**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:

**POLAND** - National Hairdresser-Cosmetic Commission - Polish Craft Association

Respondent’s name and position within the organisation:

**Marzena Bilińska-Fiałkowska** - President for the international cooperation - chairwoman of the examination committee in the profession of hairdresser, beautician , make-up artist-stylist

1. **Vocational education and training**
2. Till what age children have a legal obligation to go to school? : In Poland, education is compulsory up to **18 years** of age.
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)

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 first level 3 years………………
* hairdresser ladies ………don’t exist………
* hairdresser men …… … don’t exist ………

Level NQF Duration in years

* hairdresser first level 2-3 years………………
* entrepreneur first level 3 years ………………
* master…………………. second level six-year seniority in the

profession…………

* journeyman certificate … first level 3 years ……………
* hairdressing services technician first level 4 years

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Occupations related to the**  **care of the human body** | **2009** | **2010** | **2011** | **2012** | **2013** | **2014** |
| 1. hairdresser (apprenticeship) | 23,092 | 23,432 | 21,799 | 19,949 | 19,329 | 18,319 |

In addition, it is worth mentioning that in 2014 the exam in hairdressing approached: 4696 women and 380 men.

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

* 15 years
* 16 years
* 17 years
* 18 years
* older:

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

* Yes
* No

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

* Yes
* No

When yes, please indicate how they are involved:

Trainee masters are appointed to the committee of examination in the Chambers of Craft but can’t evaluate their students.

Exams - statement **2005-2011 :**

The barber profession:  
- **38653** journeyman and master **4022**

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

**Yes but** they do not affect the final evaluation. The school issues only a certificate of completion, and the graduate has the qualifications after passing the journeyman or other final exam.

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

Salon owner **must be** a member of the Chamber of Crafts in order to train. Only masters in the profession of hairdresser are entitled to training students.

Basic legislation related to the conduct of practical training in barbershop :  
The Education Act  
The Crafts Act  
Labour Code Act - Section IX. Young workers  
Implementing regulations, including on apprenticeship.

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

* Yes
* No

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

* Yes
* No

The remuneration of young workers (students) determined on the basis of the average salary is the minimum amount. The employer may pay higher salaries to students - whether in the form of a higher base salary, or in the form of a discretionary bonus for their work or for academic performance.

Announcement of the President of the Council of Ministers of 6 December 2013. On the uniform text of the Council of Ministers of the vocational training of young people and their remuneration .

|  | | | Is valid from |
| --- | --- | --- | --- |
| the first year of study | Second year of study | Third year of study |
| 154.20 PLN | 192.74 PLN | 231.29 PLN | 01-09-2015 |
| 162.20 PLN | 202.74 PLN | 243.29 PLN | 01-06-2015 |
| 157.71 PLN | 197.13 PLN | 236.56 PLN | 01-03-2015 |

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.

| as at | number of companies |
| --- | --- |
| 31.12.2009 | 58, 926 |
| 31.03.2010 | 58, 897 |
| 30.06.2010 | 59, 957 |
| 30.09.2010 | 60, 763 |
| 31.12.2010 | 61, 631 |
| 31.03.2011 | 61, 133 |
| 30.06.2011 | 60, 976 |
| 30.09.2011 | 61, 072 |
| 31.12.2011 | 60, 957 |
| 31.03.2012 | 60, 119 |
| 30.06.2012 | 60, 503 |
| 30.09.2012 | 60, 896 |
| 31.12.2012 | 61, 385 |
| 31.03.2013 | 60, 891 |
| 30.06.2013 | 61, 712 |
| 30.09.2013 | 62, 520 |
| 31.12.2013 | 62, 948 |
| 31.03.2014 | 63, 094 |
| 30.06.2014 | 64, 135 |

**60 896**

**Legal forms**

Individual economic activity 58,301 (95.7%)

partnerships 2,176 (3.6%)

Private Limited company 317 (0.5%)

Do you have an explanation for this development and what are your expectations for the further development in the coming 5 years.

**upward trend**

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

To open and operate a hair salon basically you do not need any special permits or allowances. It is necessary only to establish a business.

**Legal acts necessary for this activity**

Act of 5 December 2008. Preventing and fighting infections and infectious diseases in humans

The law on cosmetics of 30 March 2001,

Regulation of the Minister of Infrastructure on meeting the technical conditions of premises for business activities of 12 April 2002,

Regulation of the Minister of Economy, Labour and Social Policy of 28 August 2003 on general health and safety regulations,

Sanitary requirements for the salon have been very clearly defined in the Regulation of the Minister of Health on 17 February 2004. On specific sanitary requirements to be met hairdressers, cosmetic, tattoo and Wellness

1. Are escapes from this regulation possible ?

**Requirements are obligatory.**

1. **Chances and threats**
2. Please give your vision on the main 3 chances for hairdressing salons in the coming 5 years.

a. The prospect of a new Act on craft in which craft qualification are required for starting a business. A three-year transition period to complete qualifications.

b. selves-made failed services.

c. Search on the market of high-class specialists.

1. Please give your vision on the main 3 threats for hairdressing salons in the coming 5 years.

a. A large increase in employment costs.

b. Black market services in homes.

c. Widespread media briefings on hairdressing made at home.

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

a. Media campaign on high-quality craft services - with an emphasis on good professionals.

b. Raising the status of the profession of craftsmen which among other is the hairdresser.

c. Search by customers of good professionals in services.

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

a. Demographic decline.

b. Increased interest in higher studies rather than getting a professional craft.

c. Too many schools with increasingly lower levels of education.