

## Cooperation and Project Events

The project partners organize their cooperation on three levels:

- Information, consultation and exchange of Trade Unions and Employers (European Project Group)
- Further training related cooperation of social partners within Social Dialogue (Sector Skills Councils)
- Close cooperation between workers' and employers' representatives in company-based further training activities (Trained Experts)

## Project Events

Coordinated by the BICO-Management Group, two thematic workshops (national social partners), one training seminar (company actors) and a final European conference (all partners) are organized.

### Workshop 1 (11.03.2013 – 13.03.2013)

Topics: *Information and exchange, brief analysis about the sectoral needs and demands of further training, activities in Social Dialogue, preparation of the transnational training seminar for actors in companies*

### Training Seminar (22.04.2013 – 26.04.2013)

Subject: *Qualification of workers' and employers' representatives in developing, implementation and evaluation of an „In-company further training management system“*

### Workshop 2 (09.09.2013 – 11.09.2013)

Topics: *Interims results from transnational networking, sector activities, practical experiences from companies; information and discussion about qualification standards – learning agreements*

### European Conference (18.11.2013 – 20.11.2013)

Topics: *Project evaluation, presentation of best practices in sectoral and in-company further training management, discussion of framework agreements for workers' qualification; further activities and cooperation in Social Dialogue*

## Contact and Information

All activities are implemented in national subnets (sectors and companies) within an European framework. You are welcome to contact the BICO project management team for more detailed information

## The project coordinator

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For further detailed information see:  
<http://www.bico-project.eu>



Bipartite partnerships for information, negotiation and cooperation in sectoral strategies for strengthening vocational further training management, promoting new skills and workforce development



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## Project Overview

**BICO** supports the social dialogue in the wood/furniture and metal industry, improves further training cooperation and promotes the creation of instruments and resources within sectors and companies.

**BICO** focuses on the development, testing and implementation of a sustainable further training management strategy at workplaces and in companies.

The improvement of actual vocational skills, knowledge and competences in the available workforce will:

- secure production sites and jobs for the future
- help companies in adapting qualification, working conditions, recruitment and employment
- support workers with updated qualifications as a precondition for securing employment and social standards

Best practice initiatives will highlight the mutual benefits and success of systematically organised training for all participants and encourage future-oriented activities within the sector.

## General Project Goals

Through increasing cooperation activities among project partners, the project aims:

- to improve employee rights, organise information and participation and support codetermination bodies
- to intensify practical cooperation within Social Dialogue for strengthening further training activities on company and sector level
- to adapt further training to company needs by matching the immediate demand for competent workers
- to improve workers' information and participation in further training
- to qualify workers' and employers' representatives from enterprises as local experts for training activities
- to develop learning agreements and build up supportive structures in companies
- to strengthen further training, qualified workplaces and safe employment - especially for low-skilled and untrained workers

## Opportunities for Trade Unions and Employers' Associations

**BICO** improves the position of workers and companies by strengthening sectoral and in-company further training activities.

The specific value is a both side:

### For employees

**Create a stronger position in the labour market!** As an employee you will profit from continuous and systematic in-company further training. Your advantage: updated skills and new knowledge for better and well-paid work.

### For employers

**Create a stronger position in the national and international competition!** As an employer you will have new opportunities with a modern further training organisation, qualified workers and systematically workforce development that will help you to stay ahead of your competitors.

## European Partnership

**Company further training requires continuous cooperation from employees and employers!**

The European partnership consists of a consortium of 7 trade unions and 5 employer's associations from the wood/furniture and metal/machinery building industry in Bulgaria, Italy, Lithuania and Romania. On national level social partners cooperate with totally 13 companies. All project activities are carried out jointly.

### Trade Unions

- Federation of Trade Union Organisations in Forestry and Woodworking Industries (FSOGSDP), BG
- Trade Union „Metalicy“, BG
- Federazione Italiana Lavoratori Costruzioni E Affini (FILCA-CISL), IT
- Federation of Lithuanian Forest and Wood Worker Trade Unions (LMPF), LT
- Lithuanian Unification of Metalworkers' Trade Unions (LMPSS), LT
- Lithuanian Trade Union Confederation (LPSK), LT
- Federation of Trade Unions from Machineries Buildings (FSCM), RO

### Employers' Associations

- Bulgarian Branch Chamber for Woodworking and Furniture Industries (BCWFI), BG
- Bulgarian association of metallurgical industry (BAMI), BG
- Association Lithuanian Mediena (LMPIA), LT
- Engineering Industries Association of Lithuania (LINPRA), LT
- Employers Organization from Machines Building (PICM), RO

### European Support-Partner

- European Federation of Building and Woodworkers (EFBWW), BE (Brussel)

### Trade Unions



FILCA CISL



European Federation of Building and Woodworkers



### Employers' Associations

