



Union Internationale
des Entrepreneurs
de Peinture
uniep.eu



UNIEP General Assembly
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International Union of Painting Contractors

Annual Report 2016 - 2017



Members of UNIEP



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UNIEP is a member of



Partnerships

- ◆ REFORME
www.reforme.org
- ◆ SBG
www.sbg-dresden.de
- ◆ CEPE
www.cepe.org

Platforms

- ◆ European Alliance for Apprenticeship
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President's Foreword



The last GA in Vienna — 11 years ago — took place in a completely different economic and social environment. Neither the financial crash nor the BREXIT or the refugee crisis were recognizable. The rapid changes caused by digitalization will also be a major challenge in the coming period. Our painter's craft, which has its roots far in history, still requires a well-founded education. Having this rapidly changing environment in mind, I would like to welcome you to the GA 2017 in Vienna and I am delighted that you are showing their interest and connectedness with UNIEP.

Since the last General Assembly in Munich, we are able to welcome new colleagues. The additional new member associations Confartigianato-South Tyrol and CAPEB from France, which we are able to welcome today, very well fit into the structure of the existing membership.

For the future, I see the need to continue to promote membership to further improve UNIEP representativeness. As a result of our discussions, we have seen that we all have similar problems and challenges with image and training deficiencies, as well as with a lack of interest in training for painters. For this reason, we

will continue to focus on the qualitative improvement of the training as a painter.

This is why we are working on the further development of our EU project "Painting Skills Network", which will be completed this year. Building on the previous "Legacy Project", we are preparing, together with the project partners, learning units for the training of painters' apprentices in student camps and methodology workshops with apprentices and trainers. Next to that we drafted a new Erasmus + project and submitted it on 17 January. The content of this project concerns both companies and technical schools that train painters as well as the instructors and teachers. It is intended to improve their competencies and the quality of education through further developed training courses. In this project, for three years, UNIEP would operate as project leader with partners and schools from UK, Austria, Slovenia, Czech Republic, Germany and Belgium. Another project, currently under preparation, aims to the next level of EQF level 6, based on the results of previous projects. Our purpose is to achieve a European master's diploma. Together with master schools of the member countries under the leadership of the painting school of Baden and a significant contribution of our colleagues from the SBG master school in Dresden, we will elaborate this project and draw up a training guide, also including the possibility of e-learning. The learning units will be geared to the needs of a future painter.

This means, in addition to high-quality practical techniques such as the imitation of wood and marble, illusion painting, high-quality coating techniques on different substrates or thermal insulation to name a few. Additionally, business knowledge, the application of relevant standards, marketing, or in the field of rhetoric, e.g.

conducting sales talks are special learning units of the project. An important area will also be the knowledge of color theory and the color design in connection with light. Prerequisite for participation in this training is at least a completed basic education such as the “Lehrabschluss” or a “Fachschulabschluss”. As part of this training, mobility will also be an important part. This means acquiring knowledge and professional techniques in another country. This is to be a compulsory part for the acquisition of the European Championships. Of course, we are aware that in most countries there is nothing like a compulsory championship. The European Champion Letter is intended to be a so-called quality seal for all those who undergo this training.

Another approach that we intend to implement in the coming period is an increased cooperation with the Paint industry. I suggest to have this in the form of annual visits to a company in connection with the Policy Day, which should be carried out as a 3-day program. The positive experiences and the feedback from the participating apprentices and accompanying trainers have led us to work out a legacy project at a national level, similar to the already implemented projects with Akzo Nobel in Holland. The project should be carried out under the leadership of the respective national association. The presentation of this idea took wide approval at the last meeting with the board of CEPE in which Patrizia Di Mauro participated as representative of UNIEP. The program should be a company visit, a policy day and a cultural program with sightseeing projects of different kinds, financed by the respective company.

Ladies and gentlemen, as you can see from my remarks, we are planning an extensive work

program for the next time to come. Therefore, I am of course expecting good cooperation and your support. For the joint work of the last year since my election as president of UNIEP, I would like to thank all the colleagues and, above all, Patrizia di Mauro, who, with her team at the Brussels office, is doing best effort and service for your organizations.

Helmut Schulz

UNIEP President

Vienna, March 2016

Introduction by the Secretary-General



2016 has been a transitional year for UNIEP from the new strategy thinking and drafting to its first achievements. Many initiatives, meetings, negotiations have taken place and I am pleased to go through them at the occasion of our annual General Assembly.

European Economic and Social context :

The Barometer published this month by UEA-PME, shows that SMEs continue to grow, recovering despite the economic-political climate and trends are encouraging, going toward a homogeneous European growth path.

However, coordinated policies at EU level are strongly required to contrast the negative effects of Brexit on UK SMEs and on those economies depending from UK like Denmark and Ireland.

