



EUROPEAN COMMISSION
Employment, Social Affairs and Inclusion DG

Employment and Social Legislation, Social Dialogue
Social dialogue, Industrial Relations

Sectoral Social Dialogue Committee (SSDC) on Personal Services

Working group meeting on 23 March 2015, Brussels

Draft minutes

1) Welcome and approval of the agenda.

Mr Laurent (UNI Europa) chaired the meeting and welcomed participants. He announced that UNI Europa Hair & Beauty had received an award from the UNI Global Union. He also informed participants that this would be Ms Marti's (UNI Europa) last social dialogue meeting, as she was retiring, and thanked her for her work. Coiffure EU and the Commission joined in the tributes to Ms Marti.

The agenda was approved, with the addition of the following information point by Coiffure EU.

2) Access to regulated professions

Mr Wild (Coiffure EU) informed participants about the Commission's survey among Member States on restricted professions, which includes hairdressing in 14 countries. Ministries had to explain the reasons for restricting access in workshops; in Austria, this was prepared in close cooperation with the social partners from the hairdressing sector. Mr Wild stated that wherever professions have been liberalised, employment has gone down, but that effects on employment were not a valid criteria for restricting access to professions in the eyes of the EU. Mr Wild concluded by calling for strong actions to fight for the preservation of a professional crafts sector, particularly in hairdressing.

Mr Palmieri (Coiffure EU) concurred that this process cannot be left to national ministries and he called for joint action with trade unions.

The Chair recalled the trade unions' interest in fighting for a well-regulated economy and that they are ready to defend the hairdressing sector. He suggested inviting UEAPME to the next plenary meeting for more discussions on the issue.

Mr Müller (Coiffure EU) recalled that this was about the future of the hairdressing profession and did not only affect one or two countries. Mr Vos (Coiffure EU) agreed that unrestricted deregulation of the sector leads to a slow decline in skills.

It was agreed that the social partners would address a letter to the Commission on this issue (Commissioners Bieńkowska and Thyssen), with a copy to the cross-industry social partners ETUC and UEAPME.

3) Framework agreement on the protection of occupational health and safety: Follow-up to the legal procedure for implementing the agreement through EU legislation

The Chair reported on the meeting between the social partners and the Cabinet of Commissioner Thyssen. It became clear that the current agreement would be rejected by the Council, so that the social partners agreed to revise the agreement by limiting it to the core issues of health and safety and moving other elements to the joint declaration. The re-draft team has made progress at its meeting on 2 March and will work further immediately following the social dialogue meeting. The aim is to finalise the text by the end of April. Each organisation would then have time for internal consultation/validation, before the revised agreement is signed at the 24 June plenary meeting of the social dialogue committee.

4) Working programme 2015 of the committee

The Chair recalled that the 2014 work programme featured the improvement structure of the hairdressing sector, the formalisation of the European Hairdressing Certificates (EHC), Euroskills, the follow-up to the agreement on health and safety, facts and figures on the hairdressing industry, and the joint resolution on securing employment in the sector. Mr Vos (Coiffure EU) called for a concrete work programme with a timetable attached to each topic. Mr Palmieri (Coiffure EU) highlighted the importance of anticipating training needs and raised the possibility of a conference on training and the EHCs. The Chair added that the social dialogue committee should establish better contacts with the cosmetics industry, the supplier industry and the cosmetics unit of the Commission. He also recommended drafting a 2-year work programme covering the years 2015 and 2016.

With these additions, it was agreed that the 2015-16 work programme would be based on a continuation of the 2014 work programme. The document will be finalised by the secretariats in time for the 24 June plenary meeting.

5) Improvement in the structure of the hairdressing sector / Facts and figures

Ms Verhamme (Coiffure EU) underlined that the Commission's call for proposals in the field of social dialogue was published recently with a deadline of 15 June and that Coiffure EU would like to propose a project to collect facts and figures on the hairdressing sector.

The Chair stressed that UNI Europa was ready to participate, but that the collection of data should also be used to draw conclusions and to develop joint solutions to problems such as fighting undeclared work, encouraging employment in the sector or countering the risks linked to unregulated access to the hairdressing profession.

Ms Prat Eymeric (UNI Europa) highlighted that a report with data about the hairdressing sector in France is already compiled every two years, which should be kept in mind for the project.

6) Contacts with the cosmetics industry

The Chair reported about ongoing contacts with the cosmetics industry association CosmeticsEurope (formerly COLIPA) with the aim of inviting them to the 24 June plenary meeting of the social dialogue committee. Ideally, contacts should also be established with

suppliers of equipment, but this industry is not organised at EU level. In France, the sectoral insurance has established a list of ergonomic equipment.

Mr Palmieri (Coiffure EU) pointed out that the cosmetics industry is represented within the Camera Italiana dell'Acconciatura, so contacts could also be established through this channel.

Mr Vos (Coiffure EU) pointed to the difficulties of contacting suppliers, as many of them are small businesses.

7) Apprenticeship: ETUC activities

Mr Theodorakis (UNI Europa) informed participants that as a follow-up to the Alliance for Apprenticeships, on 18 June ETUC will organise a seminar that will focus on several sectors, including hairdressing. Social partners from Austria, France, Belgium, Sweden, Italy and Denmark have been targeted initially, with questionnaires being circulated to the trade unions by ETUC. The seminar will focus on the European Qualifications Framework and possibly the EHCs and should be seen as an opportunity for the sector.

Mr Vos (Coiffure EU) highlighted the interest of Austrian and Danish employers to participate, by the date of 18 June was very inconvenient. As there is a connection with the debate on professional qualifications, he hoped that someone from either Austrian or German employers could participate.

8) 5 March high-level conference on a new start to social dialogue / Commission information points

Mr Röthig (UNI Europa) reported on the high-level event of 5 March and the Tripartite Social Summit of 19 March, where the importance of social dialogue at national and EU level was underlined. While the Commission underlined its support to social dialogue across many policy fields, including support for capacity-building and national social dialogue, Mr Röthig expressed doubts about the implications of greater social partner involvement in economic governance, especially with respect to wages. He also saw a question mark over the Commission's interpretation of social dialogue in relation to the REFIT agenda and a possible public consultations on social partner agreements.

Mr Palmieri (Coiffure EU) interpreted the possible further procedures (impact assessment and public consultation) being implemented by the Commission as a Damocles' sword hanging over the social partners' agreement on health and safety.

The Chair recommended to first finishing the current revision of the agreement. Depending on the reaction of the Commission the social partners could then decide on further action.

Further information about the 5 March event is available on the Commission's website¹.

9) Agenda for the plenary meeting of 24 June 2015

The Chair summarised the points agreed for the agenda: letter of the social partners in connection with the access to regulated professions; invitation to UEAPME to participate in

¹ <http://ec.europa.eu/social/main.jsp?langId=en&catId=329&eventsId=1028&furtherEvents=yes>

the plenary meeting; signature of the revised agreement on health and safety; participation by CosmeticsEurope; presentation by the French insurance on ergonomic standards; finalisation of the work programme for 2015/16; update on the application for funding of the project on facts and figures; study on respiratory diseases in Denmark.

10) Any other business

As there was no other business, the Chair thanked participants and closed the meeting.