



**Sectoral Social Dialogue Committee (SSDC) on Personal Services
Minutes
Plenary meeting 13 December 2016, Brussels**

1) Welcome and approval of the agenda

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

2) General

State of play the representativeness study on the Hair and beauty sector

Sylvie Finné (DG EMPL Social Dialogue unit) presented the state of play of the representativeness study which EUROFOUND nearly finalised and will be published in the coming days (see slides). The study concludes that the participant European organisations in the SSDC are the identified the most important EU representative social partner associations of the Personal services – Hair and Beauty sector, namely UNI Europa as the trade union organisation and Coiffure EU as the employer organisation.

François Laurent (Vice Chair) concluded that this representativeness cannot be contested. However, greater focus on the countries which do not participate in the Social Dialogue is required (in particular Eastern Europe).

Access to the profession and developments

Stéphane Coigné (Coiffure EU) commented about the initiative by DG GROW regarding the regulated professions. He underlined that regulating the access to the hairdressers' profession is essential, in ensuring fair competition but also in assuring compliance with the legal and regulatory frameworks applicable in entrepreneurial establishment. He mentioned the need for the SSDC to assess the added value of licencing schemes, as they can serve to validate competences, following the outcomes of the legislative process on the access to regulated professions.

The SSDC will request that DG GROW convenes a meeting on this initiative or presents the developments at the next meeting of the SSDC.

Report on progress achieved on the SSDC work programme

Dimitris Theodorakis (UNI Europa) reported on the implementation of the work programme 2015-2016¹:

¹ <https://circabc.europa.eu/sd/a/3b68374a-23ca-4e4c-adc9-f9b404a8b21c/PersServ-2016-WP.pdf>

- In 2015-2016, the Committee devoted the majority of its activities on the *implementation of the European framework agreement* in particular to the revision and signature of the agreement. At present, the decision of the Commission for the implementation of the agreement by EU law by a Council decision in accordance with Art. 155 TFEU is still awaited. . Members of the committee still haven't received an answer to the joint letter (see below).
- Regarding the *analysis of the structure of the sector (undeclared work, employment and working conditions, facts and figures)* some updated facts and figures were provided through the research of OSHA and EUROFOUND.
- Regarding the *assessment of training and skills/competences acquisition in the sector (Formalisation of European hairdressing certificate, Euroskills, access to the profession, SWOT analysis of training and apprenticeship schemes)* the Committee has mainly worked on the positions regarding the "access to the profession"; regarding the other aspects the work was somewhat limited during that period and it is to be seen how it will be pursued.
- Regarding the *information on transnational trade agreement (TTIP)* – the SSDC had discussed the potential threats to the industry of bringing in different risk assessment processes in the authorisation to market access of specific cosmetic products that would challenge the precautionary principle that is applicable in the European region. The SSDC did not adopt any statement on that subject. As the working programme is already very heavy, it was recommended not further focussing on this subject. Instead the committee will seek cooperation on the work programme themes with external stakeholders such as Cosmetics Europe. For example, in the context of the negotiations on the framework agreement, contacts were already established with different organisations. These contacts should be maintained in 2017.

Both the Danish trade union and employer representatives mentioned the nomination of the Euroskills ambassador in Denmark. Both representatives criticised the appointment and asked additional information on the selection process.

As the process for the nomination of the ambassadors and the potential role of the Commission was not fully clear to the participants, Sylvie Finné recommended that the SSDC put its request in writing to the attention of the social dialogue unit of DG EMPL to forward it to the relevant service.

European Commission work programme 2017

Sylvie Finné presented the most relevant initiatives related to the work of this Committee. She underlined in particular the progress achieved regarding the "new start" and mentioned the Commission's initiatives adopted in 2016 that will be developed in 2017 such as the new Skills Agenda and the consultation launched on the European Pillar of Social Rights. She also presented the initiatives planned for 2017, notably the Youth initiative (see slides).

O. Roethig (UNI Europa) commented on the social dimension of the Commission work programme. He indicated that UNI Europa is sharing the intention of the Juncker's Commission but is very critical about its implementation. According to him, the "triple A" social Europe is not implemented and is not responding to the EU citizens concerns. He also mentioned that the EU Hairdresser agreement will be a "test case" in the context of the Pillar of Social Rights.

Jacques Minjollet asked about the financing for the social dialogue. Sylvie Finné answered that the majority of the budget is allocated to the organisation of the committees and the calls for proposals. .

Exchange of views on the work programme 2017-2018

Dimitris Theodorakis presented the suggestions for the main items to be considered for 2017 and 2018:

- 1) Implementation of the European framework agreement on health and safety
- 2) Access to the profession and DG GROW initiative on the Regulation, what impact will it have on the sector
- 3) Training: continuous professional development in the sector including the implementation of the European hairdressing certificate and assessment of potential interest of the SSDC to follow-up the adopted quality framework for apprenticeships.
- 4) Implementation of the new Ergohair project and link with the new Commissions' initiative regarding Musculoskeletal Disorders (MSD)
- 5) Skin testing of particular cosmetic products and Risk assessment methods for the authorisation of market access of cosmetic products as part of the Cosmetics Regulation.

The Irish employers' representative asked not to link the skin test issue to the Cosmetics Regulation or the carcinogen and chemicals directives. It was therefore decided to implement this work in two steps, first beginning of 2017 to focus on the skin test and in the second half of 2017 to engage with DG GROW a discussion on the risk assessment methodology in the Cosmetics Regulation.

The secretariats will prepare a formal proposal for the work programme including more detailed activities and indicative timing. It will be adopted at the next Committee meeting.

