



**EUROPEAN COMMISSION**

Employment, Social Affairs and Equal Opportunities DG

Social Dialogue, Social Rights, Working Conditions, Adaptation to Change

Brussels,  
D(2007)

**SSDC PERSONAL SERVICES –  
MINUTES OF WORKING GROUP MEETING 26 JANUARY 2007**

Chairman: Poul Monggaard, UNI-Europa

Commission representative: Anneli Sillanpää, EMPL.F.1

**1. ADOPTION OF AGENDA.**

The agenda was adopted.

**2. MINUTES OF THE PLENARY MEETING 22 NOVEMBER 2006**

The **minutes** had not been distributed to the participants. Adoption postponed.

**3. ESTABLISHMENT OF STEERING GROUP**

According to article 6 of the rules of procedure of the committee, a **steering group should be established for the preparation and co-ordination of the meetings.**

The following members were designated for the steering group:

**Coiffure EU:** Chris Boerland (NL), Horst Hofmann (A), Antonio Marino (I), Jens Erik Behrndtz (DA), Pierre Martin (F), Kuno Giger (CH).

**UNI-Europa:** Poul Monggaard (DK), Manlio Mazziotta (IT), Linda Palmetzhofer (SW), Guy Marin (F), Irena Joksiene (LT), Monique Marti (UNI-Europa)

Under this point, the Chairman noted that the **question of participation of CEPEC** (*Confédération Européenne Professionnelle des Esthéticiennes Cosméticiennes* - European Association of Professional Beauticians) in the committee had not been settled and that the representativeness of this organisation had not yet been examined by the Commission. Two representatives of CEPEC were present at the working group meeting. In order to enable beauticians to take part in European social dialogue, the Chairman

encouraged cooperation and conclusion of collective agreements at national level. The Leonardo tool being developed could also encourage participation in social dialogue.

#### 4. EQF

The social partners' application for funding under a call for proposals for EQF pilot actions managed by DG Education and Culture had been refused. According to the refusal letter, the project had been of good quality but others had been judged even better. The Chairman had written to DG EAC to ask for more information. Several speakers expressed their disappointment with the refusal. The committee had a long-standing commitment to training and qualification issues which had resulted in very useful outcomes. Further explanations from EAC would be welcome. It was recalled that Commission support had been obtained for other activities within EU Hair. A new application under EQF would be presented at the next occasion. This application would be more specific and would also include new partners.

EMPL.F.1 referred to information from DG EAC. According to a **provisional** timetable for a new call for EQF proposals, the call would be published in early May, with a deadline for submission in mid-July. Projects would be able to start in December/January.

#### 5. STRUCTURE OF CERTIFICATION FOR LEVELS B AND C

The question of responsibilities at national level with regard to the issuing of certificates was discussed. The certificate being the property of the social partners, it would be up to them to authorise instances complying with the criteria to issue the certificates. These instances could be public authorities or social partners' organisations, depending on the situation in the different Member States. Qualified representatives could also train people in countries where there were skills needs. As for the creation of an IT platform, financing possibilities were being explored. The aim of the platform would be to register the holders of certificates and publish updates of the EU Hair initiative. The secretariats would develop this issue in a document to be distributed to the affiliates.

#### 6. EUROSILLS

The Commission (DG EAC) had shown interest in the Euroskills initiative for apprentices. A project had been developed by the representative from the Netherlands. The social partners would apply to the Commission for funding. Contacts had been taken at national level in Denmark and UK. The French trade union representative informed about an initiative to provide hairdressing services for groups with specific needs, for instance older or disabled people. This could be further developed with the industry. The committee found this idea interesting. Members were invited to transmit further ideas to the Chairman and to Chris Boerland.

#### 7. FOLLOW-UP SYMPOSIUM – EUROPEAN CONFERENCE ON EDUCATION AND TRAINING IN THE HAIRDRESSING SECTOR

Mr Marino informed about the state of preparation of a grant request for a conference to be submitted by 1<sup>st</sup> March under the social dialogue call for proposals. The project would

be submitted by the Camera Italiana dell'Annonciatura on behalf of the committee. The project would take place in Bari 21-22 October. Provisional themes were vocational training in the sector, as well as VAT and management systems. The social partners underlined the need to involve all Member States and not only those in southern Europe. It would be important to concentrate on the theme of vocational training and leave room for genuine exchanges of experiences.

