



EUROPEAN COMMISSION  
Employment, Social Affairs and Inclusion DG

Employment & Social Governance  
**Social dialogue**

## **Sectoral Social Dialogue Committee (SSDC) on Personal Services**

**Working Group meeting 17 May 2016, Brussels**

### **DRAFT Minutes**

#### **1) Welcome and approval of the agenda**

Jef Vermeulen (Coiffure EU) chaired the meeting and welcomed participants. The agenda was approved.

#### **2) General**

##### **Presentation of the launching of the representativeness study on the Hair and beauty sector (EUROFOUND)**

Peter Kerckhofs (Responsible for the representativeness studies in EUROFOUND) presented a detailed up-dated on the state of development of the representativeness study (see slides). EUROFOUND is currently receiving draft national reports from their national correspondents. A quality control is being started and the European social partners (and via them, also their affiliates) will be consulted. The presentation was based on the first data collected and was about how the report would be designed once the data analysis will be completed. The objective was to help the social partners to understand the process and to provide feedback on the quality of the national reports. In the presentation, the situation of personal services sector was compared to the situation of other SD sectors only for the purpose of explanations (it would not be presented in the report).

The issues raised by the employers (R. Vos) were about the relevance of the NACE code used (larger than the hairdressing sector). The request was to have specific figures for the subsectors hair, beauty and foot care. EUROFOUND commented that the data would not be available for the subsectors for all MS. The employers also underlined the specificity of the sector composed of SMEs where most of the workers are also entrepreneurs; this should be considered when analysing the data.

EUROFOUND concluded that all comments and questions could be addressed by mail. The representativeness study should be finalised by the end of the year.

##### **Access to the profession**

This point was reported to a next meeting. Miet Verhamme (EU Coiffure) informed about the publication of the reports drafted by the Commission for the mutual evaluation of regulated

professions exercise. The report on the professions of hairdressers/wigmakers/beauticians is available under DG GROW website<sup>1</sup>.

EU Coiffure informed about current works on professionalisation that could also feed into this discussion.

### **3) Social affairs**

#### **Agreement on health and safety**

Dimitris Theodorakis (Uni Europa) informed about the state of play regarding the social partners' agreement after the meeting between the Commission's services and the social partners' review team. After the opinion of the Commission's legal Service, the social partners will move on for the signature of the agreement. In parallel a social partners' Declaration on Health and Safety was adopted covering issues that could not be included in the Social Partner Agreement from a legal compatibility point of view.

The employers underlined that they are satisfied with the content of the agreement to improve the health and safety in the sector. They stressed that ultimately, the Agreement will be effective only when and if implemented through European legislation and applicable to all hairdressers (not only the members) in order to ensure a level playing field in the sector. François Laurent (Uni Europa) also said that it took time for the negotiations; the hairdresser agreement being a kind of pioneer for a sectoral framework agreement aimed to become binding at EU level. He also said that work on cosmetics will have to continue regarding the Cosmetic regulation.

The Declaration on Health and Safety in the Hairdressing Sector was officially adopted (available on social partners' websites and social dialogue database<sup>2</sup>). It includes recommendations to be implemented by the social partners, employers and workers for the appropriate practices in the hairdressing sector in terms of health and safety prevention and protection and covers specific aspects such as risk assessment procedures of cosmetic products from an occupational perspective; maternity protection; mental health and well-being in the workplace; musculoskeletal disorders; work organisation; ergonomics; substitution of harmful substances where possible; and training needs for hairdressers among others.

#### **State of play Skin test**

Miet Verhamme (EU Coiffure) reported about the current work of the Cosmetic industry (Cosmetic Europe) related to the skintest and exposure to allergenic products such as "ppd" (see slides).

Employers' organisations commented that the responsibility of the industry is engaged regarding skin test. The cosmetic industry should take care of the health of both consumers and workers.

It was concluded that social partners will jointly contact DG GROW and the Scientific Committee foresees under the Regulation on Cosmetic products (Reg (EC)1223/2009) in

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<sup>1</sup> <http://ec.europa.eu/DocsRoom/documents/16561/attachments/1/translations/en/renditions/native>.

<sup>2</sup> <http://ec.europa.eu/social/main.jsp?catId=521&langId=en&agreementId=5444>

order to revise the status of some products covered by the Regulation. DG GROW and the Scientific Committee will be invited for a presentation to the SSDC.

#### **State of Play of Ergohair project**

Miet Verhamme (EU Coiffure) reported on the state of the preparation of the project to be presented under the 2016 call for proposals to support social dialogue (see slides). This project will focus on ergonomic issues in the hairdressing sector.

The deadline for the submission of applications is 30 June 2016, the awarding by the Commission is foreseen by the end of the year and the maximum project's duration is 24 months.

#### **4) Education**

Mr Palmieri, member of the Secretariat of Coiffure EU, presented the proposal for a European Conference of Vocational Training for Hairdressers, also foreseen to be submitted for the 2016 call for proposals to support social dialogue. The dates foreseen for the conference are 8 and 9 May 2017 in Venetia. The working group set up for the preparation of the application will review pending questions such as fixing the dates.

#### **5) AOB**

- The next plenary meeting is scheduled on the 13/12/2016.

## Participants List

Coiffure EU (21 ♂, 7 ♀)			UNI Europa Hair & Beauty (5 ♂, 3 ♀)		
Mr Vermeulen (Président)	Jef	BE	Mr Laurent	François	BE
Ms Bakker	Miranda	NL	Mr Theodorakis	Dimitris	BE
Mr Coigné	Stephane	BE	Ms Penidis	Dimitra	BE
Mr Coray	Mark	UK			
Mr Donnelly	Paul	IR	Mr Vigneron	Philippe	BE
Mr Müller	Jorg	DE	Mr Willems	Tom	BE
Mr Esser	Harald	DE	Ms EymERIC Prat	Stéphanie	FR
Ms Bilinska	Marzena	PL	Mr Lochmann	Walter	DE
Mr Giger	Kuno	CH	Ms Richter	Regina	DE
Mr Tollak	Jesper	DK			
Mr Hynes	Gerrard	IR			
Ms Mikkelsen	Connie	DK			
Mr Ojetti	Damien	CH			
Mr Minjollet	Jacques	FR			
Mr Mouginot	Claude	FR			
Ms Mosimann	Margrit	CH			
Mr Nolan	Damian	IR			
Ms Leonard	Agnes	UK			
Mr Palmieri	Blando	IT			
Mr Wild	Jakob	AU			
Mr Röhr	Rainer	DE			
Mr Eder	Wolfgang	AU			
Mr Soteriou	Chris	CY			
Mr Stella	Luca	IT			
Ms Verhamme	Miet	BE			
Mr Vella	Ramon	MT			
Mr Vos	Robert	NL			
Ms Trainaite	Jurgita	LT			
<b>UEAPME</b>					
Ms Di Mauro	Patrizia	IT			
<b>CEPEC</b>					
Ms Grilli	Laura	IT			

European Commission DG EMPL A2: Ms Sylvie Finné