



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

**Working group meeting 3 April 2019**

**Minutes**

**1. Welcome and approval of the agenda**

François Laurent (UNI-Europa) chaired the meeting with Jef Vermeulen (Coiffure EU) as Vice Chair.

The minutes of the last meeting of 19 November 2018 were adopted.

The draft agenda was approved.

The meeting focussed on health and safety, in particular on the progress regarding the definition of the action plan for the implementation of the Social Partner Agreement.

**2. State-of-play on the Action Plan to support the autonomous implementation of the European framework agreement on the protection of occupational health and safety in the hairdressing sector**

François Laurent introduced the meeting by reminding the request by the social partners for transposing their sectoral agreement into EU law, in accordance with Article 155 TFEU. He explained the Commission's approach is to propose, as an alternative, an action plan to support the autonomous implementation of the agreement by the social partners. He indicated that the implementation of the actions will be monitored through the sectoral social dialogue committee and if there is no effect, the social partners could reintroduce their request.

The social partners reviewed the planned actions as described in the fiches circulated before the meeting, thanking also the services for their support and technical exchanges:

- **Cosmetic Products:** Dimitris Theodorakis (UNI-Europa) reported about the informal meeting with DG GROW services and in particular about the possibility to engage with the Scientific Committee on Consumer safety (SCCS) regarding risk assessment of cosmetic ingredients. Coiffure EU reminded that the problem is the difference in exposure to cosmetic ingredients between a professional hairdresser and a consumer. As long as the difference in exposure is not scientifically proven, the SCCS will consequentially not adjust the evaluation method of cosmetic ingredients to the specific exposure level of hairdressers.

Alfred Bernard expert in toxicology, previously expert to the SCCS, explained the procedure of the SCCS and that risk analysis should be applied to the hairdressers. Social partners pointed to various effects due to contact and inhalation of the products used in the salon. Social partners expressed their expectation that the SCCS will consider these products for a specific professional exposure and not only exposure by the consumers. Roman Mokry (GROW D4 Cosmetic) reminded how the SCCS works. The social partners concluded that health risks linked to the use of some cosmetics by the professionals represents their strongest concern. They will explore how to gather relevant data to approach the SCCS for the most problematic substances. They ask the SCCS to reflect on an evaluation method of chemical substances and products specifically adapted to the exposure of hairdressers. A workshop is planned to discuss this topic (date to be fixed 2<sup>nd</sup> half of 2019).

- Regarding **Personal Protective Equipment**, Barbara Bonvissuto (DG GROW C.3 - Advanced Engineering and Manufacturing Systems) explained the actions foreseen under this topic. If agreed by the members of the PPE Working Group an update of the PPE Regulation Guidelines would clarify that hairdresser's gloves are covered by the PPE Regulation 2016/425. Regarding market surveillance, the issue will be raised to the Administrative Co-operation (AdCo) Group under the PPE Regulation (date to be established), in view to raise awareness on the need to ensure that only compliant PPE are available on the EU market.
- Regarding the **standards**, it should be analysed if the current standards are sufficient. The social partners will introduce a specific proposal for a harmonised standard on hairdresser gloves directly to CEN/TC 162 "Protective clothing including hand and arm protection and lifejackets". In addition, Jan-Willem EBELING (DG EMPL B3 Health and safety) reminded the employers' obligations related to **risk assessment** under the **EU OSH PPE** (Directive 89/656/EEC) and about the reference to the hairdressing sector in Annex III regarding the non-exhaustive list of activities and sectors of activity which may require the provision of personal protective equipment.
- As regard to the preparation of the **SLIC campaign on MSD** Jan-Willem EBELING indicated that the SLIC Working Group for the preparation of the campaign was informed on 24 January 2019 about the opportunity to consider the hairdressers' MSDs in the campaign. It would be an occasion to raise awareness and draw attention to any enforcement issue on – among many others sectors - the particular sector of hairdressing and to carry out some specific actions during the campaign. Coiffure EU stressed that this SLIC Campaign may not result in a witch hunt, but that the information must serve to inform and support hairdressers better. The social partners will be invited to the next meeting of the SLIC Working Group for the preparation of the campaign to discuss their participation. The campaign preparation is however having some delay due to changes in the applicable procedures.
- Regarding the preparation of the **specific guidance for the sector**, the social partners reminded the specificity of the sector, that the guidance should reach the hairdresser in the salon. It was explained that this guidance will focus on the presentation of the hairdresser agreement to the key stakeholders at Member States level (such as SLIC and ACSH intermediaries and EU OSHA focal points, ...), including relevant legal and scientific references. It would be a kind of administrative guide to facilitate the dissemination and

implementation of the social partners' agreement. The social partners will be involved in the drafting of the guidance.

- Lorenzo Munar from **EU OSHA** reported on the discussion that took place between the social partners and the Agency on 22 February in Bilbao. There is an overall agreement on the different actions planned to ensure a better dissemination of the activities by the social partners (e.g. through the EU campaign and hairdresser's OHSwiki) and that the OSHA campaign would also use existing instruments. The social partners are invited to become partners of the campaign on MSD to be launched in 2020. The discussions between EU OSHA and the social partners will continue on the actions foreseen.
- On the **social partners' project** to be submitted under the call for proposals to support social dialogue (deadline 13/06/2019) the social partners discussed what should be included. This discussion is to be continued in the coming weeks.

As regard to **the process for finalising the approach**, Stefan Olsson, Director Employment, indicated that the dialogue is progressing well. Commission's services and social partners are learning from each other. A key aspect is that more technical information to support future actions would be useful; the EU funded project could support such needs. Stefan Olsson suggested that the agreement on the approach could be summed-up in a letter to the social partners with the indication of the different actions agreed on. Social partners would reply by indicating their agreement on the process together with possible pending issues to be further developed in the longer term.

The chair indicated that the social partners appreciate the commitment by the services to support their agreement; however, the demands by the social partners remain strong and consent is to be reached amongst their members. The most promising is the possibility to have the hairdresser specific issues referred to – where possible – on the occasion of the standardisation of the gloves, updates and revisions of existing EU legislative instruments, such as the EU OSH PPE Directive 89/656/EEC and the Guidelines on the PPE Regulation (i.e. references in the annexes when there are examples or lists).

It was concluded that there is a need to progress with the priorities already identified with a common understanding on the line of action in advance to the date for the submission of the project under the call for proposals (13/06/2019).

### **3. Report on Coiffure EU Congress “The Hairdresser of Tomorrow” on ‘digitalisation in the hairdressing sector’, social partners**

Coiffure EU reported on their congress, taking place on 29<sup>th</sup> January, in which Joost Korte Director General for Employment, Social Affairs & Inclusion, spoke about digitalisation and impact on the labour market and Marianne Thyssen Commissioner for Employment, Social Affairs, Skills and Labour Mobility provided a video message.

### **4. Together through dialogue for new knowledge and improved skills”**

The Croatian member provided a presentation about an ESF project conducted on the hair and beauty sector and the activities to take place between 2018 and 2019 to improve the skills, adapt to changes arising from EU Cosmetic Legislation, anticipate and manage change and to improve working standards and increase the competitiveness in the Sector (see slides).

## **5. SSDC 2019 Work-programme and calendar of meetings**

The work programme 2017-2018 needs to be up-dated for 2019-2020.

Next SSDC's meetings for 2019:

- Thursday 19 September 2019
- Wednesday 4th December 2019.