
NEWSLETTER COIFFURE EU

20 March 2015

General information Coiffure EU

The working programme 2015 of Coiffure EU is:

- Public Affairs 'give the hairdressers a face' / corporate brochure
- Re-establish and strengthen contacts with UEAPME
- Representative of CEU in Brussels for matters on entrepreneurship and craftsmanship (UEAPME)
- Revision of the health and safety agreement
- Renewal of CEU website
- Liability of hairdressers on the use of professional products (skin testing)

The working programme 2015 of the Sectoral Social Dialogue Personal Services is:

- Improvement structure of the hairdressing sector / resolution
- Formalisation EHC
- Euroskills
- Implementation agreement H&S
- Study on comparable facts and figures hairdressing industry
- In 2015 the meetings of Coiffure EU and the Social Dialogue are scheduled on:

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| • Sunday 22 March | Board of Directors |
| • Monday 23 March | Working group SD |
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| • Tuesday 19 May | Board of Directors – Zürich - Switzerland |
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| • Thursday 23 June | General Assembly |
| • Wednesday 24 June | Plenary meeting SD |
| • | |
| • Wednesday 30 November | General Assembly |
| • Tuesday 1 December | Working group SD |

Economic and fiscal affairs

National level – Netherlands

The ANKO has strengthened contacts with the ministry of Economic affairs concerning the Netherlands a study on the costs of regulatory burden. The result of this study is that between 5-8% of all costs in salons is caused by the regulatory burden for hairdressers. Keep in mind the marginal profitability of the average salon then 5-8% is a significant percentage. The study figured out the specific bottlenecks and solutions are formulated leads to a reduction in the regulatory burden for the hairdressing industry. The outcome could be of use for other European countries and will be presented during the meeting of 22 June 2015.

The Dutch government is willing to review of the tax system into one single (high) rate. The only exception will be the low VAT-rate on basic necessities, such as food. In the Netherlands a low VAT rate of 6% is applied to hairdressing services instead of the normal VAT rate of 21%.

The numbers of salons established at home is increasing in the Netherlands. For that reason the ANKO has started several pilot projects on local level to discuss and reduce the hairdressing activities at home.

Public relations

A corporate brochure of Coiffure EU will be developed within a couple of months. The website of Coiffure EU will be renewed. For that reason all members have received a short enquiry concerning the usefulness of the website.

Education and vocational affairs

National level - Austria

Höhere Lehranstalt für Hairstyling, Visagistik und Maskenbildnerei

Im September 2015 startet in Hallein, Land Salzburg, gemeinsam mit der Modeschule der Schulversuch, Hairstyling, Visagistik und Maskenbildnerei. Dieser Schulversuch wird als höhere Lehranstalt geführt. Nach 8 Grundschuljahren haben jetzt Schüler/innen die Möglichkeit eine höhere Lehranstalt zu besuchen. Diese schließt mit Matura und Friseurausbildung ab. Die Meisterprüfung kann sofort danach abgelegt werden. Diese Form der Ausbildung war für Bundesinnungsmeister Wolfgang Eder noch vor einigen Jahren Vision. Umso mehr freue ich mich diese Vision zur Wirklichkeit gebracht zu haben. Nicht als Konkurrenz zur herkömmlichen dualen Ausbildungsform sondern als Ergänzung sehe ich diese Art von Berufsausbildung, den hervorragenden Stellenwert solcher Schulen zeigen ja auch vergleichbare Einrichtungen in Gastgewerbe, Hotellerie, Elektro und Ingenieurwesen.

Higher educational establishment for hair styling, visagistic and make up artisting

In September 2015 in Hallein, Salzburg Country, starts, together with the Fashion Institute, the school experiment hairstyling, make-up art and makeup techniques. This school experiment is run as a higher educational institution. After 8 years of primary school pupils now have the possibility to attend a higher educational institution. This ends with matriculation and hairdressing training. The master's certificate can be applied immediately thereafter. This form of training was for the Federal Guild Wolfgang Eder a vision a few years ago. The more I am pleased to have brought this vision to reality. Not as a competitor to conventional dual training form but as a supplement I see this kind of training, the outstanding value of such schools show indeed similar facilities in hospitality industry, hotel industry, electrical and engineering.