On the other side, Europe is facing destabilisation due to the refugees and immigrants flow in addition to terrorism which has struck our cities and countries.

Instead of completing the European integration the paradoxical and sad result is that a dangerous opposite phenomenon is raising with many populisms aiming to disintegration in almost all

countries to varying degrees. Last but not least one of our Member States voted to leave the Union.

UNIEP activities:

An intense activity has characterised these 12 months since we gathered at the last General Assembly in Munich.

UNIEP has moved straight forward, working on the implementation of its 5 years strategy for better education/training, reinforcing old partnerships while creating others, and drafting European projects. At the same time Uniep has developed new communication tools, renewing its website and setting up a new on-line platform for all stakeholders of the sector.

Partnerships:

First of all, UNIEP has met and been invited by CEPE (the European Paint Manufacturers) to several meetings to analyse initiatives to carry on in cooperation, like a future Legacy event, gathering apprentices from several countries to share knowledge on new techniques and application methods.

CEPE has also asked for UNIEP's support in the framework of the EU project PEF – Product Environmental Footprint aiming to define criteria for the sustainability performance of paints.

Secondly, the REFORME network and its members have strongly cooperated with UNIEP sharing interesting on-going projects to be repeated for the painter profession and put at the disposal their experts and competences for drafting new EU project on tutorage, training of trainers, apprenticeship and mobility of young painters.

Finally, the long lasting partnership with SBG of Dresden has helped to widen the cooperation with other VET Institutes, schools and companies supporting the current work of the PSN project on the definition of unit of learning for painters and decorators at EU level.

Communication tools:

A brand-new website has been constructed for spreading UNIEP activities and involvement in European affairs. As of November 2016, UNIEP has redesigned its website to provide its businesses with a multimedia tool that ensures information, communication as well as an updating of the current state of play of the painting sector among its members. News and events concerning European painting associations are highlighted and updated constantly. Likewise, newsletters, annual reports, reports of discussion within the General Assemblies and exhaustive explanations of UNIEP participation in European projects are provided for every user at hand.

Projects:

The Erasmus+ project started in February 2015 whose title is "Strategic partnership for the European painting trade" is still ongoing. It aims to harmonise the standards and core content of vocational training for painters in Europe, encouraging the recognition of qualifications in the painting sector.

Another project has been submitted last January named "InPaint: Innovative WBL Painting Talents" aims to improve a systematic cooperation between painting contractors, National VET Institutes and schools to better professionalize the sector; to increase the effectiveness of the WBL painting training with a permanent work

with the teachers/trainers in connection with businesses; and to promote the image of the painting sector in Europe in order to increase the recruitment of young painters.

Along this year, UNIEP has taken important choices and developed alliances which will be favourable for our companies and National associations. However, today more than ever before, we have to be cohesive and put together our expertise and resources to make this cooperation as powerful as possible if we want to guarantee a future to our profession.

Patrizia Di Mauro

UNIEP Secretary-General

Brussels, March 2016

Presentation of UNIEP

History

On 23rd October 1953, in Paris, 8 countries represented by 10 associations gathered to form UNIEP (the International Union of Painting Contractors).

Since that time UNIEP has successfully lobbied to reduce VAT levels, fight to tackle youth unemployment, engage with the European Commission over VOC levels in paint and many other issues to provide the only international voice for professional painters.

UNIEP is a full member of UEAPME which is a European umbrella organisation representing craft and SMEs at EU level. UEAPME participates in the European Social Dialogue on behalf of employers.

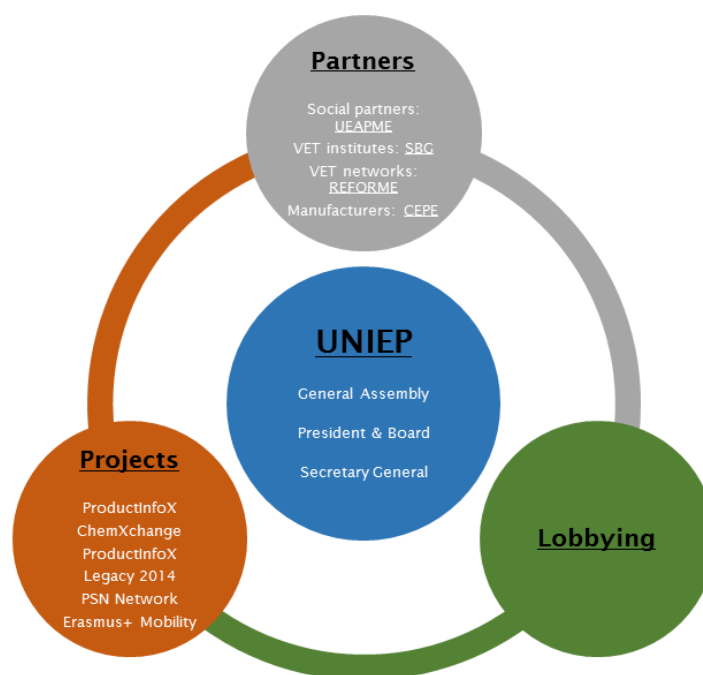
UNIEP is registered in the Transparency Register of the European Parliament and Commission to proactively demonstrate openness and accountability in how it conducts its affairs.

