



## EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

Social Dialogue, Social Rights, Working Conditions, Adaptation to Change  
**Social Dialogue, Industrial Relations**

### **Sectoral Social Dialogue Committee on Personal Services**

#### **Working group meeting on 8 September 2009, Brussels**

##### **Minutes**

Mr Monggaard (UNI europa) chaired the meeting. The agenda was adopted without objections.

#### **1. Follow up on the agreement implementing European Hairdressing Certificates**

The social partners agreed to elaborate a detailed work programme at the level of the secretariats, in order to implement the agreement that was signed at the 18 June 2009 plenary meeting. The work programme 2010 will be presented at the next plenary meeting of the social dialogue committee in December.

#### **2. EQF project**

Ms Maes presented the outcomes of the project on the European Qualification Framework (EQF HAIR):



EQF\_SD\_08092009.  
ppt

All documents related to the project are available on the DFKF website, [www.dfkf.dk](http://www.dfkf.dk), under the "EQF Hair" link.

#### **3. Risk prevention and health protection**

Mr Laurent (UNI europa) gave an update to the negotiations on 6 and 7 July in Brussels, which showed a general willingness to reach results by the end of the year. The social partners reached agreement on the preamble, withdrawing some figures and statistics from it, and limiting the scope of the agreement to only cover hairdressers. While the term 'workers' will be defined in accordance with the Framework Directive on Health and Safety, a problem remains the inclusion of self-employed, artisan or craftsmen in the agreement. While UNI europa is sceptical regarding the legal possibilities, it recognizes that more and more people are self-employed in the sector. The social partners are also expecting some legal guidance from the Commission on this issue.

Further agreement was reached on article 4, so that the European agreement would be without prejudice for national agreements or national or European legislation. A proposal by the employers for article 5 was also discussed, but no consensus has yet been reached. Important elements are the need for a risk assessment, for example with respect to the exposure to water, nickel or powders, and a set of clear work instructions, for instance to

not eat or drink while working, to not wear jewellery, to use protective pH-neutral hand lotion, to wear gloves for certain treatments, to rinse the hands and to dry them off with a clean towel. Infrastructure issues such as the need for well ventilated rooms will also be included. The next meeting of the negotiation task force will take place on 28 and 29 September and deal with the issues of workload and stress, musculo-skeletal problems, and the work environment. In light of the time needed to draft an agreement, the Commission is requested to organise an additional meeting at the end of October or the beginning of November.

Mr Röhr (Coiffure EU) complemented the update on the negotiations by stressing the importance of not excluding anyone from the agreement and to make it applicable to all hairdressers. The employers agree on the importance of skin protection in the agreement, but called for caution on the topic of musculo-skeletal disorders. Measures in this context require investments that cannot be borne by small businesses all at once, but Coiffure EU was confident that a sensible agreement on this could be reached in the negotiations. On the subject of the work environment, it is important not to give the impression that work in the hairdressing sector is exceptionally stressful, while in reality it is certainly not more so than many other sectors. It is also essential in an agreement to appropriately respect the authority of the employer in directing the work of his employees. With regard to the time schedule, Mr Röhr cautioned against an overly ambitious target and called for awaiting the results of the Osnabrück University project. In the same sense, Mr Vos (Coiffure EU) also warned against excessive ambition in the timeframe for negotiations, which could even be counterproductive.

Mr Röhr then informed the working group about the project submitted to the European Commission together with Osnabrück University, which has as its goal a certain harmonisation and linkage of health protection measures and training. In a first phase, the university would investigate the existing practices, followed by a conference tasked with developing common standards and guidelines at the European level. In total, 3 workshops are planned for this project, involving the social partners from a large number of countries. The total value of the project is €315 000, of which €64 000 would be contributed by the project partners, and the rest financed through the grant from the European Commission.

Mr Schwarz (European Commission) explained that the Commission had taken note of the project proposal and was currently evaluating it. A decision could be expected before the end of October.

Mr Laurent (UNI europa) pointed out the difficulty of communicating if the conference languages were limited to English, French and German, and therefore requested more languages to be made available for interpretation. In addition, he asked about the participants in the survey and the workshops, who they will be and what is expected of them.

Mr Röhr responded that all participants will be asked to send in existing documents on the topic of the project, and most importantly they will be invited to participate at the workshops. In general, however, and with respect to the languages in particular, such details were difficult to determine at this time, and he asked for patience until the decision of the European Commission is known.

#### **4. Euro Skills – perspective**

Mr Boerland (Coiffure EU) presented the European Skills Promotion (EuroSkills) initiative, which will be organised every two years after being held for the first time in Rotterdam in 2008. It involved a hairdressers' competition (level B), leading to the European Hairfashion Award for the winner. The format will be applied again at the second edition of EuroSkills to be held in Lisbon (Portugal) from 23 to 26 November 2010. More information can be found on <http://www.euroskills2010.pt>, and the event will be organised by IEFEP ([www.iefp.pt](http://www.iefp.pt)).

#### **5. Beauty Sector**

The Chair mentioned the ongoing project to create EU training standards in the sector, for which more information will be given at the next meeting of the social dialogue committee.

Coiffure EU informed the working group that it discussed the issue of the beauty care sector, since a letter was received from CEPEC (European Confederation of Beauticians and Cosmeticians) asking to be involved in European social dialogue. As CEPEC has not been recognised as a representative social partner organisation by the European Commission, such a decision would not be for Coiffure EU to make. However, Coiffure EU is open to communicate with CEPEC on this issue and will therefore invite them to its next board meeting in October in order to discuss common points of interest.

The Commission asked Coiffure EU to keep it informed about this issue.

#### **6. Commission Information Points**

The Commission mentioned the date of the next liaison forum on 21 September 2009, and the dates of the next meetings of the personal services sectoral social dialogue committee. On 28 and 29 September, the task force for the negotiations on health and safety will meet, followed by a bureau meeting on 7 October. Another negotiations meeting is foreseen on 30 November, and the plenary meeting will be held on 2 December.

With respect to an additional negotiations meeting, the Commission was open to this request from the social partners, and a definite decision would be taken after the next round of negotiations on 28 and 29 September. The dates for such a meeting would be 9 and 10 November.

#### **7. Any other business**

Mr Vos (Coiffure EU) asked about the final version of the representativeness study conducted earlier in the year for the personal services sector by Eurofound. The Commission responded that these studies were available in full on the website of the European Foundation for the Improvement of Living and Working Conditions' European Industrial Relations Observatory (EIRO):

<http://www.eurofound.europa.eu/eiro/studies/tn0811017s/index.htm>