National level – Germany

Der Zentralverband des Deutschen Friseurhandwerks plant die Überarbeitung der Meisterprüfung. In Deutschland qualifiziert dieses Zertifikat in der Regel zur Eröffnung eines Salons. Gründer, die nicht über eine entsprechende Qualifikation verfügen, müssen die fachliche Salonleitung einer Person mit Meisterprüfung übertragen. Die neue Prüfung soll noch mehr als bisher einen Schwerpunkt im Salonmanagement bekommen. So ist beispielsweise geplant, dem Prüfungsteilnehmer eine bestimmte betriebswirtschaftliche Situation eines fiktiven Salons vorzugeben, aus der er sowohl fachliche als auch marketingorientierte Überlegungen ableitet und konzeptionell umsetzt.

Die dafür zuständigen Behörden der Bundesländer wollen das in Deutschland bestehende Sonntagsarbeitsverbot stärker durchsetzen. Davon sind auch Seminarveranstaltungen der haarkosmetischen Industrie betroffen. Der Zentralverband setzt sich dafür ein, Ausnahmeregelungen für die Friseurbranche weiter bestehen zu lassen. Vom Sonntagsverbot sind allerdings unentgeltliche Seminarveranstaltungen der Verbände nicht betroffen.

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The German Confederation of Friseurhandwerks plans to revise the master craftsman. In Germany this certificate generally qualified to open a salon. Founder who do not have the requisite qualifications must rely for technical management of a person with salon master craftsman. The new test will get more than ever a priority in salon management. For example, planned to pretend to the subject a specific business situation of a fictitious salons, from which it derives both technical and marketing-oriented thinking and conceptual implements.

The competent authorities of the Länder want to enforce the existing in Germany Sunday work ban stronger. This also seminars of the hair cosmetic industry are affected. The Federation is committed to have made exceptions for the hairdressing industry further. From Sunday ban but unpaid seminars associations are not affected.

National level – Austria-Germany-Switzerland

Am 23 und 24. Februar trafen sich die Präsidenten und Geschäftsführer aus Deutschland, Oesterreich und der Schweiz zum jährlich wiederkehrenden Gedankenaustausch in Berlin. Im Vordergrund standen berufspolitische Fragen sowie die Zusammenarbeit mit Coiffure EU. Bei den Aus- und Weiterbildungsfragen zeigte sich, dass sich die 3 Länder in vielem einig sind. Das Image des Berufs kann mit einer professionellen Ausbildung stark aufgewertet werden. Ganz wichtig ist auch, dass die richtigen Jugendlichen für diesen Beruf begeistert werden können, so dass sie nicht nur während der Ausbildung sondern auch später gerne darin arbeiten. Das nächste Treffen findet Ende Februar 2016 in Salzburg statt.

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On 23 and 24 February met the President and CEO of the Switzerland yearly recurrent exchange of ideas in Berlin, Germany, Austria. In the foreground stood with coiffure EU trade policy issues as well as cooperation. The education and training issues showed that the three countries in many ways agree. The image of the profession can be upgraded with a professional education strongly. It is also very important that the right young people for this profession can be inspired so that they work not only during training but also later like it. The next meeting will take place end of February 2016 in Salzburg.

National level – Italy

Measures for small enterprise in the Italian Budget Law.

The Italian Budget Law approved for the 2015, introduces a number of measures regarding small enterprises. Considering the focus of Coiffure EU members on labor costs, it is worth to report, among them, two of these measures:

1. The full deduction of the cost of labor in the Regional Tax (IRAP). The rule has the full deduction of the cost relating to staff employed under permanent contract in the tax base, to from 2015. For businesses and professionals who do not have employees, however, it is recognized a tax credit equal to 10% of IRAP due, to be used exclusively in compensation. This measure is one of the interventions of the qualifying Stability Law and responds to the needs expressed by businesses since the time of the introduction of IRAP.