The International Association of Painting Contractors (UNIEP) represents around 60,000 businesses through its



60,000 painting businesses employ over 240,000 professional painters. UNIEP is the only International trade associa-

tion dedicated to representing and fighting for those professionals who create amazing colourful designs that make a house a home and turn a cold factory into a welcoming work environment. Across the European Union, some



The President and the Board are elected by the General Assembly attended by representatives of the members. The General Assembly has budgetary powers and is the only institution that can approve any statutory changes. The Board meets officially at least twice a year to overview the strategy and management of the organisation. The President works closely with the Secretary-General who is based in Brussels and deals with strategic lobbying and projects.

UNIEP Direction



Helmut Schulz, President

Mr. Schulz has a 50-year experience with painting trade organisations, holding several positions from Secretary to President in the Austrian Painting Association. He has gained extensive political experience through a number of institutions, including the Local Council and Associations.



Patrizia di Mauro, Secretary-General

Mrs. di Mauro has 30-year experience in the management of European sectoral and craft associations. From 2003 to 2008 she was head of the Brussels' office of the Italian Confederation for Craft and SMEs. She holds a degree in Political Science (IT), a master degree in European Studies (BE) and a master degree in Management and Marketing (BE).

UNIEP Board



André Mertens, Vice-President

Painter since 45 years, Mr. Mertens has a large experience in the sector. He has been President of Confederatie Bouw Antwerp, Vlaamse Schilders and Nationale Schilders and is currently a jury member in 3 schools.



Ole Draborg, Treasurer

Mr. Draborg is the Director of Danish Masterpainters Association. Treasurer of UNIEP and a member of its board, Mr. Draborg holds an MSc in Economics from the University of Copenhagen.



Claudius Wolfrum

Mr. Wolfrum holds a Master's degree in Political Science from University of Munich. He is an independent Painter and Varnisher since 1996. From 2011, he is Board member of the Painting and Varnishing Guild of Munich. In 2016, he became a member of the Committee of the Federation of Paint Decorating Building.



Igor Pipan

Mr. Igor Pipan has more than 29 years praxis of management and organization in transport and service sector. Now he is over 19 years employed as a Sections Secretary in the Chamber of Craft and Small Business of Slovenia. Last 6 years he has also been a Secretary for Painting and Decorating Section.



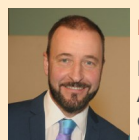
Ermanno Molinari

Mr. Molinari has founded and currently manages the company "Parti d'Arte" which is a leader in designing, decoration and refinishing interiors. He has gained a thorough knowledge and an over 26-year experience in the painting sector.



Alain Kутten

Master Painter since 1987, Mr. Kутten is the Head of the Kутten Alain Srl company and President of the Confederation of Finishing Works of Luxembourg. He is also member of the plenary assembly of the Chamber of Crafts of Luxembourg.



Neil Ogilvie

In January 2010, Mr. Ogilvie became the Acting Chief Executive of the PDA, and was confirmed in the role in September 2011. His role includes: PDA representative of the National Specialist Contractors' Council, UK representative of UNIEP, member of inter-professional networking with other Trade Associations / Federations and with Manufacturers and Suppliers PDA has almost 50 Associate Members.

Past meetings

- 24th November 2016, Trbovlje, SI
- 30th August 2016, Brussels, BE
- 14th June 2016, Strasbourg, FR
- 14th April 2016, Dresden, GE
- 29th January 2016, Brussels, BE

Next meetings

- 16th March 2017, Vienna, AT
- 17th March 2017, General Assembly, Vienna, AT

UNIEP Members



Austria

Austrian Federal Guild of Painters



Italy

ANVIDES / FederlegnoArredo



Belgium

Construction Confederation



Luxembourg

Federation of Painters and Glaziers



Czech Republic

Czech Guild of Painters



Slovakia

Painter's Guild in Slovakia



Denmark

Danish Federation of Masterpainters



Slovenia

Chamber of Craft and Small Business of Slovenia



Germany

Bundesverband Farbe Gestaltung Bautenschutz



Switzerland

Swiss Association of Painters and Plasterer Contractors



Hungary

Guild of Hungarian Painters



UK

Painting & Decorating Association



Ireland

Master Painters & Decorators of Ireland

UNIEP's Focus on the EU Market

UEAPME SME Barometer

The UEAPME SME Business Climate Index, shown in Chart 1, increased by 0.3 points compared to last semester, reaching 75.8 percentage points. The index, which consists of the shares of the European Crafts and Small and Medium Enterprises reporting stable and positive business situation and expectations, has maintained its level above the neutral level (i.e. 70 points) for the sixth consecutive semester, exhibiting a small but steady growth. This result confirms that SME recovery continues, resisting the recently observed economic and political changes.

