



## EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

Social Dialogue, Social Rights, Working Conditions, Adaptation to Change  
**Social Dialogue, Industrial Relations**

### **Sectoral Social Dialogue Committee on Personal Services**

#### **Plenary meeting on 18 June 2009, Brussels**

#### **Minutes**

Mr Monggaard (UNI-Europa) chaired the meeting and welcomed the observers that came from outside Europe: Australia, Canada, New Zealand and South Africa.

#### **1. Health and Safety**

Mr Laurent (UNI-Europa) gave an update on the opening of negotiations on an agreement on health and safety, which started on April 27 in Brussels. The Commission provides the meeting facilities and some interpretation and translation services, and encourages the social partners to reach an agreement by the end of the year. Both sides agreed that the Commission will chair the negotiating sessions, but its role is that of facilitator and not referee. Each side nominated a negotiating team of 5 members, and the work between meetings will be crucial for success. The next meetings are scheduled for 6 and 7 July, 28 and 29 September, and 30 November, with a view to presenting results at the 2 December plenary. The social partners agreed to work stepwise, to start negotiations on an agreement covering hairdressing, and to see later what can be done on beauty care. The basis is a draft text submitted by UNI-Europa, but this text is of course fully open to negotiation. At the July meeting, the social partners will work on the preamble and articles 1 through 4, while UNI-Europa suggested also discussing articles 5 and 6. Articles 7 onward will be the topic of the September meeting. The April 27 meeting also heard a presentation by the Commission regarding possibilities for project funding, and the University of Osnabrück is ready to work on a joint project with social partners on the topic of cosmetics that can accompany the negotiations.

Mr Röhr (Coiffure EU) pointed out the ambitious nature of the timescale and asked the Commission to be flexible in this regard, emphasizing that this does not mean a lack of commitment to reach an agreement. Coiffure EU would like to structure the debate as much as possible, and in its view the topic of skin protection is the most important aspect of an agreement on health protection.

#### **2. Presentation by Universität Osnabrück and update on research project application**

Prof. Swen Malte John (Universität Osnabrück) gave a presentation on the common health and safety development in professional hairdressing in Europe.



PresentationProfJoh  
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Commenting on the presentation, Coiffure EU reiterated the importance of this scientific study for the employers' side, since it is everyone's common goal to keep people healthy, so that they can continue to work in hairdressing. The best practice examples, like the campaign to wear gloves in Germany, are very useful to disseminate. The German employers' federation Zentralverband des deutschen Firseurhandwerks is willing to apply for EU funding for this project together with the university, and would welcome support from other organisations.

UNI-Europa agreed the collaboration with the university could help pull together existing case studies and experiences, with the goal of improving working conditions. Many workers currently leave the sector in the 30s, and the manufacturers of cosmetics also have a responsibility here. UNI-Europa stressed the importance of harmonizing and coordinating measures throughout Europe, including awareness-raising. With respect to a project proposal, UNI-Europa emphasized that it is vital to foresee sufficient time for meetings between union and employer representative at the consensus conferences that are foreseen. It could also be advisable to consider additional diseases other than skin diseases. Above all, it is of utmost importance that the research is independent and trustworthy.

In concluding this agenda item, the Chair confirmed that the project can be taken forward by both social partners together with Universität Osnabrück.

### **3. Signing of the European agreement on the implementation of the European Hairdressing Certificates**

In the name of the Commission, Mr Tricart (Head of Unit, Social Dialogue and Industrial Relations) congratulated the social partners on their agreement, pointing out that this is an important contribution to a common European approach to skills and qualifications development, directly enhancing transparency and the possibilities for mobility.

The Presidents of Coiffure EU and UNI-Europa Hair and Beauty, Mr Boerland and Mr Monggaard, then signed the agreement, followed by representatives of the national social partners.

The Commission informed the committee of its press release on the agreement, part of the Midday Express press briefing.<sup>1</sup>

### **4. Update on the EQF project**

Ms Maes gave an overview regarding the state of play of this project.



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### **5. Commission information point: the revised EU cosmetics legislation**

Ms Ciarlo (European Commission) gave an overview presentation on the European cosmetics legislation.

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<sup>1</sup> <http://europa.eu/rapid/middayExpressAction.do?date=17/06/2009&direction=1&guiLanguage=en>



Cosmetics  
Regulation.ppt

During the subsequent discussion, UNI-Europa asked how and to what extent professional hairdressers are covered by the legislation, and called for a working group specifically for professional hairdressing, since more scientific evidence is needed on the effects of continuous exposure to cosmetics. In the name of transparency, UNI-Europa called for all the names of the members of the committees to be made public, especially for the working group on cosmetics, and to post its agenda on the internet. In addition, UNI-Europa requested a seat on the working group, and called for additional EU legislation specifically addressing professional hairdressing.

Mr Galster asked about the provisions for formaldehyde, which – while not allowed – is also released by many preservatives when they break down, so this could pose a danger as products get older on the shelf.

Coiffure EU asked about the timeline of adopting the revised Regulation, and whether there was still any possibility of influencing it.

The Commission responded that a political agreement had already been reached between Parliament and Council, so that there is no more opportunity at this point to influence the Regulation. There are currently no plans to propose specific legislation addressing professional hairdressers, but the possibility to include the social partners in hairdressing on the working group will be investigated. The Commission will also consider whether it is possible to publish the members and the agenda for the working group on the internet. With respect to formaldehyde, the discussion on carcinogens, mutagens and reprotoxins (CMR) was very difficult in the framework of revising the cosmetics legislation. The Regulation does not intend to increase exposure in this respect, but rather to enable existing products to continue being marketed, such as those containing ethanol.

## **6. Harmonisation of beautician's training – Leonardo project**

The SDE College of Denmark presented the work done so far in the lead-up to the project proposal that will be submitted for Commission funding in February 2010.



Presentation -  
Brussels 18.6.2009.p

During the following discussion, the composition of the project partnership was a main topic. The Chair commented that the social partners should be in the majority among project partners, so that they can define the training needs, instead of vocational schools, which should participate in more limited numbers. It should also be considered to expand the partnerships beyond the EU, since the South African observers had indicated their willingness to participate and bear their own costs.

Coiffure EU and especially the Italian employers' federation confirmed its interest in the project and its commitment to participate.

The South African delegates also confirmed their interest and commitment.

The Greek delegate asked to clarify the profile of the partnerships and whether there is already a written draft. The Chair reiterated that the social partners should be in the driving seat, and that additional expertise from education and training institutions could be called in as needed. A written draft already exists of the outlines of the project proposal.

Ms Salembier (President of the International Federation of Aestheticians) emphasized the rapid changes occurring in the market for beauticians, and pointed out that a demand analysis is needed. This could avoid a situation where training is provided to young people, but there is no job market for the skills that were taught. Possibilities for innovation exist in the sector, but training courses have to be well designed to enable their function as a bridge into specific professional activities.