2. The Introduction of the new flat rate system. The law introduces a lighter regime that replaces all other tax regimes of favor. The new regime is not limited to those who start the activity and does not provide for limits duration or age, but the substitute tax increases from 5% to 15%. The new flat rate system will be applicable to individual enterprises and self-employed who declares revenues / remuneration between 15 and 40 thousand euro. The new regime introduces important simplifications for businesses and for self-employed. However, the same, increase tax levy heavier for the most the professionals and small businesses. For more information please contact palmieri@webconference.it

Social affairs

National level – Austria

Psychische Belastung am Arbeitsplatz

Im Rahmen der gesetzlich vorgeschriebenen Arbeitsplatzevaluierung ist seit 2014 zu prüfen, ob arbeitsbedingte physische und psychische Belastungen vorliegen, die zu Fehlbeanspruchungen führen könnten. Wurden beeinträchtigende Arbeitsbedingungen erkannt, müssen Arbeitgeber/Arbeitgeberinnen diese durch entsprechende Maßnahmen gezielt verbessern. Auch hier gibt es kostenlose Unterstützung seitens der Allgemeinen Unfallversicherungsanstalt (AUVA).

Mental stress at work

Within the framework of the statutory workplace evaluation it is to examine since 2014 if work-related physical and mental stress exist that could lead to faulty demands. When affecting working conditions are detected, the employer / employers must make targeted improvements through appropriate measures. There is also free support from the General Accident Insurance Institution (AUVA).

EU-level

Im Bereich Health and Safety gibt es Bewegung. In einem Gespräch mit der EU-Kommission (Büro von Kommissarin Marianne Thyssen) haben sich Coiffure EU und UNI Europa Hair & Beauty darauf verständigt, das im Jahre 2012 geschlossene Gesundheitsabkommen für das Friseurhandwerk zu überarbeiten. Am 2. März hat eine erste Verhandlungsrunde zwischen Coiffure EU und UNI Europa Hair & Beauty in Brüssel stattgefunden. Die Partner haben sich darin geeinigt, dass lediglich die friseurspezifischen Kernbereiche des Abkommens, Schutz der Haut und der Atemwege, Muskel-Skeletterkrankungen und Sicherheit am Arbeitsplatz Bestandteil einer europäischen Richtlinie werden sollen. Die übrigen Teile sollen den Status eines Sozialpartnerabkommens behalten. Bis Ende März 2015 sollen die Arbeiten abgeschlossen sein, so dass spätestens im Juni eine unterschriftsreife Fassung vorliegt.

Am 5. März hat die neue EU-Kommission zu einer Veranstaltung eingeladen, bei der es um die Zukunft und Weiterentwicklung des Sozialen Dialogs ging. Coiffure EU war an dieser Veranstaltung indirekt über seine Mitgliedschaft in der UEAPME vertreten. EU-Vizepräsident Valdis Dombrovskis, Kommissarin Marianne Thyssen und Kommissionspräsident Jean-Claude Juncker brachten zum Ausdruck, dass die vom damaligen Kommissionspräsidenten Jacques Delors eingeführte Institution des Sozialen Dialogs sowohl auf sektoraler als auch auf gewerbeübergreifender Ebene weiter unterstützt werde. Allerdings müsse er sich stärker auch den neuen wirtschaftlichen Herausforderungen in Europa stellen. Hinsichtlich des Abkommens der Friseure bekräftigte Dombrovskis, dass die Kommission bereit ist, es dem Rat für eine Richtlinie vorzuschlagen, sofern die Folgenabschätzung des neuverhandelten Abkommens ein positives Fazit ergebe. ([Video here: Hairdressers from 03:19:20](#))

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In the area of health and safety there is movement. In an interview with the European Commission (Office of Commissioner Marianne Thyssen) are Coiffure EU and UNI Europa Hair & Beauty have agreed to overhaul the health agreement concluded in 2012 for the hairdressing. On March 2, a first round of negotiations between Coiffure EU and UNI Europa Hair & Beauty has taken place in Brussels. The partners agreed that only the hairdresser specific core areas of the Agreement, protecting the skin and the respiratory, musculoskeletal disorders and workplace safety are to be part of a European directive. The remaining parts are to retain the status of a social partner agreement. Until the end of March 2015, the work should be completed so that by June there is a version ready for signature.

