



## **Sectoral Social Dialogue Committee (SSDC) on Personal Services**

### **Working Group meeting 22 February 2017, Brussels**

#### **Minutes**

#### **1) Welcome and approval of the agenda**

François Laurent (UNI-Europa) chaired the meeting and welcomed participants.

#### **2) SSDC Work Programme 2017 – proposal, discussion, adoption**

The SSDC work programme discussed at the last plenary meeting was circulated to the members for comments. Two more items were suggested by UNI-Europa: the first to foresee inputs from the SSDC on Minimum income and Minimum income guarantees; the second to engage the SSDC in the larger European Campaign at horizontal social dialogue level concerning the revision of the Carcinogens and Mutagens Directive and the linkages to the OHS European Framework Agreement and the European Strategic Framework on Health and Safety as well as its relations to the Cosmetics Regulation and REACH. The two new items were included the 2017-18 work programme.

A discussion took also place regarding the project "Third European Hairdressing Conference "Activating European Vocational Training Levels for Hairdressers: the role of the Social Dialogue" which was not retained by the Commission for a grant agreement following the 2016 call for proposals. The letter with the reasons for the negative reply was communicated to the applicant (the Italian employer representative of the SSDC). The discussion was about whether the project could be considered for the SSDC work programme to support the implementation of the European Hairdressing Certificate, and be submitted under the 2017 call for proposals. It was concluded that i) more work would be needed to present this project, notably including in the project a more in depth study to inform the conference, ii) that it would be difficult for the SSDC to manage two projects in parallel (ErgoHair and this one) and iii) that it would be envisaged under a next call for proposals. The possible submission of a proposal for this project comes under the Work Programme 2017-18 topic on Access to Regulated Professions.

The work programme was adopted and will be made public through the web page of the committee for personal services.<sup>1</sup>

#### **3) Regulation on Access to regulated professions – intervention by DG GROW**

The social partners had invited DG GROW (Unit E.5 - Professional Qualifications and Skills) to address the SSDC on the matter of the access to Regulated professions. The social partners were informed that DG GROW would not be able to attend the SSDC meeting as the responsible person was not working on that date.

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<sup>1</sup> <https://circabc.europa.eu/faces/jsp/extension/wai/navigation/container.jsp>

The Chair expressed his huge disappointment as it is crucial for the social partners to be better informed about the developments in this area. The Social Partners consider that regulating the sector is key regarding fair competition, quality of service guarantee, skills, etc. (see also the minutes of the last plenary meeting).

The Chair asked DG GROW to present the situation at the next meeting.

#### **4) Sub-working group on skin allergens of the Scientific Committee on Consumer Products and its WG on Cosmetic Products – intervention by DG GROW**

The colleague from DG GROW (Unit D.4 - Health technology and Cosmetics) was not able to attend and Sylvie Finné (DG EMPL Social dialogue unit) provided an up-date on the situation on his behalf. In September 2016 the social partners wrote to Commissioner Bieńkowska as well as to Commissioners Thyssen and Dombrovskis to express their concern on “Self-testing for contact sensitization to hair dyes”. In its answer the Commission replied that the EU Cosmetics Regulation does not contain any obligations for manufacturers or importers to instruct end users or professionals to conduct a skin sensitivity test (self-testing) before the use of a cosmetic product. The sub-working group on 'skin allergens' of the Scientific Committee on Consumer Products (SCCP) concluded in 2011 that cosmetics industry should submit a new concept for the skin sensitivity test addressing the need for a harmonised and better standardised method. Given the complexity of the task of developing a new skin sensitivity test, the progress made by the cosmetics industry until now has been rather slow. The report on this project should be available by the end of 2017. DG GROW has invited the social partners to attend the next meeting of the sub-working group on skin allergens on 20 March. A delegation of Coiffure EU and UNI Europa will be present. The Chair proposed to add this point to the agenda of the next meeting so that these delegations can provide feedback regarding this meeting of the sub-working group.

The representatives of the Coiffure EU reminded the importance of the subject for the professionals of the sector. They insisted that professionals should not be responsible for the skin sensitivity test. They mentioned the negative impact on the profession and businesses notably because following clients' complains there are Court cases on-going between professionals and clients.

#### **5) Launch of ErgoHair 3.0 – meetings, time-plan, Steering Group composition**

The Chair reminded the aim of the new ErgoHair 3.0 project to be agreed by the Commission under the 2016 call for proposals to support the social dialogue<sup>2</sup>. This two years' project puts a particular emphasis on the ergonomic aspects for a safe health as laid down in the European framework agreement on the protection of occupational health and safety.

Mr Minjolle from "Les institutions de la coiffures" presented the results of a research by the CREDOC "Baromètre de suivi des comportements et des risques psychosociaux des bénéficiaires des accords de branche des Institutions de la coiffure" (see slides). The Chair proposed that Mr Minjolle sends this research to all members. The University of Hamburg could seek inspiration in this research for the project Ergohair.

