



**Sectoral Social Dialogue Committee (SSDC) on Personal Services  
Working group meeting 29 March 2021**

**Minutes**

Due to the situation created by the COVID-19 pandemic, the meeting was organised with videoconference.

**1. Welcome, adoption of the draft agenda and minutes of 2 December 2020**

Joost Engelaar (UNI-Europa) introduced the meeting. Dimitris Theodorakis acted as chair for the meeting as Joost Engelaar had to leave.

Wolfgang Eder is the new interim director of Coiffure EU. The election will take place in June 2021.

- The draft agenda was adopted.
- Minutes of 2 December 2020 were adopted

**2. Joint statement on strengthening the social dialogue in the service industry**

Dimitris Theodorakis (UNI-Europa) presented the joint *Statement on strengthening sectoral social dialogue in the services industry: The all-important role of social partners in building a resilient Europe*. UNI Europa adopted the joint statement on 27 January 2021 with nine EU employers' organisations including Coiffure EU. A workshop on "Strengthening sectoral social dialogue in the services industry" with the participation of Commissioner Schmit and Ms Nahles took place on 11 March 2021.

UNI Europa proposed to coordinate future joint works between the social partners on specific transversal topics for the service industry. Coiffure EU confirmed its support to the initiative.

**3. Impact of COVID-19**

Social partners exchanged about the situation created by the COVID-19 pandemic and its impact on the hairdressing sector. Social partners reported on lockdown, health protocols put in place and measures to support employment.

Joost Engelaar proposed launching joint social partners work at EU level to evaluate the impact of the pandemic and prepare the restart of the sector. He suggested focusing on some key issues. The participants identified the protocols for personal protective equipment as relevant in that context. UNI Europa secretariat will coordinate this action in view of the next social dialogue meeting.

#### **4. Guidelines for the hairdressing sector**

The guidelines were developed by DG EMPL with the support of the social partners to support the implementation of the social partners' agreement. The guidelines are targeted to national administrations (including National Labour Inspectorates) which in their turn should adapt the brochure to their respective countries to effectively reach individual hairdressers.

Agnieszka Jelnicka (DG EMPL) reminded that the last draft was circulated to the social partners for their comments. She asked the social partners for their last comments on the draft. On this basis a technical meeting could be convened if there are still issues to discuss. The last comments from the social partners should be transmitted to DG EMPL by the first week of May.

Joost Engelaar invited the social partners to start establishing a dissemination strategy to ensure the proper implementation of the guidelines and of the social partners' agreement. This dissemination strategy would involve the identification of the relevant means to support the implementation of the agreement at national and ground level, notably with the support of the on-going social dialogue EU project.

#### **5. 2020 Chemical Strategy for Sustainability, risk evaluation procedure, role of the SCCS and cosmetics workshop**

Roberto Scazzola, DG GROW, presented the new Chemical Strategy for the cosmetics sector and cosmetic products safety<sup>1</sup> adopted on 14.10.2020 (see slides).



Chemical Watch 23  
March 2021 CSS.pdf

Coiffure EU pointed out that the Cosmetics Regulation is targeted at all end users, meaning both the consumers and the hairdressers. The fact that the hairdressers and the consumers are treated in the same way, causes a number of problems: 1) no distinction is made in the difference of exposure to chemical ingredients between a consumer and a professional hairdresser, despite the fact that for instance the average exposure to hair dye can be 10 times higher for the professional hairdressing compared to the consumer; 2) the Scientific Committee on Consumer Safety (SCCS), as its name suggests, has the only objective to protect the health of the 'consumers'. Coiffure EU asked how the EU Commission can guarantee that the risk assessment of chemical ingredients in the cosmetic products as well as the calculation of the safety margins also take into account the exposure of a professional hairdresser. Furthermore, CEU points out that the CMR substances (1A, 1B and 2) which are exceptionally permitted unless they pose no risk to consumers and asked who takes into account the risk to hairdressers? For a large majority of the substances (more than 90 %) which are brought onto the market, the opinion is that no reproductive toxicity tests are necessary despite the fact that the sector is mainly consists of young women.