On March 5, the new European Commission has invited to an event, which focused on the future and further development of social dialogue. Coiffure EU was represented at this event indirectly through its membership in the UEAPME. EU Vice President Valdis Dombrovskis,

Commissioner Marianne Thyssen and Commission President Jean-Claude Juncker brought to express that introduced by the former Commission President Jacques Delors institution of social dialogue will continue to support both sectoral as well as commercial border level. However, he needs to place greater also face new economic challenges in Europe. As regards the Agreement of hairdressers Dombrovskis confirmed that the Commission is ready to propose it to the Council for a Directive, provided that the impact assessment of the renegotiated agreement follows a positive conclusion. ([Video here: Hairdressers from 03:19:20](#))

Sustainability and environment

No news.

Craftmanship and sme's

EU Level

Greater effort needed to implement the SBA for all small enterprises

The Commission has published the results of the public consultation, on line, launched in mid-December of 2014 on the Small Business Act (SBA) approved in 2008. The purpose of this second consultation (the first was made in 2010) was to assess the implementation of the SBA in four priority areas 1) facilitating SMEs' access to finance and to markets, 2) reducing administrative burden 3) promoting entrepreneurship, 4) shortage of skilled workers. <http://ec.europa.eu/enterprise/policies/sme/small-business-act/>

The Commission draw the conclusion that a) the administrative and legislative burden remains the top concern for stakeholders, b) access to finance remains difficult despite the actions taken both at the EU and Member States' level, c) that further efforts are required in the area of access to market as regards creating better synergies between existing EU programs, d) that there is a strong support on the need to tackle the lack of skills in SMEs. These guidelines resulting from the consultation confirm the expectations of small businesses and crafts in general and the hairdressers. The experience so far, however, shows that the effectiveness of the SBA resides in the improvement of its implementation at national and regional level, and this is possible, as UEAPME stated, in making it partly legally binding.

If this will not happen the SBA will promote some measures which will be implemented only by some member state, and not for all SME. In this case will lose its strength aimed at improve the general framework conditions for SMEs, of which 50% are one-person enterprises.

Coiffure EU will act together with its members, in order that the actions linked to the conclusions of the consultation will respect the spirit of the SBA, which as we all know, is summarized by the motto "Think Small First". For more information please contact palmieri@webconference.it

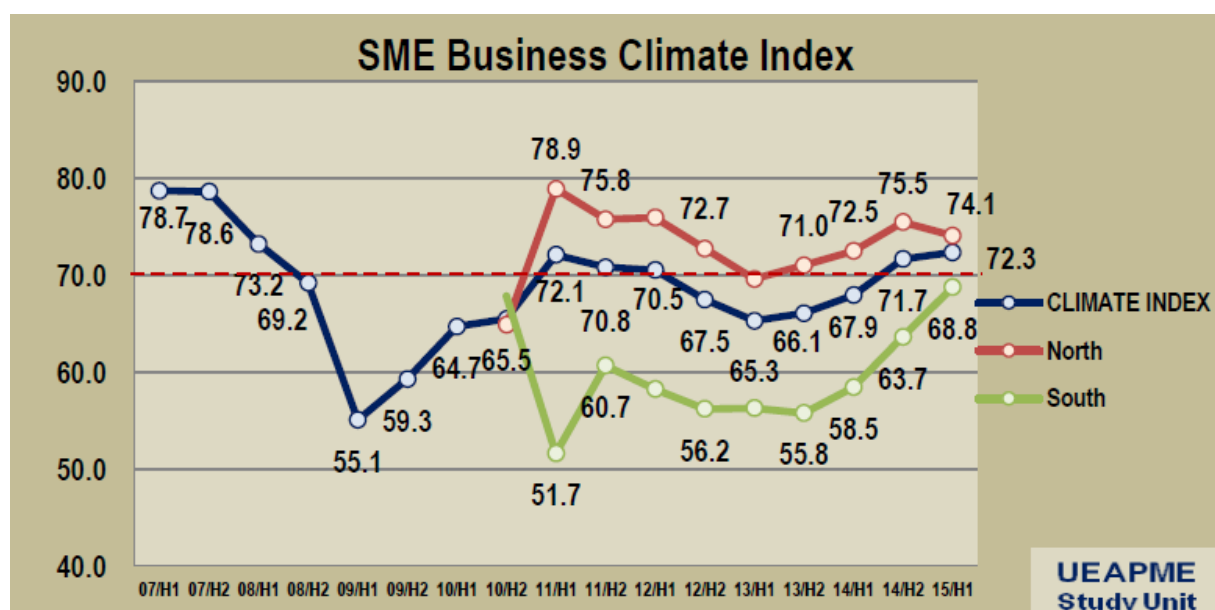
The UEAPME SME Business Climate(1) Index demonstrates that the confidence Euro-pean SMEs express is up to 72.3, which is a slight improvement of 0.6 compared to six months ago. This results from a better performance in the South/Periphery with a 5.1 increase, whereas the rest decreased by 1.4. The positive development in most of the former programme countries shows that reforms do pay off, while the decrease in the North/Centre is caused by countries lacking reform efforts. Imbalances between these countries and the average already reaches a level of 8.9. The fact that the results are much less positive for the last semester than those expected six months ago also contributes to a rather stagnating outlook: companies do indeed see stability after the last recession, however they do not expect growth, at least not at a level that would motivate them to invest or to hire.

