account the fact that integration processes at the municipal level are only progressing haltingly, and that the model of collaborative design established by Werkraum is to be targeted at processes of interaction and collaboration to achieve a socially integrative effect in several dimensions: (1) reduce reservations and distances between refugees and residents, (2) create spaces and situations of equally justified togetherness, (3) awaken democratizing potentials through practices and routines of collaborative work and negotiation, (4) open paths into training and work at the neighborhood level, (5) convey meaningfulness of work-oriented towards the common good, (6) make work of the project locally effective. The Hans Sauer Foundation will continue to support the project as a sponsor but requires third-party funding for the expansion of the project in terms of

content and numbers. With the Färberei a place of action was found for the Werkraum, where the potential exists to do integration work for all socially disadvantaged citizens. Due to its interdisciplinary and inclusive orientation, the Färberei is an interface between different groups in society and thus a good starting point for neighborhood-related integration work. Following our concept so far, "building days" and "building workshops" are to be established as a pillar of Werkraum's work. Due to the low hierarchy during such formats, different groups of people meet at eye level. Decisions are made together and tasks are mastered jointly. In this way, prejudices and distances can be actively reduced; in the course of the process, a concrete intervention in the neighborhood always emerges and thus social added value and identification.

A typical project team is composed as follows: (1) one to two project managers of the Hans Sauer Foundation, responsible for organization and planning; (2) team of the project partner (e.g. district committee, state capital Munich) usually two persons e.g. teachers from the college of a secondary school; (3) target group approx. 6 - 16 persons e.g. a group of students; (4) a trainee from the team of the Werkraum; (5) one or two exercise leaders from the team of the Werkraum; (6) a course leader mostly a trained carpenter; (7) external experts and volunteers as needed. We train our trainers ourselves. Most of them are young people with a migration background who enjoy handicraft work. They accompany us for several months as trainees in projects and open workshop days and thus have the opportunity to develop their skills both on a craft level and on an interpersonal level. They are an important pillar of our concept, as they actively help to guide the groups and are thus important support for the course instructors.

Trainees

Those interested in a trainee position are usually recommended to us by our network of various charitable and social associations - or become aware of us through our workshops and the open workshop days and apply directly. The doors are open to anyone interested, and this low barrier to entry makes it relatively easy to connect with Werkraum.

Exercise leaders

Our trainers receive remuneration of 10 €/hour through the possibility of an expense allowance in the pedagogical area. This creates a small incentive to commit oneself to the projects in the usually scarce free time.

Outlook

Up to now, the Werkraum has been financed on the one hand by its sponsor, the Hans Sauer Foundation, and on the other hand project-related by municipal and various independent sponsors. The funds raised were mainly used for personnel and material costs. To professionalize and, if possible, expand the services offered at the new location, further funding is needed. Financial support from the Federal Agency for Civic Education would be used primarily to intensify the open workshop days - always to carry out a project with a neighborhood focus - to offer a larger number of interested young people and socially disadvantaged people the opportunity to participate. socially disadvantaged people to a larger number of interested young people and socially disadvantaged people.

RESOURCES NEEDED

- Up to now, the Werkraum has been financed on the one hand by its sponsor, the Hans Sauer Foundation, and on the other hand on a project-related basis by municipal and various independent sponsors. The funds raised were mainly used for personnel and material costs. To professionalize and, if possible, expand the services offered at the new location, further funding is needed.

Financial support from the Federal Agency for Civic Education would be used primarily to intensify the open workshop days - always to carry out a project with a neighborhood focus. project with a neighborhood focus - to to reach a larger number of interested young people and socially disadvantaged people to a larger number of interested young people and socially disadvantaged people.

- Tools and raw material (wood, etc.).
- Workshop
- Woodworking expert

EVALUATION METHOD

An evaluation of the described method is not foreseen.

EVIDENCE OF SUCCESS

The Werkraum, besides being a success story itself by helping migrants and refugees, successfully realized various projects (see description):

- 1) Hack your classroom,
- 2) Home not shelter!,
- 3) Freiraumsommer Obersendlingen,
- 4) Sommerferien-Programm 2017,
- 5) Land der Kulturen Ausstellungsmöbel,

KJR Freizeittreff Freimann.

LESSONS LEARNED

Even though the Werkraum is a success, they had to change the location of the workshop two times for bureaucratic reasons. It is important not to let yourself get down and to constantly develop the project further.

