



TRANSNATIONAL JOINT TRAINING EVENT

The role of training in the development of employability of individuals in the EU

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ZOOM PLATFORM



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GOOD WOOD PROJECT'S RESEARCH: OUTPUTS AND THE RESULTS SOCIAL DIALOGUE AS A LEVER FOR DIFFUSION OF THE PRINCIPLE OF SUSTAINABILITY IN THE WOOD SECTOR

The Methodological Approach:

- Outline the reference framework for the sector according to the key words of the project.
- Collect the stakeholders' point of view on the main challenges for the sustainable development of the sector.
- Objective identify "green social dialogue" experiences



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- Several thin, curved lines in shades of green and grey that originate from the bottom left and curve upwards and to the right, framing the content area.
- **The sector: Numbers and trends, regulatory and policy framework, definitions and actors (Phase 1)**
 - **Results of focus groups and interviews (Phase 2)**
 - **Experiences of social dialogue for environmental sustainability (Phase 3)**
 - **A shared glossary on social dialogue, bioeconomy, circular economy, circular bioeconomy**





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Sustainability in the Italian furniture wood sector

Furniture wood companies that have made green investments:
energy consumption, reduction of waste production, emissions into the atmosphere (years 2012-2014):

- 23.4% recorded an increase in turnover**
- 37.2% exported its products**
- 23.1% more employment**
- 30.4% developed new products or services.**



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The 10 lines of innovation that trace the Italian path to the circular economy in the sector:

- 1) **ECODESIGN** (e.g. use of biomaterials, new re-mineralization and recovery services);
- 2) **DURABILITY** (e.g. mechanical durability, safety resistance);
- 3) **DISASSEMBLY** (e.g. possibility of replacing parts of the product);
- 4) **BIOMATERIALS AND INNOVATIVE MATERIALS** (e.g. biopolymers from castor oil);
- 5) **RENEWABLE AND CERTIFIED MATERIALS** (from sustainably managed forests; adoption of materials according to PEFC and FSC brands, etc.);
- 6) **RECYCLED MATERIALS;**
- 7) **REDUCTION OF POLLUTANTS;**
- 8) **ENERGY EFFICIENCY;**
- 9) **REUSE AND UPCYCLING;**
- 10) **ENVIRONMENTAL CERTIFICATION;**



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Sustainability in the furniture wood sector

Thanks to its tradition and the ability to innovate without losing its soul, the Italian wood furniture industry has begun to grasp the opportunities derived from the green economy and development models linked to the circular economy, with an important result in terms of awareness⁶⁶ raising.

Today, over 95% of post-consumer wood waste is sent to plants for the production of panels for the furniture industry.





LISTENING TO STAKEHOLDERS:

Who: companies and their representatives, trade unions, centers of expertise.

Where: all countries of partners involved.

What: development of sustainable economic models in the wood sector: which opportunities and which challenges for businesses and workers, as added value of social dialogue.

How: focus groups and / or individual interviews.



LISTENING TO STAKEHOLDERS : recommendations to promote environmental sustainability in the wood sector (national dimension)

- **Strengthen the role of social dialogue** as a decisive perspective to win a challenge that concerns a shared responsibility between employers and workers.
- **Encourage the trans-sectoral perspective towards the unification / harmonization of contracts** and their simplification, promoting "supply chain rules".
- **Push companies to invest and think about the economic returns of sustainability:** more efficiency, less waste, more responsibility towards the territory, more competitiveness.
- **Stimulate supplementary bargaining** as a fundamental catalyst for "hinging" "green" product / process innovations.
- **Build consensus among the social parties** on the values of environmental sustainability, acting to improve the effectiveness of communication and raising the awareness of all stakeholders.
- **Act on legislation and policies at EU level** to provide a stimulus through social dialogue.
- **Stimulate the legislative and governmental bodies at the national level** for the transposition of European directives and towards the adoption of incentives for virtuous companies and workers.
- **Foster dialogue with institutions at all levels,** including by setting up control rooms and strengthening tripartite social dialogue
- **Acting through social dialogue,** activating training courses, exchange of experiences, co-definition of models and processes.
- **Promote joint actions in the educational and cultural fields,** starting with primary school.



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The "Green" Training

The transition to a sustainable economy does not only concern productions directly related to renewable energy or the recycling of materials, but it is an increasingly pervasive phenomenon in the economy.

A large part of the needs for new skills is actually arising more in existing occupations rather than in "new" or emerging professions.

Just as in the case of information technologies and digital skills, which have become essential to many aspects of working life, everything suggests that environmental skills will become equally important.



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The "Green" Training

The emergence of new professions requires the revision and integration of current training curricula, the definition of new standards, the introduction of mechanisms for recognizing acquired qualifications and new professional figures.

It is necessary to have more EU and national investments on training to improve the level of training, through the school, vocational and university system.

Synergy between employers' associations and trade unions with a view to enhancing work by putting the individual at the center is nowadays strategic



LISTENING TO STAKEHOLDERS: The perspective of social dialogue: recommendations to foster environmental sustainability of the wood sector (European dimension)

The challenges of the transition of the wood industry to the circular bioeconomy European panel

WHO: primary processing industry, technological platforms, European Federation of Woodworkers (written contribution).

WHAT: Joint action between employers and workers. Role of the social partners at all levels, corporate, sectoral and European. Adaptation mechanisms to address the skills gap and shortage of skilled workers in the productive sector.

Exchange of information and best practices, active influence of the social and legal framework at national level and European Active joint support of companies in managing change (projects, guidelines and agreements).

Responsibility of the social partners in contributing to a growing circular economy.

Our final Conference is not an end, but a first step for future better social dialogue!