The increase of SME Business Climate index by 0.6 during the last semester is mainly due to a high number of SMEs reporting a neutral stance and only very few expect positive developments. *“In general we can say that Europe’s SMEs are in a wait and see mode and are still hesitating to invest and we also do not expect additional employment in the SME sector during the next month”*, summarised **Gerhard Huemer**, Director of the UEAPME Study Unit, which issues the “EU Craft and SME Barometer” prior to the EU summits in spring and in autumn.

The gap between the North/Centre and South/Periphery of Europe is narrowing: during this semester the difference between the two macro areas reached the lowest level of 5.3. The index for the South/Periphery increased by almost 5 percentage points – which, according to Mr Huemer, is a clear sign that the reforms pay off. “At the same time, we see a decline of the index in North/Centre (- 1.4), which is caused by some countries with deficits in implementing needed reforms. This group of weak performers, including FR, IT, AT, FI, HR, BG and CY, are already 8.9 percentage points behind the average. “This creates new worrying imbalances within the EU and the Eurozone”, Mr Huemer warned and he therefore asked for more reform efforts in those countries.

The Barometer presents balances between positive and negative answers for different indicators, sectors and size-classes, and shows that many of the economic indicators decreased in the second part of 2014 and are significantly below the expectations we saw six months ago. “The hope to leave the crisis has become a reality and may be the reason why the majority of businesses now reported that they expect no improvement over the next months”, explained Mr Huemer. Indeed, the Barometer suggests that small enterprises are out of the last recession but are acting in a business environment characterised by slow growth and high level of unemployment.

“SMEs lost optimism for growth, still lack confidence and see themselves confronted with stagnation”, concluded Mr Huemer summarising the results for the next months.



Activities/agenda

National Events

National level - Switzerland

Am 18. Mai ist das Hallenstadion in Zürich Treffpunkt der Schweizer Coiffeurbranche! Einige der kreativsten nationalen und internationalen Haarkünstler zeigen auf der grossen Bühne des Zürcher Hallenstadions ihre neuen Frisurentrends. Durchgeführt wird der Grossanlass von

coiffureSUISSE und den Partnerfirmen Goldwell, Keune, L'Oréal Professionnelle Produkte, Rusk by Dobi, Schwarzkopf Professional, Sebastian Professional, Wella Professionals und Intercoiffure Suisse. Weitere Informationen auf www.coiffuresuisse.ch

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On May 18, the Hallenstadion in Zurich is a meeting point of the Swiss hairdresser industry! Some of the most creative artists of national and international hair show their new hairstyle trends on the big stage of the Zurich Hallenstadion. The big event performed L ' Oréal coiffureSUISSE and the partner companies of GOLDWELL, Keune, professional products, Rusk by Dobi, Schwarzkopf Professional, Sebastian Professional, Wella professionals and Intercoiffure Suisse. More information on www.coiffuresuisse.ch



The next meeting of Coiffure EU is scheduled on Monday 22 June. The working group meeting of the Sectoral Social Dialogue Personal Service is scheduled on 23 June.

Your input in this newsletter? Send a mail to info@coiffure.eu