**Questionnnaire Coiffure EU educational meeting Vienna 28 and 29 September 2015**

This questionnaire is being sent to all participants of the Coiffure EU Education Event organisations. We would appreciate it if your organisation could fill the questionnaire out and return it before 21 September 2015 by mail [mbakker@coiffure.eu](mailto:mbakker@coiffure.eu)

Name and country of the organisation:

Norwegian Hairdressing and Beauty Industry Organization, NFVB

Respondent’s name and position within the organisation:

1. Mrs. *Edel Teige,* president 2) Mr. *John Petter Aambakk,* International representative

1. **Vocational education and training**
2. Till what age children have a legal obligation to go to school? : Age 16 years
3. Mainly 3 models of work-based learning exist for vocational education exist in Europe:
4. Apprenticeship (mainly training in salons with complementary education in schools)
5. School-based learning programs with additional on-the-job training in salons
6. School-based learning programs including practical training organised by the school

Many countries combine these three models of work-based learning.

Please indicate which models are used in your country for hairdressers:

**A** / B / C (please circle) Main model: 2 years in school, full time, with some on-the-job training in salons, followed by 2 years as an apprentice. There are variations form this model.

1. Which qualifications for hairdressers exist in your country in your National Qualification Framework and which level has been identified for these qualifications ? Please also indicate

Level NQF Duration in years

* junior hairdresser not assessed ………………
* hairdresser ladies not assessed (not relevant any more)
* hairdresser men not assessed (not relevant any more)

X hairdresser women and men Level 4………… 4 years (2+2)

Level NQF Duration in years

X entrepreneur/ Master Cert. Level 5 (additional 2 years working exp. + 2 years part time education at tech. college level

* ……………………………. ……………… ………………
* ……………………………. ……………… ………………

1. When available please provide figures in an enclosure with the number of students leaving school in the last 10 years with a completed qualification in the different models of work-based learning in your country.

(Important ist to know whether there is an increase or decrease of the number of students.)

1. How old are students usually when they start their professional education?

* 15 years

X 16 years (school) Many variations.

* 17 years

X 18 years (apprentice) Many variations, typically many aged 19-23

* older:

1. Does a final exam exist at the end of the professional training process ?

X Yes

* No

1. Are salon owners or salon trainers involved in the judgment of the exam results?

X Yes

* No

When yes, please indicate how they are involved:

~~An opinion of the result is given to the school~~ / they take the final decision.

1. What is the regulation/demands for salons that are involved in the education process:

Company/salon must be approved by authorities in advance of hirieng an apprentice. Responsible person must be a skilled hairdresser, and must undergo official training seminars/ Company must be run according to laws and regulations om HSE, etc.

1. Do apprentices receive payment for their work in the salon during their education?

X Yes

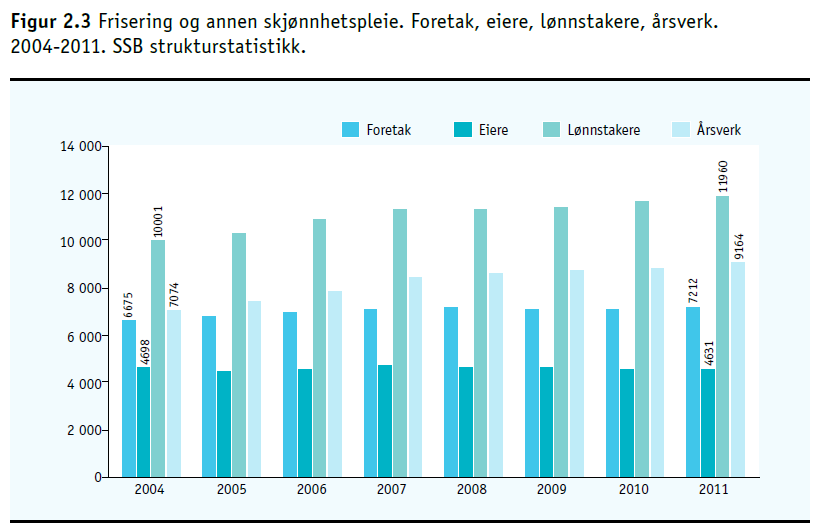
* No

1. Are there payments regulated by a collective labour agreement?

X Yes

* No

1. **Salon ownership**
2. Please provide figures on the development of the number of hairdressers businesses in your country in the last 10 years. When possible divided in salons with employees / salons without employees and self-employed.



The situation is stable, with a small increase in the number of businesses and employment, from 6675 business in 2004 to 7122 businesses in 2011 (small changes over the last 4 years)

Do you have an explanation for this development and what are your expectations for

the further development in the coming 5 years.

1. What is the obligatory regulation for starting up a salon in your country.

Only general regulations for starting and operating a SME. Some extra preconditions related to HSE, no regulations concerning skills and education.

1. Are escapes from this regulation possible ?

The chances for control, by labour authorities or tax authorities, are small. Many can operate for years without the risk of control. If controlled, business will typically be closed and new one will be established by the same operators.

1. **Chances and threats**
2. Please give your vision on the main chances for hairdressing salons in the coming 5 years.
3. Increase and growth of chains and franchise concepts (“Top end” of the market)
4. Integrations: Groups of salons are organizing procurement and logistics, owning suppliers and development of private brands

c) The number of salons with additional services to hairdressing will increase.

d) Ladies and gents (only) hairdressers will become niche concepts.

1. Please give your vision on the main threats for hairdressing salons in the coming 5 years.
2. Lack of competent personnel (Young people seeking other types of education)
3. Increase of chair rental and fragmentation of traditional middle sized enterprises
4. Increase in taxation and other social costs, leading to lower profit, difficulties to maintain the level of wages, and unwillingness to employ and educate.
5. Important salon exclusive haircare and skin therapy brands are degraded to other channels and loose profitability and attractiveness
6. Increase in internet sales of previous salon exclusive products.

The traditional family-owned, middle-sized salon, typically with 3-8 people, will come under pressure from the other developments

1. Please give your vision on the main 3 chances for the education of hairdressers in the coming 5 years.

a. In Norway we see that our main model results in many drop-outs. We seek to change the system into the previous system in Norway: The student/apprentice should alternate between the school and the salon over a period of 3 to 4 years.

b. We seek to improve government support and funding for undertaking apprentices.

c. We seek to improve the competence of the responsible persons and other people involved in the training of apprentices.

1. Please give your vision on the main 3 threats for the education of hairdressers in the coming 5 years.

a. The increasing level of social costs (taxes, insurance) of labour, and authorities, both nationally and within EU, not being willing to support traditional craftsmanship and SME operating conditions. One of the results of this policy is opposite of what lawmakers think. One example: In many countries businesses with a turnover less than 30.000 – 75.000 Euro does not pay VAT. Instead of developing small businesses, and reducing unemployment, this leads the hairdressing sector and other SMEs to fragment into very small enterprises, who employs even fewer people, doesn`t take responsibility for the education, and pays even less taxes, if any at all.

b. This develops an “unlevelled playing field“: Laws, costly regulations and the general economic development makes it more difficult to establish and operate a traditional enterprise, with employers and employees, and apprentices. Instead other operators, who lack formal skills and doesn`t intend to follow the laws, takes over the market. There are reports of widespread tax and VAT fraud and even „labour trafficking”: Bringing people into a country to work under poor conditions.

The visible evidence of this is an increase in the number of low price enterprises and chair rentals, and a growing black economy.