

European agreement on the Implementation of the European Hairdressing Certificates

1. Introduction

The Social Partners, UNI europa Hair and Beauty and Coiffure EU, share a longstanding commitment to better quality of work in the European hairdressing sector.

They consider providing vision, direction and a framework for current and future work projects through the adoption of the following definition of a professional hairdresser.

A professional hairdresser is a person who is competent to:

1. Take care of and fashion (e.g. cut, colour, perm, finish, style) hair, appropriately with the type, on women and men.
2. Advise clients on all aspects of their hair in a way that promotes and preserves the public confidence in them and the craft of hairdressing.
3. Use cosmetic products with chemical substances effectively, efficiently and safely taking full account of the welfare of the client, colleagues and the environment.
4. Fulfil their responsibilities to clients, employees, employers and social bodies.

In 2000, the social partners agreed on a joint document⁽¹⁾ aiming at the establishment of a European hairdressers' certificate (level B), based on the acquisition, assessment and validation of a standard training programme.

The certificate level B is additional to the various hairdressers' diplomas issued by national authorities or instances.

The European Hairdressers' certificate (level B) is implemented in different Member States in accordance with the national situations. It is issued by the training body carrying out the examination at national level, under the supervision of the social partners.

Following the adoption of the first certificate for hairdressers, additional levels have been developed for the certification of trainers and managers in the hairdressing sector.

On the occasion of the Second European Symposium on the Evolution of Professional Hairdresser Training, 21-22 October 2007 in Bari, Coiffure EU and UNI europa Hair and

¹ The European Hairdressing Certificate - guidelines for European hairdressers - the social dialogue programme of the EU:
http://ec.europa.eu/employment_social/dsw/public/actRetrieveText.do?id=10317

Beauty adopted a Charter(2) in which they “strongly recommend to the social dialogue partners that they create a framework and consensus agreement to implement the paper”.

2. Objectives

The objectives of the certificates are to improve the overall quality and image of the hairdressing services in the EU, and to facilitate flexibility and mobility through better transparency and comparability of skills.

UNI europa and Coiffure EU consider that the main responsibility for the implementation (of levels B and C), the introduction of the certificates and further development of the tool lies with the social partners at European and national levels.

Furthermore, UNI europa and Coiffure EU aim at establishing a clear link between the certificate, the joint Covenant on health and safety concluded in 2005(3) and the related code of conduct adopted in 2001(4).

To promote a wider use of the tool and to ensure a proper implementation of its provisions, UNI europa and Coiffure EU have agreed upon the following:

3. Definitions

In the context of this agreement, the following definitions will be used:

- a) European hairdressing certificate, level A: National hairdressers' diplomas, issued by national authorities or training bodies.
- b) European hairdressing certificate, level B: Voluntary hairdressers' certificate issued after passing an examination as set out in annex 3, point 1. Complementary to Level A.
- c) European management training programme, Level C: Voluntary hairdressing certificates delivered to salon managers (employee status) or salon owners having successfully passed the exams as set out in annex 3, point 3.-Complementary to Level B.

4 Content and structures for implementation and monitoring

4.1 Organisation of training and certification:

The members of UNI europa and Coiffure EU shall take the necessary steps for the integration of the training modules and issuing of certificates taking into account the specific situation of each country and in accordance with the prevailing national regulation concerning the certificates-

2 Bari Charter:

[http://www.uniglobalunion.org/Apps/iportal.nsf/3100172b0315a124c125717d005dd9bb/a0ecc73a251eff90c1257551004d2940/\\$FILE/CartadiBari-signed.pdf](http://www.uniglobalunion.org/Apps/iportal.nsf/3100172b0315a124c125717d005dd9bb/a0ecc73a251eff90c1257551004d2940/$FILE/CartadiBari-signed.pdf)

3 Covenant on health and safety, in particular the use and handling of cosmetic products and their chemical agents, between the European social partners in the hairdressing industry, http://ec.europa.eu/employment_social/dsw/public/actRetrieveText.do?id=10627

4 "How to get along code", http://ec.europa.eu/employment_social/dsw/public/actRetrieveText.do?id=10198

4.2 Handling and issuing of the certificates:

The European social partners are responsible for the design, production and dissemination of the certificates.

