



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

Working group meeting on 13 October 2014, Brussels

Draft minutes

1) Welcome and approval of the agenda.

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

2) Follow-up to the Eurofound study

Mr Laurent (UNI Europa) reported on the study "Improving quality of work and employment in the hairdressing sector: Scenarios for social partner cooperation" published by Eurofound. The study is based on the Eurofound concept of quality of work, which rests on four main pillars: career and employment security (employment status, income, social protection and workers' rights); skills development (qualifications, training, learning organisation and career development); reconciliation of working and non-working life (working/non-working time and social infrastructures); and health and well-being (health problems, risk exposure and work organisation). It identifies 4 scenarios for the future development in the hairdressing sector: "craft sector values" assumes the recognition of the value of manual work and the resulting improved image of the sector; "robohair" anticipates the automatisisation and robotisation of the sector, "the rise of the mall" is based on the assumption that the hairdressing sector will become polarised between larger chains operating in shopping malls and self-employed mobile hairdressers; and "the dry salon" which is determined by a very significant increase of water and energy costs due to global warming and climate change. The study indicates a list of actions that social partners in the sector should consider taking or intensifying.

Mr Coigné (Coiffure EU) commented on the Eurofound study and provided a thorough examination of the four scenarios. He suggested that changes in VAT tax could improve the situation in the sector. An interesting scenario which was not taken into account in the study is the increase in the number of micro companies and fierce competition between them. In this scenario neither workers' nor employers' organisations will be able to influence the situation in the sector. There is a need for minimum tariffs which would apply to salons as well as self-employed and mobiles workers in the same way.

Mr Laurent agreed that there is a need for common rules at the European level which would cover as many people in the sector as possible. He added that the study was important and UNI accepts its conclusions.

Mr Vos (Coiffure EU) welcomed what was said by Mr Laurent and Mr Coigné. He concluded that the branch is changing and social partners should respond to this process. People in the sector are not trained enough and they do not receive sufficient payment. Problems can be

tackled by social partners. He noted that there is nothing wrong in self-employment as such but the race to the bottom is a real danger both for employers and employees.

Mr Palmieri (Coiffure EU) was of the opinion that rules should be simple but, at the same time, guarantee high quality. He suggested working together with other stakeholders and organisations, for instance with UEAPME. Social partners should also cooperate closer with labour inspectorates to eliminate black market.

3) Proposal for a study on comparable facts and figures

Ms Verhamme (Coiffure EU) presented a new proposal for a study on comparable facts and figures on the hairdressing sector in the EU. The project should allow social partners to collect detailed data on the development in the sector in many Member States. The following issues could be the subject of the study: unfair competition, polarisation and black market. The study could be used to inform and influence the policies of the EU, Member States, inspectorates and other stakeholders.

Mr Laurent expressed his support for the project and suggested dividing it into three stages: examining the situation and on-going processes; identifying the consequences of these processes; and determining how to respond to changes and address problems.

Mr Vos stated that Coiffure EU is responsible for the project and suggested setting up a steering committee where Coiffure EU and UNI would be represented.

4) State of affairs Health & Safety (H&S)

a. Resolution

Social partners exchanged views on the resolution "Securing employment in the hairdressing sector" and decided that it is ready for adoption.

Mr Laurent suggested that the committee could invite a Commission representative from a unit responsible for policy support for SMEs to brief the social partners.

Mr Vermeulen welcomed this proposition.

Mr Bandasz (European Commission) informed the participants that horizontal issues relevant for EU social partners are presented and discussed by Commission representatives at EU Social Dialogue Liaison Forums and not separately in individual committees. Therefore, as the policy framework for SMEs may be of interest for many SSDCs, e.g. in retail or graphic sectors; it may not be possible for the Commission representatives from DG Enterprise to deliver a presentation in the meeting of the Committee on Personal Services.

Mr Laurent suggested that UEAPME could deliver the presentation instead.

b. Methods of skin testing

Mr Röhr (Coiffure EU) informed the participants about the results of interviews with dermatologists. He mentioned that hairdressers will not be able to do dermatological tests as they will not be able to interpret results thereof.

c. *Presentation by employers' organisation UBK/UBC (Belgium) of the study "Close Shave"*



presentatie report
HS (Coiffure EU 13 oc

Ms Verhamme delivered a thorough presentation on the comprehensive study on health and safety measures implemented in the hairdressing sector in EU Member States.

5) European Hairdressing Certificate (EHC)

Mr Vermeulen informed the participants that at the moment there is no new information to be provided on the subject of the European Hairdressing Certificate.

6) Work programme 2015

Mr Vermeulen stated that the work programme (WP) for 2015 will be based on the current WP. He noted that the Commission requested social partners to include in their WP main objectives, expected outcomes and timing of planned actions. Popularising the EHC should be one of priorities for the next year.

Mr Vos added that the committee will keep on the agenda the implementation of the agreement on health and safety. Other subjects which will be discussed are training, skills, research project on facts and figures, and the impact of self-employment on the sector.

Mr Palmieri added that during the next year the committee should focus more on the promotion of its past achievements.

7) Information points European Commission

Mr Schwarz (European Commission) informed the participants that the appointment of the new Commission may be delayed. The current Commission will not proceed with the file of social partners' agreement on the protection of the occupational health and safety.

Mr Schwarz encouraged social partners to adopt WP for the next year by the end of the current year. He argued that it is very important that committees have their WP in advance because this document plays a significant role in the process of resource and projects allocation. Social partners can adopt a WP for a longer timeframe, for instance for 18 or 24 months. This can be in line with two-year-long projects. It may also provide committees with longer time horizon and stability. Mr Schwarz noted that the amount of meetings per year will be reduced from four to three but the Commission offers more flexibility to run projects, which can enable social partners to organise additional meetings autonomously. Mr Schwarz invited social partners to participate in "the EU Social Dialogue Liaison Forum on representativeness studies and their role in supporting the development of European social dialogue" which will be held on Monday, 27 October 2014.

Mr Röhr asked about the external cost-benefit analyses contracted out by the Commission.

Mr Schwarz responded that the study is ready but it will not be disclosed under the current Commission. He assured the participants that the study as well as the Commission's own

assessment will be published and publically available once the procedure is completed, according to the principle of transparency.

8) Any other business

Mr Laurent thanked Ms Palmethofer for her dedicated work for the European Social Dialogue. He also invited the participants to the meeting on the agreement on health and safety the following day.

Mr Vermeulen informed the participants that the meeting planned for December will not be maintained.