The economic situation in Europe has improved over the last few years. Such upward trend may be now held back by a potentially incoming slowdown on domestic demand. Although positive overall, in fact, the indicators studied in the Barometer exhibit a slight downward trend, especially for those sectors highly dependent on domestic demand. The Climate Index, witnessing a slight increase, demonstrates that recovery continues, resisting the recently observed geopolitical changes.

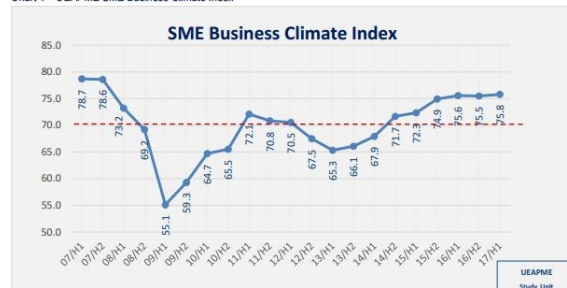
At EU level, the Union is promoting an economic strategy based on fiscal responsibility, investment and structural reforms as clearly stated and implemented during the European Semester⁸ procedures. However, this policy strategy will only deliver positive results if national governments are implementing the jointly agreed social and economic reforms in

order to strengthen the recovery and foster growth and job creation.

To sustain the economic recovery and to tackle the issues limiting investments in and growth of EU firms some useful recommendations might be:

- Implement labour market reforms to boost the employment thanks to more flexible labour market systems;
- Ensure the availability of skilled and qualified workforce;
- Ensure a better access to finance for SMEs to increase their investments, by prolonging and extending the SME finance window of the European Funds for Strategic Investments;
- Reduce the level of uncertainty about the key political topics, such as the refugee crisis and the Brexit negotiations;
- Invest in digital skills and infrastructure to enhance the level of innovation among SMEs;
- Ensure that all groups of a society have the chance to participate and profit from welfare gains reached by the internal market and due to globalisation.

Chart 1 – UEAPME SME Business Climate Index



Sources: UEAPME Study Unit

Trends of the Decorative Coatings market

Market researcher companies have analysed the trends of the architectural coating market.

At the moment, the European market of architectural coating is the second largest share in the sector at global level, behind the Asia-Pacific region, with a consumption of 5.3 million tonnes.

In the near future, the global datum is supposed to raise, with a growth forecast for 2020 between 3.8 and 4.4%, compared to the 2015 datum (23.2 million tonnes – 47 billion €). With Asia keeping the primacy (38%), the European market would move to the third place (20%), surpassed by the Americas (28%) (Table 1).

Focusing on the materials, among the architectural coatings placed on the market, the solvent-based system are constantly losing ground to the water-based one, with a yearly rate of 2%. In both cases, the VOC content is constantly dropping, reaching a reduction of 50% compared to the 2006 datum. This phenomenon finds an explanation in the increased « green awareness » of both workers and consumers. From this perspective, with a share of 85%, Europe is the first global consumer of water-based coatings, while Asia stays at the bottom of the chart with its 73%.

Finally, according to the researchers, the main market shares of architectural coatings are represented by interior wall and ceiling coatings (52%), exterior wall coatings (24%), coatings used for wood (15%), floor coatings (7%) and roof coating (2%) (Figure 1). An explanation for the diverse share dimensions mentioned above lies in the contribution of the Asian consumers

that, thanks to the improving of the living conditions, are recurring to higher quality products for the maintenance of their houses. It is also worth mentioned that the use of architectural coatings is still a prerogative of the industrial sector, with the DIY sector still covers a marginal role.