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<sup>2</sup> Some administrative issues should be solved by the social partners before the Commission could finalise the draft grant agreement.

The study was considered as a useful source of information and good introduction to the project. The participants reported on similar experiences in their countries, underlining the cost of the health problems in the sector and notably the economic impact on the social security systems. It was agreed that more attention should be given to develop more adapted material and that the responsibility of the manufacturers in that area is engaged.

The Chair indicated the planning for the works; the first workshop being in Germany in October 2017. The Chair stressed the importance of fixing the dates as soon as possible. He also proposed that Miet Verhamme gives a short presentation about the project during the next meeting (objectives, programme ...). He also asked to present the results of this steering groups and workshops to the Committee.

#### **6) Social Partner Agreement on health and safety – update by DG EMPL on the Proportionate Impact Assessment process**

The Chair reminded that in November 2016 the social partners Coiffure EU, UNI Europa and ETUC sent an open letter to the European Commission (President Juncker, Vice-President Dombrovskis and Commissioner Thyssen), the Council of Ministers for Employment and Social Protection asking about the state of play on the file.

Sylvie Finné reported that the answer to this letter is not yet sent and that she cannot preempt the reply from the President. Therefore, she cannot provide further information at this stage pending the reply from the President.

The representatives from Coiffure EU asked when the answer will be provided to this very important issue. They repeated that they have put important expectations in this agreement; that it is very difficult to accept that no answer is given to their letter after 3 months and that the Social Partners were not informed about the process and timeline for the analysis on their agreement. On the political side they indicated that no answer is also an answer.

The representatives of UNI Europa also strongly criticised that the Commission was always saying the same and that this is shocking. They also said that it is not acceptable that the Commission is not responding. They informed that other institutional means could be used to receive an answer such as the written questions. They reminded the key elements of the impact assessment and reported that at the last Advisory committee (ACSH) meeting it was announced that an external contractor is granted with the task to perform this impact assessment. They repeated that the social partners are the best informed about the issues related to their agreement and about policy initiative needed in that respect. They also repeated that the external contractor should contact the social partners to inform its study. They indicated that they faced a large incomprehension as it would be better to be transparent on the process in order to avoid further legal actions.

The vice Chair and Chair concluded that it is a lot of time lost, they asked about what means should be used to get a reply and that it should be noted on behalf of all social partners that they are furious.

#### **7) European Hairdressing Certificate**

Dimitris Theodorakis reported that the Danish website hosting the certificate is not used anymore. The certificate is only implemented in 3 countries which shows that there are differing interests among countries. A questionnaire was sent to the members to get a

better overview about the situation. He indicated that the questionnaire being only in English, it might be an issue to reply. It will be examined whether it will be feasible to translate the questionnaire. The members which had not yet replied to the questionnaire were invited to do so in order to present an analysis during the next meeting.

The representative of the Swedish employer organisation presented a Licensing scheme in Sweden (see slides).

The system was seen by the participants as very innovative. This system is not replacing the normal education system but is a voluntary licencing, delivered by the social partners, which guarantees also quality for the consumer. This type of system could be seen as an alternative to the national accreditation.

Further work would be needed to i) better understand how the social partners could play a role as delivering a licence, ii) to compare the systems at EU level and iii) to examine how quality labels could be put in place. This is to be followed at a next meeting.

## **8) AOB**

- The next meeting is scheduled on the 3<sup>rd</sup> April 2017.

## Participants List

<u>23</u> <b><u>Employers</u> (15 ♂, 8 ♀)</b>	<u>14</u> <b><u>Workers</u> (5 ♂, 9 ♀)</b>
<b>EU Coiffure</b>	<b>Uni Europa Hair &amp; Beauty</b>
BE Mr Vermeulen	BE Mr Laurent
BE Ms Eecloo	BE Mr Vigneron
BE Mr Coigné	BE Mr Theodorakis
NL Mr Vos	BE Ms Penidis
NL Ms Bakker	DE Ms Richter
NL Mr de Kort	NO Ms Fraas
AU Mr Eder	SV Ms Bjoerkman
AU Mr Wild	FI Ms Pajuniemi
IT Mr Stella	IT Mr Scarnati
IT Ms Grilli	HR Ms Knezevic
IT Mr Palmieri	FR Ms Pratt-Eymeric
LT Ms Trainaite	ES Mr Fernandez
FR Mr Minjollet	ES Ms Donate
CY Mr Soteriou	AU Ms Schroeding
NO Mr Teige	
SV Ms Mielind	
CH Mr Ojetti	
CH Ms Mosimann	
UK Mr Coray	
UK Ms Hall	
UK Mr Hynes	
MT Mr Vella	
HR Ms Pezo	

European Commission DG EMPL A2: Ms Sylvie Finné