



EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

Social Dialogue, Social Rights, Working Conditions, Adaptation to Change
Social dialogue, Industrial relations

SSDC PERSONAL SERVICES MINUTES OF PLENARY MEETING 10 JANUARY 2008

Chairman: Mr Chris Boerland (Coiffure EU)

Commission representative: Ms Anneli Sillanpää (DG EMPL.F.1)

1. Opening of meeting and approval of agenda.

Chris Boerland opened the meeting and informed that he had met Poul Monggaard early January to elaborate a more detailed agenda. This more detailed document was handed out at the meeting (enclosed as annex 1). It aimed at setting targets and indicating tangible results. The revised agenda was adopted.

The Chairman welcomed the Hungarian employers' representative, who took part for the first time, and the new Swedish employers' representative.

He reported that the committee had been represented at the social dialogue conference in Lisbon in November. While the initiative had been welcome, it could be regretted that there had not been much time for exchange of experiences between sectors.

An information brochure on Euroskills 2008 in Rotterdam was handed out. Funding for such events could be obtained through national offices.

Finally the Chairman thanked Poul Monggaard for efficient chairing of the committee in 2007.

2. Approval of minutes from 30 May plenary

The minutes of the 30 May plenary were approved.

Under this point, Poul Monggaard reported from a meeting with Jackie Morin 12 November 2007. The Commission had been positive to the Bari conclusions which reflected the ambition of the committee to develop existing initiatives in a coherent manner. The meeting had been organised to discuss how to go further. The most suitable option might be to develop the training certificate into a formal social partners' agreement to be implemented at national level by the affiliates. Existing social partners' agreements on telework and on violence and harassment at work could be used as models. A Danish trade union lawyer would start working on a draft. The Commission had offered to give any assistance needed.

3. Conclusions from 2007 activities:

The first three points on training (European Hairdressers' certificate, EQF and Bari) would be dealt with under point 4. A new point on the definition of a professional hairdresser had been added, and a document proposed by Ray Seymour (enclosed as annex 2).

Ray Seymour explained that the aim would be to identify a unifying theme out of existing outputs and set out where the professional hairdresser should be in the future. The proposed definition reflected the training requirements, the capacity to advice clients, the concern for the welfare of the clients and the respect for the environment.

The Chairman thanked Ray Seymour for the draft. Some minor modifications would be made to the document which would be presented at the next meeting for approval.

As for working conditions, Poul Monggaard reported that the Commission had taken note of the views of the social partners at a recent meeting with Cabinet Verheugen. Members of the European Parliament had also been alerted. The social partners should continue to work towards a screening of products for professional use.

The chairman stated that the employers shared the view that the social partners should strive at establishing guidelines for an ideal salon. This should be dealt with by the health and safety working group.

The workers proposed to further develop the "How to get along code" in order not to use products without proper labels. The choices of the professionals should be coherent with the demands to the Commission.

The employers agreed that the professionals should work towards specific rules and go further than the Cosmetics Directive which is aimed at consumers. Labels should be legible and in the language of the country where the products are sold. A sensible and realistic approach on behalf of the social partners would be needed. The German delegate referred to national practices which could be presented to the committee. This proposal was found interesting by both sides and could be included on the agenda of the working group together with other good practices from the Member States.

4. 2008 Work programme:

The employers referred to the annotated agenda which set out that the social dialogue committee should aim at concluding autonomous agreements in accordance with Article 139 of the Treaty. The agreements should cover education and training, building upon the European Hairdressers' Certificate levels B and C, and health and safety, setting specific rules for the use and handling of chemical ingredients, including an inventory of national provisions.