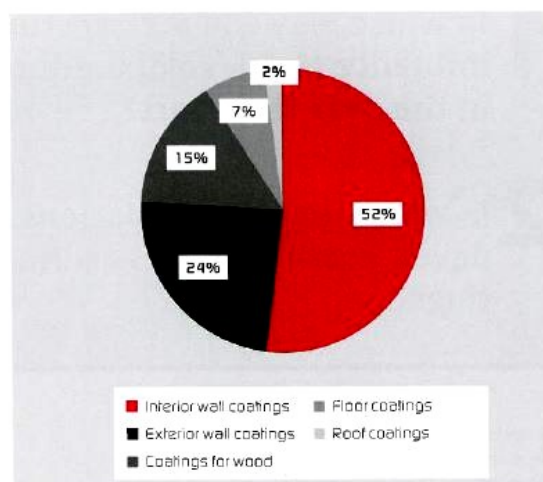
Table 1: Global Architectural Coatings in 2015, in million tonnes

Source: Kusumgar, Nerli & Gowney

| Technology | North America | Europe | Asia-Pacific | South/Central America | ROW | Total |
|---------------|---------------|------------|--------------|-----------------------|------------|-------------|
| Water-Based | 3.35 | 4.5 | 7.35 | 1.75 | 1.4 | 18.35 |
| Interior | 2.39 | 3.28 | 5.49 | 1.3 | 0.95 | 13.41 |
| Exterior | 0.96 | 1.22 | 1.86 | 0.45 | 0.45 | 4.94 |
| Solvent-Based | 0.45 | 0.8 | 2.75 | 0.35 | 0.5 | 4.85 |
| Exterior | 0.33 | 0.38 | 1.25 | 0.15 | 0.22 | 2.33 |
| Interior | 0.12 | 0.42 | 1.5 | 0.2 | 0.28 | 2.52 |
| Total | 3.8 | 5.3 | 10.1 | 2.1 | 1.9 | 23.2 |

Figure 1: World share of architectural coatings sectors - prognosis for 2017

Source: Ifab/PRA



Sources: CEPE & European Coatings journal 01-2017

UNIEP Members' Key Figures

| Country | Name of the association | Number of enterprises represented by your association | Total number of employees in the enterprises represented | Average employees per enterprise | Number of enterprises in the Painting/Decorator sector in your country | Sector's employees at national level | Average employees in the enterprises of your country |
|----------------|---|---|--|----------------------------------|--|--------------------------------------|--|
| AUSTRIA | <i>Wirtschaftskammer Österreich</i> | 6.051 | 20.651 | 3,4 | 6.051 | 20.651 | 4,6 |
| BELGIUM | <i>Confederatie Bouw</i> | 600 | 2.400 | 4 | 5.732 | 8.587 | 5 |
| CZECH REPUBLIC | <i>Cech malířů, lakýrníků a tapetářů ČR</i> | 250 | | | | | |
| DENMARK | <i>Danske Malermestre</i> | 1.500 | 6.000 | 4 | 2.200 | 8.000 | 3,5 |
| GERMANY | <i>Bundesverband der Farbe Gestaltung Bautenschutz</i> | 41.000 | 206.000 | 4,9 | 41.000 | 206.000 | 4,9 |
| HUNGARY * | <i>Szobafestő-Mázoló-Tapétázó Országos Ipartestület</i> | 123 | | | | | |
| IRELAND | <i>Master Painters and Decorators of Ireland</i> | 22 | | 4 | | | |
| ITALY | <i>Anvides / Federlegno Arredo</i> | 11 | | 14 | 50.000 | 80.000 | 1,6 |
| LUXEMBOURG | <i>Federation des Peintres & Vitriers</i> | 215 | 4.500 | 20 | 316 | 3.379 | |
| SLOVAKIA | <i>Cechu Maliarov Slovenska</i> | 48 | | | | | |
| SLOVENIA | <i>Obrotno-Podjetniška Zbornica Slovenije</i> | 581 | 1.080 | 1,8 | 1.541 | 2.328 | 1,5 |
| SWITZERLAND | <i>Schweizerischer Maler- und Gipserunternehmer-Verband</i> | 2.050 | 9.000 | 4-5 | 7.000 | | |
| UK | <i>Painting & Decorating Association</i> | 1.250 | 15.000 | 12 | 10.800 | 40.800 | 4 |

* Associated Member

UNIEP Activities

What UNIEP does ...

UNIEP's main activities consist in:

1. information & communication via publication of a newsletter three times a year and an annual report
2. lobbying activities before the EU institutions on EU major issues of interest for the painting-construction sector
3. leading or participating as a partner in projects dealing with research and innovation, EQF for the painters, skills & competences and mobility of apprentices.

Since 2015, after a wide consultation of its members and stakeholders in the painting sector, UNIEP has developed a new strategy for the next future.

The three major concerns at EU level are:

- ◇ shortage of young professionals / lack of young people entering the painter's profession
- ◇ lack of quality in education and training
- ◇ slow incorporation of new products or systems into the market.

To tackle these problems,

UNIEP committed in:

- a. developing networks gathering painting contractors, national VET institutes and manufacturers
- b. developing communication and promotion tools and activities to value the profession, jobs and training opportunities in the painting sector at EU level
- c. developing training tools and activities to improve initial and advanced training as well as apprenticeship schemes in painting, and updating the skills of staff working in the painting sector.

