



**Sectoral Social Dialogue Committee (SSDC) on Personal Services
Working group meeting 17 September 2021
Minutes**

Due to the situation created by the COVID-19 pandemic, the meeting was organised with videoconference. There were some severe issues with the connection to interactive platform.

1. Welcome, adoption of the draft agenda and minutes of 29 March 2021

Joost Engelaar (UNI-Europa) chaired the meeting.

Coiffure EU was represented by Mrs. Edel Kristin Teige (newly elected presidium in June 2021) and Mark Coray.

CEU explained that following the changes in the CEU organisation, their board is actively engaged in an administrative process to be in a full operational capacity. However, also considering that is not yet possible to physical meet, this process is taking some time.

UNI indicated its understanding and invited the representatives of CEU to contact them when suitable.

- The draft agenda was adopted.
- Minutes of 29 March 2021 were adopted

2. Guidelines for the hairdressing sector

The guidelines developed by DG EMPL with the inputs by the social partners to support the implementation of the social partners' agreement are at a final stage. The document was agreed after a final consultation of the social partners in June 2021. Publication and translation in all EU languages are foreseen by the end of 2021 for dissemination by the social partners, the Commission and EU OSHA.

The Senior Labour Inspectors Committee (SLIC)'s working group on OSH Emerging Risks will be informed about these guidelines.

Social partners will further discuss a detailed plan for the dissemination of the guidelines at their level (EU and national).

3. Update on the Inclusion of the hairdresser's glove in the PPE Regulation

DG GROW reported about the up-date of the guidelines for the PPE Regulation 2016/425. The PPE Expert Group on 27 May 2021- agreed to insert the categorisation of gloves for hairdressers as PPE category III as well as to include the examples of the hairdressing sector into the next edition of the PPE Regulation Guidelines.

DG GROW reminded that Annex II also include technical specificities regarding essential safety requirements for protective gloves that could be used to identify unsafe products and gloves.

4. Update on the hairdressing glove standards

UNI reported about the good progress with the ETUC' request to CEN/CENELEC for standards on hairdressers' gloves which is also supported by CEU and the research consortium funded through the social dialogue project. The draft standard is finalised. A testing phase is launched. The public inquiry at national level will be launched before end of 2021. The social partners were encouraged to contact the national standardisation bodies.

DG GROW is also amending the PPE standardisation request M/571 which includes the development of standard on protective gloves against chemicals and micro-organisms. List of harmonised standards is to include the hairdresser's gloves. Harmonised standard would be the basis for the non-compliant PPE products on the EU market.

In addition, DG GROW invited the social partners to bring forward, if available, evidence of unsafe and non-compliant gloves, which are being used on the market.

CEU NL representative asked about the financial impact of this process. UNI explained that non harmonised standards are voluntary. Harmonised standards are to be used in the EU. The cost to produce gloves according to the standard is to be covered by the manufacturers. However, the standardisation process is not requiring a cost benefit analysis. Further discussions on this cost benefit issue could take place between social partners.

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

DG GROW up-dated about the new Chemical Strategy for the cosmetics sector and cosmetic products adopted on 14.10.2020¹. The launch of the revision of EU legislation on hazard classification labelling and packaging of chemicals (CLP)² and REACH (see slides).

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

² https://ec.europa.eu/info/law/better-regulation/have-your-say/initiatives/12975-Revision-of-EU-legislation-on-hazard-classification-labelling-and-packaging-of-chemicals_en

A targeted revision of the Cosmetic Products Regulation and its impact assessment will be launched. The adoption by the Commission is foreseen for end of 2022.

UNI explained how the research consortium would contribute to provide evidences to the SCCS concerning risk assessments on the safety of certain cosmetics products.

CEU asked about how this process would influence the skin-test. (...?)

DG EMPL informed about the workshop on *EU Cosmetics Regulation and raise awareness to ensure safety of cosmetics used in the hairdressing sector*. The draft agenda was agreed, however, due to the COVID situation, the workshop was postponed until in presence meetings would be possible. Considering the sanitary situation and the uncertainties with the organisation of in presence meetings, it was decided that the workshop is postponed to 2022.

6. EU OSHA – Wiki article

EU OSHA up-dated on it support to the action plan, in particular:

- The dissemination of the guidelines for the hairdressing sector through EU OSHA media.
- The cooperation for the SLIC prevention of musculoskeletal disorders campaign that will kick off with a train-the-trainer event for labour inspectors in January 2022, it will include 5 sectors amongst which the “hairdressers and barbers” sector. The campaign is planned to be concluded at the end of 2022.
- The OSHA Wiki article³ prepared for the sector which received some feedback from UNI and CEU. Lorenzo Munar will provide a revised version of the article for the final comments by the social partners.

7. Social dialogue EU project

UNI 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 research consortium will provide the preliminary results that could be presented at an online seminar organised by UNI by the end of 2021, before the cosmetic workshop in 2022.

CEU will be invited to the steering group meeting of the project (18/10/2021).

In addition, social partners would discuss on the opportunity to present a new project for the 2022 EU call for proposals.

³ http://oshwiki.eu/wiki/Main_Page

8. Overview of activities under the action plan

DG EMPL stressed the importance of the progress with the implementation of the action plan to support the implementation of the hairdresser agreement and drew the attention to a short document available to describe the main activities carried out (annexed).

9. Response to the SSDC consultation by DG EMPL / UNI Europa

DG EMPL up-dated about the initiative to support social dialogue to be adopted in 2022 that will include the following 4 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 consultation of the social partners on the review of sectoral social dialogue took place before the summer. DG EMPL is analysing the results and will organised 3 workshops before end of 2021 to discuss the review with the social partners.

CEU indicated that they had prepared a reply, unfortunately, it did not reach DG EMPL.

In that context UNI reminded the recent judgement of the Court of Justice regarding the social partners' agreements⁴ and the way the hairdressing sector negotiated the action plan for the implementation of their agreement. In its reply to the consultation on sectoral social dialogue, UNI stresses the jointly agreed implementation plan drawing on the social partners' self-regulatory competences and particularly non-legislative EU action (the action plan). UNI asked the social partners to support this approach.

CEU IT representative stressed the political importance of the process for the implementation of the social partners' agreement. He regretted that it could not be more discussed at the meeting. He called for better implementation at national level, notably through the new structural funds and national reform programmes and underlined the role of the social partners in that context.

UNI and CEU will seek the opportunity to conclude a new joint statement on the process for the implementation of the social partners' agreement in view of the next meeting.

10. AOB

Next plenary meeting: 30 November 2021.

⁴ <https://curia.europa.eu/jcms/upload/docs/application/pdf/2021-09/cp210151en.pdf>