They shall designate the secretariats responsible for managing the certificates of each level.

The term of office shall be 4 years and may be renewed.

They will calculate the cost of certificates and make proposals to the European social partners.

The implementation of the contents of level B or C having been checked by the examination committee (see point 7), the certificates may be ordered from the secretariat concerned by the social partners of a country, provided that they are members of the European social partner organisations.

The national social partners are responsible for issuing the certificates.

The Social Dialogue Committee shall, every two-years, discuss and take the decisions necessary to have the proper organisational structure.

4.3 Ownership of the certificate:

The holder of the certificate is the person having passed the examination. Certificates for voluntary update will be issued.

4.4 Structure of the certificate:

Certificates will be issued in English.

4.5. Update of the certificates:

The training systems (B and C) shall be updated every 4 years after discussion in the Social Dialogue Committee of the Personal Services Sector.

5. Health and safety

The members of UNI europa and Coiffure EU will integrate the health and safety requirements of their Covenant on health and safety(5) and future instruments that could cover health and safety into the training modules, as appropriate.

5 Covenant on Health and Safety, in particular the Use and Handling of Cosmetic Products and their Chemical Agents, between European Social Partners in the Hairdressing Industry, 21/09/2005
http://ec.europa.eu/employment_social/dsw/public/actRetrieveText.do?id=10627

6. Working conditions

The members of UNI europa and Coiffure EU will encourage the application of the principles of their "How to get along code"⁽⁶⁾ and future projects that could cover employment and environment into the training modules, as appropriate.

7. Monitoring

The sectoral Social Dialogue Committee shall set up an examination committee responsible for monitoring the implementation of the contents of level B and level C.

The examination committee shall be composed of representatives of the social partners in equal numbers, appointed by them for a term of 4 years.

The affiliates of the European social partners' organisations confirm the implementation of the contents of level B or level C. The joint examination committee monitors the implementation on the basis of the documents provided.

Training material and/or the contents of level B and level C may be delivered to the social partners of new EU member states on their request.

The examination committee reports to the Social Dialogue Committee on the state of play once a year.

7.1 Information platform

A web-based European information platform will be developed, containing a database, examples of tests and examination procedures, a programme for hairdressing trainers, and a system for feed-back reporting.

The financing of the information platform is to be discussed and decided by the sectoral Social Dialogue Committee.

8. Implementation of the agreement

This autonomous agreement commits the members of UNI europa and Coiffure EU to implement it in accordance with the procedures and practices specific to management and labour in the Member States.

The implementation will be carried out within two years after the signature of the agreement.

⁶ "How to get along code" - Guidelines for European hairdressers, 26/06/2001
http://ec.europa.eu/employment_social/dsw/public/actRetrieveText.do?id=10198

9. Follow-up of the agreement

Member organisations will report on the implementation of the agreement to the steering group of the European sectoral social dialogue committee every year in the first three years. The steering group will regularly inform the committee.

The steering group will furthermore draw up a formal implementation report to be presented for approval to the committee. This joint report will be prepared within three years after the signature of the agreement.

The signatory parties shall evaluate and review the agreement any time after five years following the date of signature, if requested by one of them.

Concluded in Brussels on: 18 June 2009

Signed by:

The European social partners:

For Coiffure EU:

For UNI europa hair and beauty:

Chris Boerland, President

Poul Monggaard, President

The national social partners:

Austria:

Belgium:

Denmark:

Finland:

France:

Germany:

Greece

Hungary

Italy:

Malta

The Netherlands:

Poland

Slovenia

Spain:

Sweden:

UK:

(Norway):

(Switzerland)

Annexes:

- 1) Code of conduct "How to get along" - Guidelines for European Hairdressers (2001)
- 2) Covenant on Health and Safety, in particular the Use and handling of Cosmetic Products and their Chemical Agents (2005)
- 3) Booklet "EUC Hair - The European Hairdressing Certificates", Leonardo da Vinci Project 2004-2006
- 4) "Bari Charter" (2007)