UNIEP is involved in:

- ◆ Leonardo - PaintingSkills
- ◆ ChemXchange
- ◆ ProductInfoX
- ◆ Legacy 2014
- ◆ Painting Skills Network
- ◆ Erasmus+ Mobility Project
- ◆ Apprentices

UNIEP promotes ...

... professional training, sustainability, health & safety at work. UNIEP supports the exchange of good practices among its national members through different projects at European level.

The projects UNIEP is or has been involved in are:

- ◆ Leonardo - PaintingSkills
- ◆ ChemXchange
- ◆ ProductInfoX
- ◆ Legacy Event 2014
- ◆ Painting Skills Network
- ◆ Erasmus+ Mobility

With new materials being developed and new technologies affecting the painting trade every year, it is important that employer's continue to re-appraise staff skills and ensure that they are properly qualified and suitable to undertake activities.

Between 2007 and 2009, UNIEP was a partner of the Leonardo Project to identify equivalent training qualifications and skills levels across Europe. An online tool is available for assessing qualifications to appreciate the details of an individual's skill level regardless of whether they work in Italy, Germany or the UK.

In 2014, UNIEP's Legacy Project held in Leiden in association with AkzoNobel has introduced a new opportunity for trainees to understand the different skills, products and techniques from across Europe. With the increase in mobility and opportunity of workers to travel around Europe, Legacy offers a unique chance to increase knowledge and skills in different countries.

Former Projects

Leonardo Painting Skills Project



Education and Culture

Leonardo da Vinci

The Leonardo Painting Skills Project is an online tool developed by representatives of the national authorities in charge of VET for painters, social partners and teachers at vocational schools for painting. The main purpose of the project is to

enhance better transparency and comparability of European basic qualifications in the field of painting in order to improve the employability of painters and their professional mobility across Europe.

The project consists in:

1. classifying national qualifications (initial vocational trainings for painters in the

construction sector) with reference to the European qualification framework (EQF)

2. providing for a comparison of both painter profiles of different countries and qualification profiles of 6



ChemXchange

ChemXchange offers the European construction sector a tailor-made, low-priced, user-friendly electronic chemical information system. ChemXchange facilitates chemical risk assessment, chemical communication up and down the supply chain as well as chemical management.

The project addresses the challenges in the European construction and building sector regarding the lack of legal compliance with existing and new chemical legislation. The European construction sector is the largest industrial sector overwhelmingly made up of small and medium sized enterprises (SMEs), and a major downstream user of chemicals and chemical-containing articles. Its employees are exposed to a high number of very dangerous chemicals, including carcinogenic, mutagenic or toxic to reproduction (CMR).



ProductInfoX

Formerly ProductXchange, the ProductInfoX project addresses the collective challenge faced by SMEs in the construction sector of collecting and using information on products and equipment - designated articles - to comply with regulatory requirements and expectations from

their customers.

The last assessment of the project by the EC provides evidence that the project will lead to commercially viable results well beyond the state of the art. The outcomes of ProductInfoX will probably be of high importance for the construction industry, users, and administration, building control and society in general.



Ongoing Projects



Painting Skills Network



Painting Skills Network (PSN) is an ongoing Strategic Partnership in the framework of the European funding programme "ERASMUS+". The project is led by **SBG Dresden**, whereas UNIEP participates as a partner of the consortium.



Sächsische
Bildungsgesellschaft für
Umweltschutz und
Chemieberufe Dresden mbH

The project involves 10 partners among national Painting Associations and Vocational Institutes and aims to develop structure and units of learning outcomes based on the needs of the labour market. The planned results foresee the collection of learning scenarios, mobility guidelines and Statutes for a European network for vocational training in the painting trade.

Next meetings/event of the project:

20-24/03/2017: *Lithuania - Methodology workshop*

24-28/04/2017: *Dresden - Student Camp 2017*

05/2017: *Oslo - Multiplier event*

07-08/06/2017: *Final meeting - Prague*

Next Projects

From UNIEP networks ...

A new Mobility project is on file. UNIEP has collaborated with a French institute of the **REFORME** network, CFA-Saint-Herblain (Pays de la Loire), on finding a partner that hosts 8 apprentices (coming from the 4th year of painting schools) and 2 trainers in March 2017.



The subject of the mobility project is "flooring placement" and "thermal isolation".

The activities are scheduled to last for 2 or 3 weeks and are structured in two parts: 3-4 days in the Training institute and 2 weeks in a Company.

UNIEP members have been invited to seize this opportunity and have been asked to indicate a Training Centre available for the purposes of the mobility project; in exchange, CFA-Saint-Herblain will host apprentices in a future project framework.

