



Sectoral Social Dialogue Committee (SSDC) on Personal Services

Plenary meeting 11 November 2017, Brussels

Minutes

1. Welcome and approval of the agenda

François Laurent (UNI-Europa) chaired the meeting and welcomed the participants.

The agenda was approved. The minutes of the last meeting of 3 April 2017 are available on Circabc¹.

2. Presentation of a new electronic system to manage meetings

Since few years the Commission has worked on an electronic system to better organise meetings with external stakeholders. The main aims of this new system are the integrated handling of e-pass info (i.e. access to Commission's buildings) and quicker reimbursements for the participants. A short presentation on the use of the system was provided in view of the transition for the next meeting in 2018.

3. Health & Safety

- State-of-play on the revised Occupational Health and Safety European Framework Agreement (European Commission – DG EMPL)

Social partners requested the Commission to present the state of play on the framework agreement. They expressed their disappointment that no representative of the Commission was attending the meeting on that point.

Sylvie Finné (DG EMPL social dialogue unit) was asked to provide explanations about the current stage of the file. She indicated that at this stage no decision has been taken at political level regarding the social partners' framework agreement.

The Chair expressed the strong disappointment of the social partners. He reported about their contacts with the cabinet of Commissioner Thyssen and indicated that they received no explanation regarding the blockage of their agreement. He indicated that social partners are truly shocked by the fact that their letter sent in November 2016 was still not responded. On the political side he regretted a lack of support to the sectoral social dialogue; e.g. the documents for the social summit in Goteborg did not include reference to the sectoral social dialogue. He stressed the contradiction between the political discourse of the Commission

¹ <https://circabc.europa.eu/sd/a/5f325873-3046-4f7e-bad1-1d227ac30224/PersServ-20170222-WG-min.pdf>

(notably regarding the pillar of social rights) and how concretely the social partners' agreements and autonomy of social partners are treated. The hypothesis was that the blocking is at political level. However it is not clear whether it reflects a decision by the Commission's College or if the Commission is anticipating a negative response by the Council. He again stressed that there is no argument on the substance to refuse the agreement and that the social partners would not have invested so much if it was not to have their agreement binding at EU level.

Dimitris Theodorakis added the questions about the proportionate impact assessment procedure, its state of play and why the social partners are not involved.

Vice-Chair of the committee confirmed that Coiffure EU is sharing exactly the same opinion than the trade unions.

National delegates also took the floor to share the same concerns about the situation. The participants insisted that the Commission is not fulfilling its role regarding the implementation of ART 155 of the TFEU. It should be the Council to decide on the adoption of a social partners' agreement.

Sylvie Finné responded that the ones politically responsible are fully aware of the concerns expressed by social partners at the highest level and that the Commission intends to take its decision rather sooner than later. She explained the recent achievements regarding the social dialogue at EU level and the central role of the social partners in the implementation of the European Pillar of Social Rights.

The social partners then discussed the possible way forward in a context where nearly all types of actions were already engaged (national press, letters, media campaign, open letter). The social partners agreed to set up a joint working group to review all possible means of the agreement's implementation.

- Update on Ergohair project's implementation

Miet Verhamme informed about the results of the first workshop organised in the framework of the European project Ergohair that took place in Hamburg 12-13 October 2017. The theme of this workshop was to investigate the nature of MSD (musculoskeletal disorders), their impact on hairdressers' work and the personal criteria that employers and employees can work on to avoid these. Key presentations were provided:

- Occupational accidents and occupational musculoskeletal diseases in hairdressers - an analysis of German insurance data" by Prof. Albert Nienhaus (UKE Hamburg)
- "Introduction to the French prevention policy" by Jacques Minjollet (AG2R La Mondiale)
- Sensitising the young generations" by Pascale Sauret (ESO FORMATION).
- Musculoskeletal diseases in hairdressers - a literature review on risk factors, preventive measures and concepts of rehabilitation" by Prof. Albert Nienhaus
- "Towards a durable health policy in hairdressers" by Christian Ouillet (Vital Campus)
- "The risk of pain and disorders in the neck, shoulders and hands when performing repetitive work" by Jane Frolund Thomsen (Bispebjerg University Hospital)
- "Survey of health and work environment in hairdressers in Sweden" by Prof. Eva Skillgate (Karolinska Institutet)

- “Fit throughout the job - making ergonomics perceptible” by Sabine Schöning and Björn Teigelake (BGW)
- “Medical surveillance of hairdressers - the approach and experience in Belgium” by Mathieu Verbrugghe (Mensura)
- “Wellness for hairdressers” by Brian Suhr (Davines)
- “Improving occupational health and safety (OSH) in micro and small companies/hairdressing salons” by Lorenzo Munar (European Agency for Safety and Health at Work)
- Research on hairdressers - tasks, postures and their link with MSD” by Dr. Sonja Freitag

Four workshops allowed discussing different subjects:

1. Inventory – Are the reported scientific findings (complaint frequency, workflows, biomechanical strains) in accordance with observations in day-to-day practice?
2. Implementation of the Agreement – (European Framework Agreement on the Protection of Occupational Health and Safety in the Hairdressing Sector)
 - How can the content of Clause 5 – Ergonomic Workplaces be implemented in the daily practice?
 - Are there experiences from individual EU member states in the prevention of musculoskeletal disorders (MSD)?
3. Health and Safety Regulation – Are systems/models to ensure health and safety regulations (with emphasis towards MSD) already existing in individual countries?
4. European Prevention Strategy for the Reduction of Musculoskeletal Disorders (MSD) – Is a large-scale preventive strategy reasonable and feasible?

