



EUROPEAN COMMISSION
Employment, Social Affairs and Inclusion DG

Employment and Social Legislation, Social Dialogue
Social dialogue, Industrial Relations

Sectoral Social Dialogue Committee (SSDC) on Personal Services
Task force and working group meetings on 31 October 2012, Brussels
Draft minutes

1) Meeting of the task force on the functioning of the social dialogue

The meeting was chaired by Mr Koffijberg (Coiffure EU).

Mr Vos (Coiffure EU) presented the significant changes occurring in the sector triggered by rising and increasingly diversified consumers' expectations, the race to the bottom on price and the increasing number of self-employed in the sector.

Mr Monggaard (UNI Europa) emphasised that there is a need for more studies and substantial materials on what is happening in the sector. The necessary studies should be conducted with the assistance of the Eurofound.

Mr Marino (Coiffure EU) pointed out that the SSDC plays very important role facilitating the cross-country discussion and the exchange of information between representatives from different states, in which the sector faces diverse challenges. Mr Koffijberg supported this view and announced that recently there was a study conducted in the Netherlands which clearly indicated the importance of the adjustments to consumers' needs. This study will be circulated to the members of the committee.

Mr Scarnati (UNI Europa) highlighted the need to preserve the quality of the hairdressing business nad to fight unfair competition from undeclared work. Mr Schwarz (European Commission) remarked that the Commission also considers undeclared work to be a problem.

Mr Koffijberg concluded that together with Mr Vos and Mr Monggaard a summary document would be prepared, presenting everything which was discussed at the task force meeting.

2) Welcome to the working group meetings and approval of agenda

The meeting was chaired by Richard Koffijberg (Coiffure EU). The agenda was approved.

Mr Koffijberg announced that the Irish Hairdresser Federation decided to join Coiffure EU and welcomed the new members.

3) State of play concerning the implementation by EU legislation of the agreement on health and safety and the on-going politicisation of the agreement

a) Update from the Commission

Mr Schwarz provided an update on the state of play of the implementation of the agreement on the protection of occupational health and safety. The agreement became

highly politicised and it is not possible to predict how the discussion will develop. Nine Member State governments and Croatia sent a letter to the Commission, asking it not to submit the agreement to the Council. UNI Europa together with six other sectoral trade unions and ETUC sent a letter to Commissioner Andor, criticising this initiative and characterising it as an attempt to paralyse the whole social dialogue. The governments' letter was also condemned in a press release and letter by the Party of European Socialists. ETUC sent a separate letter to President Barroso criticising that the social dialogue agreements were not mentioned in the 2013 Commission work program. Meanwhile the agreement was again received negative coverage in the British press.

The Commission is proceeding with its cost-benefit analysis of the agreement to obtain better information on the impact of the agreement. This will allow the Commission to take a decision on whether to present the agreement to the Council. The European Agency for Safety and Health at Work (EU-OSHA, Bilbao) is conducting a separate case-study on the agreement, using it as an example of how the social partners can jointly agree on improving health and safety standards. Furthermore, there will be a hearing in the European Parliament on the agreement and the current political developments.

b) Discussion

Mr de Sousa (UNI Europa) provided an overview into the recent activities of UNI Europa concerning the agreement. The trade union decided to send letters to the Commissioner, the President of the Party of European Socialists (PES) and political groups in the European Parliament, contact MEPs and work with partners from ETUC on the issue. The letter to Mr Andor stressed the importance of the autonomy of social dialogue. The agreement should be also discussed at the PES ministerial meeting. The PES alerted social democratic partners in the Netherlands and Finland. Social partners do not often manage to reach an agreement but when they do, it is unacceptable to block it.

Mr Vos stressed that Coiffure EU fully supports the implementation via directive and that there is no reason to deviate from this aim because the agreement benefits everyone in the sector.

Mr Monggaard argued that the situation is clear and simple. The agreement was reached and the social partners should support it. The current situation is not only about the hairdressing sector, it is also about the right of the social partners to act.

Mr Röhr (Coiffure EU) added that the social partners are convinced that the agreement was work well done. The German national social partners will enter into discussions with the German labour ministry to speak about the way forward, for which more time was necessary. Ms Schröding (UNI Europa) also suggested entering into discussions with the ministry in Austria. Mr Eder (Coiffure EU) agreed with the previous speakers, while Ms Richter (UNI Europa) added that efforts to destroy the agreement were unacceptable. Mr Demurtas (UNI Europa) reported on efforts to mobilise politicians in Italy.

Mr Koffijberg concluded that the social partners are proud of what they achieved together and it is not acceptable that the result of their work is used for political purposes that have nothing to do with the social dialogue in the hairdressing sector.

4) Considerations about how to maintain the vitality of the Social Dialogue

Mr Koffijberg highlighted the necessity to consider consumers' needs and referred to the earlier discussions of the task force.

Mr Laurent (UNI Europa) added that it should be analysed in depth what the sector offers to the consumers. Furthermore, the delicate subjects of undeclared work and disloyal competition should also be tackled.

5) Update on the European Hairdressing Certificate

Mr Wild (Coiffure EU) stated that all elements for the launch of the EHC were in place and the only missing element was the webpage. The certificate will only work in countries where there are social partners in the sector. Mr Wild explained how certificates will be granted.

6) The SafeHair projects

Ms Wulfhorst (Universität Osnabrück) presented the SafeHair 2.0 project on the prevention of occupational skin diseases in hairdressing sector. The surveys conducted show that the perception of the problem differs significantly between countries and between employees and employers. The results of the project are presented on the website in many languages, however, due to the financial constraints it is not possible to translate them to all EU languages. The content of the website is tailored to diverse target groups such as employees, trainees or trainers.



Brüssel31_10_2012.
pdf

Mr Schwarz remarked that there is always a possibility to ask for money for a follow-up project to translate the outcomes of SafeHair 2.0. It can be a small technical project or a part of bigger project like SafeHair 3.0.

Ms Schröding (UNI Europa) presented a project "Bringing SafeHair to schools". The initiative consisted of three parts focused on: safe skin, healthy food for a short break and fitness, and covered more than one hundred trainees in Austria. In 2013 it will be continued in different schools.



Safety and
health.pptx

The social partners adopted by consensus the memorandum of Malta.

7) Establishing a green salon-line

Ms Richter (UNI Europa) explained the concept of the sustainable and environmentally-friendly salon covering such issues as electricity consumption, CO₂ emissions and the usage of chemical substances and the possibility of substituting them with more ecological products made of natural resources.

Ms Farrugia (Coiffure EU) criticised the promotion of individual brands, which should not occur at social dialogue meetings.

Mr Laurent (UNI Europa) suggested that the social partners could invite the representatives of industry to discuss products which are better for the environment. He added that the presentation showed changing trends and it would be good to investigate the topic in more depth. Ms Schröding (UNI Europa) pointed out that it was interesting to

see that a large company was going green. Mr Eder (Coiffure EU) mentioned that hairdressers have an interest in showing that they care about the environment.

8) Planning of meetings 2013

Mr Schwarz presented the timetable of meetings for 2013, following the new rules of the European Commission. Working group meetings (maximum 15 reimbursements per side) will take place on 25 March, 12 June and 1 October, while the plenary meeting (maximum 28 reimbursements per side) will take place on 9 December.

Mr Koffijberg thanked the participants and the interpreters and closed the meeting.