An Irish school linked to UNIEP has positively answered to the mobility initiative.

Innovative WBL Painting Talents

The new **Erasmus+ KA3** call for proposals on **VET-Business Partnerships on Work-based learning and Apprenticeships** was launched by the Commission in late 2016.

UNIEP has participated in the call by applying for Lot 2 which is designed for Partnerships between a European umbrella organisation and its national members or affiliates.

Deadline for applying was on 17th January 2017, and UNIEP submitted the project in partnership with 6 of its associative members.

The project aims to improve a systematic cooperation between painting contractors, National VET Institutes and schools in order to better professionalize the sector, increase the effectiveness of the WBL painting training with a permanent work with the teachers/trainers in connection with businesses, and promote the image of the painting sector in Europe so as to increase the recruitment of young painters.

Paint Tutors Up!

Under the **Erasmus+ KA2** framework, UNIEP will draft a project with REFORME's members with the purpose of improving learning practices in the construction sector's companies specialised in painting and decorating by **reinforcing and accompanying company tutors and trainers**.

The project shall be submitted by 29th March 2017 and comprises 4 UNIEP members.

From UNIEP Partnership Initiatives

A survey delivered to painting contractors

The protection of the environment where painting contractors work is one of the primary aims of UNIEP. The impact of paint and associated materials on our environment has encouraged UNIEP to tackle leftovers and carbon emissions. For it, UNIEP has positively welcomed the EC-funded **Product Environmental Footprint (PEF)** project launched by CEPE (the Council of the Paint, Printing Ink and Artists' Colours Industry) in 2013 with the aim of assessing the impact of paints on the environment. In its role, UNIEP has sup-



ported CEPE in carrying out a survey to check the reactions of painting contractors to the application of the PEF label. Within a month, 262 painting contractors from 11 countries submitted their answers and expressed their optimistic feeling concerning the labelling.



UNIEP's Focus on Youth

EuroApprenticeship

UNIEP is a member of **EuroApprenticeship**, an online tool to promote, implement and enhance learning mobility for SMEs and apprentices. This network comprises more than 350 competent bodies, intermediate organisations and Vocational Education and Training (VET) providers, which organise "in-company lear-

ning mobility" or provide expertise, information, help and support to learning mobility projects for the benefit of SMEs, Skilled Crafts Companies, of apprentices and young people in work-based learning and training systems.



European Alliance for Apprenticeship



ti-stakeholder initiative steered by the European Commission. It aims to encourage the construction industry to offer more and better apprenticeships in order to attract young talent to the sector. UNIEP has already supported this initiative by making a **pledge** publically declaring its commitment to raising skill levels and qualifications in the trade through vocational training and to covering the existing gap between the VET systems and the needs of the SMEs.

As part of the Construction 2020 initiative, the European Commission's DG GROW called for apprenticeship "commitments" or "pledges" from employers throughout the EU construction industry. This action is in support of the DG EMPL's **European Alliance for Apprenticeship (EAfA)** which is a mul-



A glance to the apprentices' on-field experiences



PSN Student Camp in Antwerp

From 17th to 21st of October 2016, Antwerp has hosted a Student Camp organised by Mr. André Mertens, Vice-President of UNIEP, with the support of the Belgian Confederatie Bouw, SBG and UNIEP Secretariat. The aim of this initiative was to put students in learning situations along with their trainers.

The event took place in the framework of the **Painting Skills Network** project (PSN) with the aim to ensure sustainability and cross-border mobility. The project responds to current VET policy developments in the EU.



Thanks to the sponsorship made by IVP, PPG, Sikkens, Arte, Sigma Coatings and other companies, and the professionalism of schools involved in the project, namely Parcival, De Pijs, TNA and SISA, the Student Camp has acquired high visibility at European level. For it, participants of eight countries have been involved, counting from 2 to 5 students plus 1 or 2 teachers per country, totalling some 34 people.

Student activities were structured in 3 different workshops (drawing, spraying and wallpapering). Through the establishment of a rotating system, student groups participated in the workshops alternatively. This way enabled them to come across a different activity every day and to compare one another's experience in the end.

Organisers are said to be fully satisfied with the Student Camp as a whole. They are proud to announce that the initiative has succeeded in meeting the participants' expectations. Students and trainers experienced techniques

and used professional tools which they had never seen before. The innovativeness of the Student Camp has therefore prompted the acquisition of new skills among vocational students of the painting and decorating sector.

Finally, the Student Camp endorsed the exchanging of information, best practice and knowledge among participants, paving the way towards an active involvement of the youth into the profession.



UNIEP Policy Involvement ...

