



## CARTA DI BARI

### **Draft conclusions of the European symposium on the evolution of professional hairdresser training in the Mediterranean countries Bari, 21-22 October 2007**

The integration of training systems of hairdressers at European level has made significant progress since the conclusion of the convention in Rome.

Two years after the first experience, a monitoring and follow-up system has confirmed the good quality of the work developed in the framework of the European social dialogue of the personal services sector and that the synergies between the social partners have brought about important progress.

The representatives of the employers' and workers' organisations recognise that, despite the differences that still exist between the training systems, the approach between the training models for the sector is converging with the aim of creating a united Europe in the sector of professional hairdressing.

On the occasion of the second European Symposium on the evolution of professional hairdresser training held in Bari, Italy on 21 and 22 October 2007 the European Social Partners in the Personal Services Sector reaffirm their full support for the European Hairdressing Certificate (level B) as updated by the EUC Hair Project<sup>1</sup> concluded in 2006, to be adopted by countries in accordance with their own national needs and priorities.

- The social partners recognize that there is national legislation on qualifications for hairdressers (level A). The European Hairdressing Certificate must be seen as complementary to the national qualification systems.
- The European Hairdressing Certificates aim at:
  - continuously improving the European hairdressing training by adopting new knowledge and exchange of knowledge;
  - allowing workers to document their qualifications and skills acquired through education and vocational training;
  - allowing employers to assess the skills of job candidates from their own and other EU countries;

<sup>1</sup> Attached "Booklet - EUC Hair - The European Hairdressing Certificate, Leonardo da Vinci Project 2004-2006"



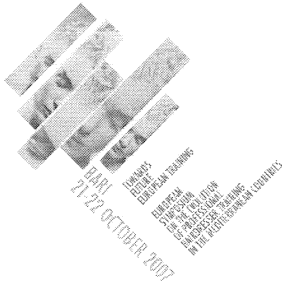


- facilitating a better match of offer and demand in employment in the hairdressing sector;
  - assisting with the mobility of labour in the EU.
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- The social partners consider the European Hairdressing Certificate as their sectoral property, and therefore only they have the right, jointly, to issue certificates for persons who have passed both the national qualification (level A) and the proper exams/tests according to the requirements of the European Hairdressing Certificate (level B) – be they apprentices, teachers or assessors.
  - The social partners agree that, both at European and at national level they will – if national circumstances permit - facilitate the implementation and use of the European Hairdressing Certificate level B. To this end, the proper national and European authorities need to be informed about this complementary system (level B).
  - The social partners agree that besides supporting the European Hairdressing Certificate within the above mentioned limits they also and in the same way as mentioned above support the Management training (Level C) based on the European Hairdressing Certificate such as developed in the EUC Hair project. The social partners have the ambition that the management level (level C) will, at some time in the future, be the qualifying requirement for opening a hairdressing salon at a national level.
  - The social partners have defined, in the EUC Hair project, how to validate/assess/examine schools, teachers and apprentices. This definition will be applied<sup>2</sup>.
  - The social partners will establish a system, where the provisions defined in the European Hairdressing Certificate (level B) and the Management training (level C) are respected as well the provisions for issuing the certificates of level B and C.
  - The social partners will develop a system to continue issuing certificates and registering them at the European level.
  - Furthermore, the social partners aim to establish a clear link between the certificate, the joint Covenant on health and safety concluded in 2005<sup>3</sup> and the "How to get along" code adopted in 2001<sup>4</sup> and future projects that could cover employment and environment.
  - They will integrate the health and safety requirements of their Covenant on health and safety into the training modules, as appropriate. This integration will be reflected in the follow-up reporting of the European sectoral social dialogue committee.
  - The members of UNI-Europa and Coiffure EU will encourage the application of the principles of their "How to get along code" into the training modules, as appropriate. This application will be reflected in the follow-up reporting of the European sectoral social dialogue committee.

<sup>2</sup> See "Booklet - EUC Hair - The European Hairdressing Certificate, Leonardo da Vinci Project 2004 - 2006"

<sup>3</sup> 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/social\\_dialogue/docs/277\\_20050921\\_services\\_en.pdf](http://ec.europa.eu/employment_social/social_dialogue/docs/277_20050921_services_en.pdf)

<sup>4</sup> "How to get along code", [http://ec.europa.eu/employment\\_social/social\\_dialogue/docs/129\\_20010626\\_services\\_en.pdf](http://ec.europa.eu/employment_social/social_dialogue/docs/129_20010626_services_en.pdf)



- The social partners will not confine the European levels B and C to Europe, but will be open to a global hairdressing cooperation to ensure an ongoing enhancement of training and facilitate broader and deeper knowledge and understanding.

To this effect the organizations agree and subscribe to the following:

1. the experimentation which has allowed a comparison between the social partners of the existing training models must be considered as being concluded, accepted and shared among the various countries
2. the ABC mechanism is recognized as the mechanism shared between all the social partners
3. national approaches and priorities will be addressed through internal discussions and agreements with the relevant governments of the EU
4. the social partners agreed to work towards specific legislation being approved inside the European Union to allow the implementation of the above-mentioned mechanism.

The meeting in Bari adopted the above and strongly recommend to the social dialogue partners that they create a framework and consensus agreement to implement this paper.