The next workshop will take place on 10-12 April 2018 in Paris. The focus here will be infrastructure and context. The University of Hamburg is still working on an online platform.

F. Laurent added that it is important to be informed on existing norms and regulations about ergonomics.

- **Update on Skin-testing discussion (European Commission – DG GROW)**

In the absence of the representative of DG GROW, Sylvie Finné presented the last progress regarding the work of the subgroup on skin allergens. This group concluded in 2011 that the cosmetic industry should submit a new concept for the skin sensitivity test addressing the need for harmonised and better standardised method. Cosmetics Europe should finalise a study report on the subject, including the new protocol for the allergy alert test, by the end of this year or early 2018. DG GROW was informed about a meeting with Cosmetics Europe and Coiffure Europe about a questionnaire for hairdressers (to be filled in by the consumer before hair colouring).

Coiffure EU indicated that the social partners would like to be informed about the state of play of the research and the position of the Scientific Committee on Consumer Safety (SCCS) regarding this study report. Moreover, the social partners wrote a joint letter to Commissioner Bieńkowska on 10 May 2017 regarding a possible conflict of interests involving Prof. Coenraads concerning the Cosmetics Europe survey.

The chair concluded that UNI-Europa and Coiffure EU will write to DG GROW once again to know the latest state of affairs and to invite them also to the next committee meeting.

3. Education

- Discussion on the European Hairdressing Certificate

The chair explained that based on the replies to the questionnaire on the state of play regarding the implementation of the hairdressing certificate it is confirmed that the autonomous implementation of the certificate is problematic in a number of countries. He raised the question if it would be opportune to continue that way and who should be holding the responsibility.

Coiffure EU confirmed that the employers are willing to go ahead with the implementation of the certificate. The situation is that it is only in few countries that the certificate is bringing good results. However it seems that other countries are willing to participate. Coiffure EU will make a proposal on how to continue as an effort of promotion is needed. The Austrian delegate also reported that the certificate is used in Austria. He indicated that a revised version might be needed. The compatibility with the specific circumstances at national level should be tested.

The Chair concluded that the social partners do need to ensure that the approaches are integrated together. This point will be at the next meeting agenda.

4. Social Affairs

- European Pillar of Social Rights /Written Statement Directive

Sylvie Finné presented briefly the main last developments in the employment and social fields; in particular the European Pillar of Social Rights proclaimed by the European leaders on the 17 November 2017 in Goteborg at the occasion of the first social summit organised since 20 years. She reminded the three key chapters of the pillar, equal opportunities, fair working conditions and adequate social protection. One of the principles included is about social dialogue and involvement of workers. She indicated the recent initiatives adopted under the framework of the Pillar regarding work–life balance, European accessibility act, consultation of social partner on written statement directive and social security coordination as well as the adoption of posting of workers directive and the announcement of a new labour authority at EU level. The implementation of the principles and rights set out in the European Pillar of Social Rights will be a joint responsibility between all actors notably through the European semester policy coordination and Member States' national reform programmes. Social partners have their role to play.

- Contribution from 2 countries on national examples for decent pay in the sector

The German and Belgian delegations (trade unions and employers) presented the example of social dialogue related to minimum wages in their countries. The social partners will share the presentations and foresee the presentation of other national examples.

5. Economic affairs

- **European Platform on undeclared work - state of play regarding the issue of bogus self-employment (debrief by UNI-Europa)**

Dimitris Theodorakis presented the work programme of the platform and the coming studies to be engaged. He explained that UNI Europa's participation is aiming to foster actions to include self-employed and atypical forms of employment in the future development of EU framework for jobs. He indicated that UNI-Europa is advocating for better rights and protection of workers in various forms of works and for addressing instances of social dumping. He mentioned that UNI Europa opposes the coming Commission's proposal on the e-services card as creating a potential risk of social dumping; however the hairdresser's profession will not be concerned as it is a regulated profession.

6. AOB

- Croatia joined Coiffure EU as new member
- The next meetings are scheduled on 17 April 2018, 18 September 2018 and 19 November 2018.

Participants List

<u>31</u>	<u>16</u>
<u>Employers</u> (19 ♂, 12 ♀)	<u>Workers</u> (8 ♂, 8 ♀)
EU Coiffure	UNI Europa Hair & Beauty
BE Mr Vermeulen	BE Mr Laurent
BE Ms Verhamme	BE Mr Theodorakis
BE Ms Rottiers	BE Mr Willems
BE Mr Coigné	BE Mr Vigneron
NL Mr Van Unen	BE Ms Penidis
NL Mr de Kort	DE Ms Richter
AU Mr Eder	NO Ms Fraas
AU Mr Wild	SV Ms Bjoerkman
IT Mr Stella	HR Ms Knezevic
IT Ms Grilli	IT Mr Scarnati
IT Mr Palmieri	FR Ms Pratt-Eymeric
LT Ms Trainaite	ES Mr San Segundo
FR Mr Minjollet	ES Mr Fernandez
FR Mr Mouginot	DK Ms Haack
CY Mr Soteriou	DK Ms Frost
CY Mr Kyriacou	NL Mr Kruithof
NO Mr Teige	
NO Ms Halsan	
SV Ms Mielind	
CH Mr Ojetti	
CH Ms Mosimann	
UK Mr Coray	
UK Ms Hall	
UK Mr Hynes	
MT Mr Vella	
MT Ms Gauci	
HR Ms Pezo J.	
HR Ms Pezo M	
DK Mr Tollak	
DK Ms Mikkelsen	
DE Mr Müller	

European Commission: DG EMPL Social Dialogue: Ms Sylvie Finné