3) Social affairs

State of play of the EU projects

Sylvie Finné presented an overview of the results of the calls for proposals for the projects to start in 2017 (see slides); she indicated informally that the *Ergohair* project should be selected but the *third European Hairdressing Conference “Activating European Vocational Training Levels for Hairdressers: the role of the Social Dialogue* would not.

Mr. Palmieri (member of the Secretariat of Coiffure EU) regretted that the proposal for the European Conference of Vocational Training for Hairdressers was not retained. Sylvie Finné said that the justification including the strengths and weaknesses of the project will be sent by letter. Italy accepted this decision and will wait on the letter, on the basis of which the country will improve the project so it can submit the project again.

Sylvie Finné mentioned that the contract for the project Ergohair can only start the first day of the month after its signature. François Laurent asked for starting to work on the Ergohair project and to fix the meeting dates for the project steering group.

Social partners Agreement on health and safety

Sylvie Finné presented the state of play of the social partner agreement on health and safety. She reminded that the procedure was already presented in detail by the General Secretariat to the Committee in February 2016. She recalled that regarding the social partners agreements, the Better Regulation Guidelines foresees a proportionate impact assessment, which focusses in particular on the representativeness of the signatories, the legality of the agreement within the EU legal framework and the respect of the subsidiarity and proportionality principles. She indicated that on the basis of the agreement signed by the social partners in June 2016 and their confirmation for their request to transform it into an EU law to be applied at Member States level, the Commission's services have started to prepare this analysis.

UNI Europa commented that they are expecting more information on the criteria for the analysis. They have learned from an external source that the Commission has contracted a consultancy to carry out a study. They are positive that the work seems on-going, but disappointed by the non-involvement of the social partners and the lack of clarity about the timing.

Sylvie Finné responded that the social partners (UNI Europa, ETUC and Coiffure EU) have sent in November 2016 an open letter to the European Commission (President Juncker, Vice-President Dombrovskis and Commissioner Thyssen), the Council of Ministers for Employment and Social Protection and the European Parliament. This letter raises a series of questions that will be replied by the Commission at the appropriate level. She cannot anticipate the content of the reply that the Commission will provide and is therefore not in a position to provide more information.

O. Roethig concluded that it is very regrettable that the Commission is unable to provide further information on the process of the Impact Assessment or its timing to the Committee at this stage.

4) Education

Discussion on the SSDC work on the European Hairdressing Certificate (EHC)

Dimitris Theodorakis presented the state of play regarding the autonomous agreement on the hairdressing certificate signed in 2009. As this is an autonomous agreement the social partners are responsible for its implementation at national level. Since 2009, a Danish website was set-up to issuing the certificate². The secretariats have been informed that it would no longer be possible to pursue this website. It seems also that only a limited number of countries have currently implemented the certificate. The secretariats are foreseeing to ask their respective memberships about the state of play to get an overview of the situation by February 2017. Reflection is also needed on the financing. Will the costs be shared between employers and trade unions? Will the ministries be involved in this? It is proposed to add the EHC to the work programme 2017 under point 3 Training. It will be decided at the next meeting how to progress on this issue. The Austrian employers' representative commented that it is regrettable to not have received more support to this project which is linked to the EU priorities and actions, notably EQF. Only three countries are part of the certificate. In that context it is regrettable that the EU project was not accepted. It would be important to continue to work on this subject.

² <http://www.euhaircert.eu/component/k2/item/188-report-on-the-european-agreement-on-the-implementation-of-the-ehc.html>

Stéphane Coigné concluded that there is converging approaches and that it would be important to make progress on this issue. He mentioned the Swedish licence that could be presented at the next meeting. The topic could also be part of a project to be submitted for next year and be prepared by the secretariats.

5) AOB

- Attention was drawn on the last edition of the ESD newsletter³. The contributions to the next edition are expected by the 31st January 2017.
- The dates for the next meetings in 2017 are scheduled for the 22 February (working group), 3rd April (working group) and 22 November (plenary meeting).

³ <http://ec.europa.eu/social/BlobServlet?docId=16466&langId=en>

Participants List

<u>22</u> Employers (15 ♂, 7 ♀)	<u>15</u> Workers (8 ♂, 7 ♀)
Coiffure EU	Uni Europa Hair & Beauty
1. BE Mr Vermeulen (Chair)	1. BE Mr Laurent (Vice Chair)
2. BE Mr Coigné	2. BE Mr Rôthig
3. BE Ms Eecloo	3. BE Mr Theodorakis
4. AU Mr Esser	4. IT Mr Demurtas
5. DE Mr Müller	5. IT Mr Scarnati
6. DK Mr Tollak	6. DE Ms Richter
7. DK Ms Mikkelsen	7. NO Ms Fraas
8. NL Mr Vos	8. SV Ms Bjoerkman
9. NL Ms Bakker	9. FI Ms Pajuniemi
10. CY Mr Soteriou	10. DK Ms Frost
11. FR Mr Minjollet	11. FR Ms Pratt-Eymeric
12. FR Mr Mougnot	12. FR Mr Louis (Strasbourg University)
13. UK Mr Hynes	13. HR Ms Knezevic
14. IT Mr Palmieri	14. ES Mr Fernandez
15. LT Ms Trainaite	15. ES Mr Lemore
16. MT Mr Vella	
17. NO Mr Teige	
18. SV Ms Mielind	
19. CH Mr Ojetti	
20. CH Ms Mosimann	
21. UK Mr Coray	
22. UK Ms Hall	
European Commission DG EMPL A2 Social Dialogue: Ms Sylvie Finné	