POTENTIAL FOR REPLICATION

The concept can be applied anywhere with the right foundation taking care of the project. There are multiple places in Germany where migrants and refugees can visit a workshop for free with tools, wood, and an expert in woodworking being there for them. The Werkraum takes this a step further by not only giving migrants and refugees a chance to work with wood but to integrate them into projects. This strengthens their social skills and even gives them project management skills.

LINK

<https://www.diefaerberei.de/werkraum-und-surprisewerkstatt/>

NO.5

NAME	Towards Green Transition Facility – European Cluster Collaboration Platform
COUNTRY	Slovenia
CSR PILLAR	Circular economy
DURATION OF THE ACTIVITY	/
NUMBER OF PARTICIPANTS (MIN – MAX)	3 persons from Wood Industry Cluster and companies (management staff)
RECOMMENDED AGE OF PARTICIPANTS	/
TYPE OF TARGET GROUP	It is addressed to all employees in the company's
COMPETENCES AND SKILLS REQUIRED	n/a
OBJECTIVES	<p>The 'Towards Green Transition' Facility has been a unique support service financed by the European Commission under the European Cluster Collaboration Platform (ECCP). The facility aimed to enable clusters' green transition by matching clusters with highly qualified business and sustainability advisors. Under this facility, 25 cluster projects were selected to be trained and advised on a range of green transition topics (business models, circular economy approaches, etc.) to enable them to support their members (especially SMEs) to become more resource efficient. The selected clusters benefitted from the business advisors' expertise through individual technical and business support combined with cross-cutting synergy webinars, which helped clusters to take their green transition to the next level, effectively tackling some of the challenges that they faced. Services were tailor-made and focused on the specific needs and challenges of each selected cluster. The selected clusters spread across 11 EU Member States and largely varied in characteristics, sector and size. As a result, the variety of needs amongst them was also large, depending on their specific context. The business advisors, together with cluster managers and project coordinators, worked on identifying the specific challenges of the cluster and prioritising its needs to design customised actions and solutions. The main forms of advisory services offered by the facility were one-on-one teaching, workshops, online webinars, guidance documents and direct consultancy to members and cluster managers.</p>
DESCRIPTION	<p>The aim of the Cluster was to understand the requirements of the transition to a circular economy and based on the plan the transition to a circular economy considering digital transformation. A particular ambition of the cluster is to support its members to transform</p>



their business models and products as well and skills and find possible links in the value chain through a cross-sectorial cooperation.

As per the needs assessment, clusters reported a variety need related to the green transition in their specific contexts. This included bottle necks such as the lack of necessary internal capabilities and among their members, the lack of access to relevant tools, limited understanding of business models, lack of information about regulations and insufficient awareness about relevant technological solutions. Given this diversity of challenges, each project was customized to specific challenges and needs of the cluster or consortium. From the outset, the TGTF business advisors, together with the project coordinators and cluster managers, worked on identifying and prioritising the needs and actions in each collaboration. The main forms of advisory services offered were workshops, webinars, guidance documents and direct consultancy to members and cluster members through which were shared knowledge and was show the importance of the circular economy to their members. This was followed by consulting to every individual, where he was advised, where to start his green transformation and how to start striving for a more circular and sustainable business model.

RESOURCES NEEDED	Qualification of trainers
EVALUATION METHOD	It is still ongoing project. Next evaluation will be made with the on-line assessment tool.
EVIDENCE OF SUCCESS	<ul style="list-style-type: none"> - Cluster members trained and mobilised on circular economy concepts and strategies and on green business models - Prepared was A Circular Economy Transition Handbook - 4 diagnoses and needs assessment for cluster SME members has been done (diagnoses will be repeated after one or two years) and two diagnoses and needs assessment for cluster SME members will needs to be done - One final workshop with the cluster members and policy makers entitled "Circular Economy – how to tackle it?"
LESSONS LEARNED	<ul style="list-style-type: none"> - Understanding the needs of a target group - Addressing individual needs at cluster or company level - Importance of providing targeted support to SMEs
POTENTIAL FOR REPLICATION	Promoting the awareness among Slovenian SMEs on the importance of having circular business processes and the possibility to transfer knowledge and promote the green transition to a larger number of members and beyond the membership.
LINK	https://clustercollaboration.eu/in-focus/green/towards-green-transition-facility

av Allview

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