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<sup>1</sup> <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM%3A2020%3A667%3AFIN>

Roberto Scazzola clarified that CMRs substances are prohibited in cosmetic products (listed in the annex II to the Regulation). New CMRs are normally prohibited after analysis of the new harmonized classifications (about once per year), the derogations are exceptional and granted only under strict conditions also based on the advice of the SCCS demonstrating the safe use. The SCCS decisions are based on public consultations to which the social partners can contribute. When the SCCS public consultation is open, any stakeholder including the social partners could comment on the need by the SCCS to pay extra attention to the exposure of hairdressers/professionals. The public consultation are published here [https://ec.europa.eu/health/scientific\\_committees/open\\_consultation\\_en](https://ec.europa.eu/health/scientific_committees/open_consultation_en)

The social partners stressed that they do not know all the chemical ingredients and they do not have an overview of the SCCS agenda, therefore this approach is difficult to implement. The question of liability was also raised. According to Roberto Scazzola the company placing on the market a cosmetic products remains responsible on its safety. Coiffure EU also asked if it would be possible to receive a list of chemical ingredients used in the hairdressing products as their names change and that is making the identification more difficult. Social partners also wondered whether the change of the SCCS under ECHA would affect the SCCS's mandate.

Roberto Scazzola clarified that the mandate of the SCCS was further extended and we do not expect immediate changes for another 3-4 years.

These issues could also be discussed at the cosmetic workshop. Sylvie Finné (DG EMPL) informed about the draft agenda for the cosmetic workshop agreed with the social partners in 2020 (circulated with the documents for the meeting) and the postponement of the workshop until in presence meetings would be allowed. The provisional date is the 16/09/2021, the day before the next social dialogue meeting. Speakers should be contacted to confirm their availability. Social partners contributions expected by the first week of May.

## **6. EU OSHA – Wiki article**

Dimitris Theodorakis summarised the progress with EU-OSHA regarding the implementation of the action plan and thanked for the very good cooperation.

Lorenzo Munar (EU OSHA) confirmed that the draft OSHA Wiki article is progressing, however, it needs the inputs by the social partners. Lorenzo Munar also confirmed that EU-OSHA could help with the dissemination of the guidelines.

## **7. Social dialogue EU project**

Dimitris Theodorakis informed about the progress under the project “Promoting the autonomous implementation of the European framework agreement on occupational health and safety in the hairdressing sector”. The project duration was extended due to the COVID crisis.

The research consortium started with the identification and prioritisation of the substances. Results could be presented at the cosmetic workshop.

Coiffure EU confirmed its support to the implementation of the project.

## **8. Overview of activities under the action plan – Social Partners update**

Considering the review of the actions during the meeting, social partners confirmed that the action plan is progressing well and thanked DG EMPL and DG GROW for their support.

Sylvie Finné stressed the importance to progress with the actions, she invited the social partners for timely contributions. She also invited to closely monitor all the actions foreseen and to provide comments on the document describing the progress for each activity, circulated before the meeting.

## **9. AOB**

Sylvie Finné informed about:

- **The Action Plan on the European Pillar of Social Rights** (<https://ec.europa.eu/social/BlobServlet?docId=23696&langId=en>) which foresees actions regarding social dialogue.  
Following consultation with social partners in 2021, the Commission will present an initiative to support social dialogue at EU and national level in 2022. The initiative will include the following four actions:
  - The launch of a new award for innovative social dialogue practices;
  - An information and visiting programme for young future social partner leaders;
  - The review of sectoral social dialogue at EU level;
  - A new supporting frame for social partner agreements at EU level.
- **The 2021 calls for proposals in the social dialogue field** which will be managed in a new system, with paperless submission of applications called eGrants system.
  - The call for proposals for information and training measures for workers' organisations was published for an amount of 5,93 million euro. The call will be open for submitting proposals from 6 April 2021. The deadline for the submission of applications is 9 June 2021.
  - Support for social dialogue call for proposals will have an amount of 15,93 million euro. It will include two new priorities, related to the impact of COVID-19, (1) strengthening capacity of national social partners and (2) technical assistance by EU cross-industry social partners to national social partners. It should be published by the end of April.
  - The industrial relations call will have a budget of 4,15 million euro and is expected to be published in May 2021.