



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 14 March 2014, Brussels

Draft minutes

1) Welcome and approval of agenda

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

2) Changes secretariat UNI Europa Hair & Beauty

Following the retirement of Mr Monggaard, Mr Laurent has assumed the Presidency of UNI Europa Hair & Beauty on an interim basis until internal elections in July 2014. It was agreed that Mr Monggaard and his contribution to EU sectoral social dialogue would be honoured in a small ceremony on 1 July 2014, prior to the next plenary meeting.

3) Work programme 2014

The work programme for 2014 was discussed and adopted with modifications.



2014 work
programme_rev.docx

Mr Laurent (UNI Europa) highlighted the need to be highly organised against the background of having only 3 more social dialogue meetings this year. Mr Ronda (Coiffure EU) and Ms Schröding (UNI Europa) both underlined the need to work on the international comparability and transferability of training and certificates in the context of implementing the European Hairdressing Certificate,

4) Implementation of the agreement on health and safety

The Chair reported on the signature of a national social partner agreement on health and safety in The Netherlands, which is based on the EU-level agreement. Mr Laurent (UNI Europa) welcomed this agreement as a signal to the Dutch government in the ongoing debate on the legislative implementation of the EU-level agreement.

Ms Hall (Coiffure EU) pointed to national initiatives in the UK, where guidance was developed on health and safety in salons, including a toolkit and pointers on the safe storage of cosmetics.

Mr Röthig (UNI Europa) reported on the activities of the trade unions to ensure that the EU social partners' agreement is presented to the Council for implementation by directive. He

considered that the agreement in the hairdressing sector is being used as an example in a hidden political agenda behind the REFIT exercise, because few people care about the sector. The Commission's reply to the social partners' letter for failure to act had been delayed for several weeks. He underlined that according to multiple legal opinions commissioned by the unions, the social partners had good arguments for going to court, but that the case would take several years to be resolved. It was therefore decided not to go forward with the court case at this point, although a complaint to the Ombudsman against the Commission for maladministration was being considered. UNI Europa had also taken the initiative to write to the other European sectoral social dialogue committees, asking for support. Mr Röthig requested that the social partners should be involved in the Commission's assessment and in the procedure before the Impact Assessment Board. He pointed out that progress was being made at national level, for example in the Netherlands, and that social partners were working with those national governments that had signed the letter expressing opposition to the agreement in 2012 to obtain a revision of that position. He was sceptical that the content of the agreement should be revisited in light of the criticism and would instead privilege the political work.

Mr Vos (Coiffure EU) thanked UNI Europa for the energy invested into this issue. He agreed with the assessment of the legal situation and expressed frustration that the social partners are not more closely involved in the Commission's assessment of their agreement. He repeated Coiffure EU's constant call to be able to comment on the consultant's report and the Commission's own analytical document. Mr Röhr (Coiffure EU) called for not losing sight of the objective of the agreement, which is to improve the life of workers and employers in the hairdressing sector. In devising a strategy to break the resistance to the agreement, he suggested revisiting some elements of the agreement which had been criticised for not being specific enough to the hairdressing sector. Ms Ronda (Coiffure EU) suggested that the social partners commission their own external study on their agreement, since the Commission's assessment procedure is not at all transparent.

Mr Schwarz (European Commission) explained the current state of play of the Commission's assessment, where the external study is being finalised and the procedure before the impact assessment board would be launched later in the year. The Commission welcomes the social partners' contribution to the assessment, but in order to maintain its impartiality the consultant works independently. In accordance with the REFIT programme, the Commission will not present the agreement to the Council during the current Commission's mandate.

5) Capacity-building project

Ms Borry (UNI Europa) gave an overview of the planned national roundtables, which are designed to enable national discussions and alliances for the implementation of the agreement on health and safety. The first workshop will take place in Berlin in March, the second in Rome in May, the third in Warsaw in June, and the final one in Helsinki in September.

6) Online interactive risk assessment tool (OiRA)

Ms Flintrop (EU-OSHA) gave an update on the development of the EU-level tool.



140313 OiRA Flintrop
hairdressers.ppt

Mr Laurent (UNI Europa) highlighted the flexibility of the tool, which can be adapted to national circumstances. The final content of the tool will be approved in July. Its content is based on the existing EU directives and the social partners' agreement on health and safety. Mr Röhr (Coiffure EU) pointed out that the tool describes the ideal hairdressing salon. In order to make sure it can be applied by employers in practice, it needs to be kept as short as possible.

7) Eurofound study: Scenarios of strategies of social partners' cooperation in the hairdressing sector to improve the quality of work and employment

Ms Broughton (Institute for Employment Studies) presented the final report prepared in the context of Eurofound's stakeholder enquiry service. It will be evaluated by Eurofound's tripartite advisory committee on 9 April 2014.



Presentation of
project.ppt

8) Information points from the European Commission

Mr Schwarz (European Commission) informed social partners about the past Liaison Forum on 15 years of sectoral social dialogue, where the situation regarding the agreement in the hairdressing sector had received much attention. He also pointed to the new vademecum for EU social partner organisations and the new rule regarding reimbursements of the costs for participating in EU social dialogue meetings: as of May, in principle the costs for only one person per national organisation would be reimbursed. Exceptionally, for a maximum of three national organisations per side the costs of two persons could be reimbursed.

9) Any other business

Mr Palmieri, on behalf of Ms Lamoureux of CEPEC, reported on the conclusion of the PROBES project, designed to strengthen the inclusion of the beauty care sector in social dialogue. A partnership agreement between CEPEC and Coiffure EU had been proposed, but Coiffure EU felt that it was premature to conclude such an agreement and to formalise CEPEC's participation in European social dialogue. Mr Palmieri underlined that cooperation between Coiffure EU and CEPEC should be continued, and that CEPEC should continue to be able to participate in European social dialogue meetings as an observer. He proposed to revisit the issue in the context of the work programme of the committee for 2015. He also underlined that a website of the personal services sectoral social dialogue committee was created in the context of the PROBES project, which can be consulted at <http://servicedialogue.eu/app/>

The Chair thanked the interpreters and closed the meeting.