The social partners had important instruments at their disposal and should work with these in a more structured manner. They should concentrate on these two main issues and make the best use of the support offered by the Commission. The aim should be to finalise the work before the end of the year, following the timetable set in the annotated agenda, as follows:

Timetable 2008

11.01 Plenary

Discussion and decision on basic principles, appointment of task force Education and task force Health and Safety and Environment

26.02 EQF – meeting, Copenhagen, Denmark

26.03 Working group

Morning session: task force Education

Afternoon session: task force Health and Safety and Environment

17.06 Plenary

Feedback on results of both task forces. Discussion and decisions

26.09 Steering group

Morning session 1: Task force Education

Morning session 2: Task force Health and Safety and Environment

Afternoon session: Joint meeting of both task forces and Steering group

13.10 Working group

Morning session: Task force Education

Afternoon session: Task force Health and Safety and Environment

09.12 Plenary

Feedback on results of both task forces. State of affairs and decision on framework agreements

EMPL.F.1 reminded that a European social partners agreement could be implemented either through a Council Decision, and thus become a piece of Community law applicable to all Member States, or through the procedures and practices specific to management and labour and the Member States, in which case the social partners would be responsible themselves for the implementation. At the December meeting with EMPL.F.1 the different options had been discussed and it had been concluded that the second option would be the most appropriate for an agreement covering the Hairdressers' certificate. The Commission would be ready to support this work as necessary.

The workers reminded that such autonomous agreements already exist, for example the telework agreement concluded by the cross-industry social partners. This could serve as a source of inspiration. It could also be examined whether it would be most appropriate to include both education/training and health and safety in one single agreement.

EMPL.F.1 considered that the question of one or two agreements should be settled by the social partners themselves. Joint documents of the committee often cover both aspects. However, it would be important to make sure that the agreement/s was/were transparent and transposable.

The employers considered that the health and safety issue might need more time. This should not delay progress on the training discussions. Both sides agreed that in any case, the definition of a professional hairdresser should be included.

The working groups would be composed as follows:

Training:

Employers:

Hofmann, co-ordinator
Denmark
Norway
UK
France
Sweden

Workers:

Monggaard, co-ordinator
Lithuania
Germany

Health and safety:

Employers:

Seymour, co-ordinator
Denmark
Italy
Austria
France
Germany

Workers:

Rodomonti, co-ordinator
Lithuania
Germany
Denmark

As for the preliminary dates, EMPL.F.1 stated that the Commission would try to adapt the dates if necessary.

With regard to EQF, Poul Monggaard informed that the grant request to the Commission (DG Education and culture) had been approved. The project would facilitate the transparency of qualifications in the sector in Europe.

As for the resources needed for the 2008 activities, EMPL.F.1 informed about the call for proposals under budget heading 04030301 Social dialogue and industrial relations. The possibilities to apply for additional funding under this call would be discussed at the next secretariat meeting. The EQF project was already covered. As for health and safety, Mr Rodomonti and Mr Seymour would prepare a project outline which might be the basis for a grant application. For the update of the study on the socio-economic situation of the sector, the representativeness study carried out by the Dublin Foundation would include certain data. The need for a complementary study should be examined in the light of the representativeness study, at a later stage.

The chairman reminded that the social partners had a role to play in the preparation of the representativeness study. It would be important to inform the national affiliates, in due course.

5. AOB

François Laurent, CSC, informed about a project carried out within the European Works Council of the L'Oréal Group, which involves the professional use of certain cosmetic products. A part of the project consisted of a Brussels conference in October 2008 to which the committee was invited. The Cosmetics Directive would be discussed, as well as the need for better health and safety regulation for the sector. Interpretation in 6 or 7 languages would be provided. However, the project could not cover travel and accommodation for committee members.

The social partners wished to know why only L'Oréal was included in the project. It was explained that the project was financed in the framework of a specific call for proposals for information and consultation of workers, including European Works Councils (budget heading 04030303). This call is complementary to other funding possibilities available to the social partners.

The chairman thanked for the invitation. The project fitted well into the roadmap of the committee. The health and safety working group would examine the issue more in detail.

Finally the chairman thanked the participants for a constructive meeting where important decisions had been taken. The next working group meeting would take place 26 March.