It was concluded that the steering group would assist the Italian organisation in setting up the programme. The participants were invited to send in suggestions. The themes would fit into the work programme of the committee and feed into its future work. Jackie Morin would be invited to speak on behalf of the Commission.

## 8. HEALTH AND SAFETY

At the last meeting, it had been decided to set up a task force to explore the possibilities of establishing a European set of rules for the handling of cosmetics products by professionals, since it was considered that the EU Cosmetics Directive was not adapted to the specific situation of professionals. The task force would furthermore deal with other health and safety aspects specific to the sector, and in particular prepare a one-day seminar on health and safety.

The following representatives would be members of the task force:

### UNI-Europa:

Italo Rodomonti, Belgium  
Roland Ehrhardt, Germany  
Poul Monggaard, Denmark  
Irena Joksiene, Lithuania

### EU Coiffure:

Antonio Marino, Italy  
Ray Seymour, United Kingdom  
Jens Erik Behrndtz, Denmark  
Chris Boerland, Netherlands

The secretariats would agree on agendas and dates for these meetings. The first meeting would take place the day before the next working group, ie 15<sup>th</sup> March. CSC Belgium offered to provide premises with interpretation booths.

EMPL.F.1 noted that the organisational aspects of meetings needed to be discussed with the Commission prior to any decisions. Two new groups had been set up during the meeting, ie the steering group and the task force, and a health and safety seminar had been proposed. It could usefully be examined whether the seminar could take place within the framework of a grant agreement.

CSC Belgium referred to an existing brochure, available also in electronic format, where points of action had already been identified. Previous work of the health and safety working group could also be relaunched. CSC would collect some information in this regard, including on REACH, to feed into the work of the task force. After validation of the committee, financial support from the Commission could be sought.

The Chairman informed that a letter had been sent to the Scientific Committee by the United Kingdom and Denmark (this letter was not available at the meeting), aiming at asking the Commission for guidance on how to develop a set of rules for the sector. EU Coiffure explained that this letter from the English and Danish federations had been sent to the Scientific Committee, calling for special protection of the professionals of the sector. It should be kept in mind that hairdressers do not have a scientific background.

The social partners should address the Commission jointly to ask for a specific committee to be set up to deal with a Cosmetics Directive for professionals, to which the hairdressers should be associated. Furthermore, this committee should advise professionals on how to use the products concerned. This joint letter to the Commission should be sent urgently.

CSC Belgium considered that the social partners should agree between them before addressing letters to the Commission. The social partners had the capacity to make progress on a bi-partite level. Some years ago there had been a proposal to conclude an agreement on the use of certain products. Such an agreement would also have a link to the issue of sustainable development. In this context, an agreement concluded by L'Oréal could be mentioned. The distinction between lobbying and autonomous action should be kept in mind.

EMPL.F.1 recapped the three points of action discussed with regard to the Cosmetics Directive:

- The reply to the open consultation launched by DG Enterprise, with a deadline 16 March;
- The call for an own "Cosmetics Directive" for professionals. In case Commission support for such a set of rules would be sought, the text should not be called Directive, to avoid confusion with existing EU legislation;
- The scope of autonomous action mentioned by CSC. An interesting recent outcome of European sectoral social dialogue in this context was the agreement on handling of Crystalline Silica concluded by the extractive industries' sector.

EU Coiffure confirmed the need for rapid action. The reply to the ENTR consultation should be underlined by own action. The task force would take stock of existing good work to be presented at the health and safety meeting.

The employers further underlined the need not to undertake responsibility for scientific issues, but to aim at providing the safest possible working environment.

With regard to the reply to the open consultation, the following timetable was agreed:

- Contributions to be sent to the secretariats within two weeks;
- Secretariats to prepare a draft joint reply within four weeks, and to send it out to members;
- Joint text to be agreed and submitted to DG ENTR 16 March.

## **9. 2007 WORK PROGRAMME**

The 2007 work programme was agreed.

## **10. INFORMATION ON INITIATIVES IN THE WELL-BEING SECTOR IN EUROPE**

This point would be treated at a later occasion.