Between Vocational Training and Circular Economy

In its activity of promoting VET and greener policies, UNIEP has organised a policy seminar to reflect and exchange views on common challenges in the sector.

The inception of the 16th September's conference has its origins in the UNIEP strategy for the next five years, which tackles two main issues: *the lack of young people entering the painting profession, and the lack of green measures ensuring sustainability of the sector*. To face these challenges, UNIEP brought on top two debate topics: 1) **what the vocational training system should do to attract the young generation**, 2) **how to ensure the integration of manufacturers and painters into circular economy**.

The attractiveness of the painting professions is expected to increase through the setting up of **new training programmes and apprenticeships** that are addressed to both aspiring painters and trainers, in order to ensure **high-quality level workers**. Specifically, the training content should be adapted to the local market so as to reflect the needs of people at local level. Another point is to improve the **quality assurance framework of in-company learning mobility**. Mobility plays indeed a vital role in enhancing exchange of good practices and information among workers. The Euro-

pean Agenda for Vocational Educational Training shows in itself an effort made to boost



labour mobility and to encourage employment and competitiveness.

As for the second topical issue, *i.e.* sustainability, a series of norms seeking to improve the green policies of SMEs has been advanced. The economic model of present times generates an enormous quantity of waste, for it, the theory of linear economy suggests that natural resources are extracted and pass through the human action to become waste. The disposal of these substances is not efficiently implemented as **60% of waste is not recycled**. A clear example

is provided by paint leftovers, which show that production exceeds consumption and that the world trends are becoming more and more unsustainable.

Circular economy is the solution to this problem. Good practices from France proved that a more sustainable approach to production is possible. The green profile of certain French companies strongly promotes recycling and is oriented towards an ecological

use of materials with respect for the environment and the customers' health. Circular economy aims at reducing waste and minimising pollution, with particular regard to the emission of chemical compounds in the air. For instance, the injection of Volatile Organic Compounds (VOC) has been drastically reduced since 2011.

A solution to the lack of interest of young people and to the lack of sustainable attitude of firms is therefore findable. Years have to come before the painting and decorating contractors succeed in attracting new workers and enhancing a fully operational system of recycling. However, certain SMEs have already stepped forward to reinventing their policies, aiming at bringing the painting sector closer to needs of people and to the environment.



UNIEP and the future of Europe



"As a united Europe marks its anniversary, it is time to renew our vows, rediscover our pride and shape our own future."

Jean-Claude Juncker

White Paper on the Future of the EU



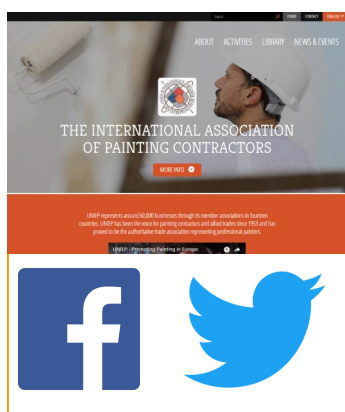
The **White Paper on the Future of Europe** is an attempt by the Commission, led by President Jean-Claude Juncker, to shape a major debate about the EU's future following Britain's shock decision to leave. The document is also intended to influence a declaration by the 27 countries remaining in the EU at the bloc's 60th anniversary summit on March 25 in Rome.

The paper starts with a somber tone, acknowledging the existential struggle the EU is facing due to crises over Brexit, migration and the eurozone. "Europe's challenges show no sign of abating," the paper says. It also notes the difficult balancing act facing the EU, as "many Europeans consider the Union as either too distant or too interfering."

While generally neutral in its language, the Commission at times makes its preferred option clear. For example, on eurozone governance, the Commission aligns itself with the most federal option by saying it will issue a paper based on the 2015 Five Presidents' Report, which called for a eurozone finance minister and stricter controls over the budgets of the 19 countries that use the single currency.

UNIEP Tools for Better Communication

The new website awaits you!



A brand-new website has been constructed for spreading UNIEP activities and involvement in European affairs.

UNIEP exerts a consistent role in voicing painting contractors at EU level and bringing the young generation closer to the profession. As of November 2016, UNIEP has redesigned its website to provide its businesses with a multimedia tool that ensures information, communication as well as an updating of the current state of play of the painting sector among its members.

News and events concerning European painting associations are highlighted and updated

constantly. Likewise, newsletters, annual reports, discussion summaries within the General Assemblies and exhaustive explanations of UNIEP participation in European projects are provided for every user at hand. A simpler structure and a more attractive layout of the newborn website shall play as leading factors in the promotion of UNIEP purposes. In fact, the website can be used to spread further and publicise UNIEP's activities such as projects and mobility programmes.

If you want to get through the website or to know more information on UNIEP projects, visit www.uniep.org.

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