



## 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**

**Plenary meeting on 7 December 2010, Brussels**

#### **Minutes**

The plenary meeting was chaired by Mr Boerland (Coiffure EU). The Chair welcomed a new delegate from the Austrian employers.

#### **1. Health and Safety**

##### **a) State of play**

Mr Laurent (UNI europa) gave a brief statement on recent developments regarding the draft framework agreement. He looked forward to the results of the study and to overcoming the remaining obstacles to a signature

Mr Röhr (Coiffure EU) did not want to repeat the context of the agreement that was negotiated, as this is well known. He highlighted that the question of the self-employed is not just a formality, but is essential for the employers, since health protection is indivisible and competition would be distorted if the self-employed were exempt.

The Commission reported that the work on 3 strands was proceeding. The legal cleaning of the text was largely completed on 12 October. The study regarding the scope of the agreement was ongoing. A representativeness study was not currently required, since the last one dated from 2009, confirming the representativeness of Coiffure EU and UNI europa. Whether an updated will be needed at the time of the signature will be decided in due time.

##### **b) Update on the study of the social effects of the scope of the agreement**

Ms Weber (GHK consulting) presented an overview of the ongoing study.



Hairdressing  
presentationssdc 06 :

The Chair specified that the interim report will be discussed at the working group meeting on 10 March 2010 and the final report at the next plenary on 21 June 2011.

Mr Röhr (Coiffure EU) requested that the consultants ask those experts that can shed light on the differences in data, namely the social partners. A separate question is whether the agreement could foresee exceptions from its provisions for certain segments (e.g., mobile hairdressers).

Mr Laurent (UNI europa) agreed that the social partners were the best placed interlocutors for providing data and interpretations. He asked not to overestimate the effect of the agreement on competition, since the situation is already different between larger salons and independent self-employed.

UNI europa pointed out that the definition of self-employment varies greatly between countries. The Italian social partners were working against undeclared work, for which a study by the Italian labour ministry was being carried out.

The consultant assured the participants that contact will be established with the social partners.

The Commission clarified that first the scope of coverage of the agreement needed to be defined, and then possible exceptions for certain categories of hairdressers could be discussed.

The Chair thanked the consultant and wished her well for the continuation of the work.

### **c) Presentation of the Online interactive risk assessment (OiRA) tool**

Mr Munar (EU-OSHA) demonstrated the pilot implementation of this tool for the hairdressing sector in Cyprus.



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Mr Vos (Coiffure EU) asked about the role of European social partners, since it appeared best to develop a sectoral tool at EU level and then to adapt it to the national levels. This, however, supposes an EU model of what a hairdresser does.

Mr Munar replied that it was up to the EU social partners to decide on the best approach, be it top-down or bottom-up.

The Chair expressed his concern that the content of the Cyprus tool would be compatible with the social partners' agreement and avoid duplication.

Mr Monggaard (UNI europa) pointed out that in Denmark, the social partners agreed on the tool to help implement the legal framework, but that the content of the tool could be adjusted as necessary.

The Chair and Mr Vos (Coiffure EU) asked about the services the Bilbao EU-OSHA agency could provide. Mr Laurent (UNI europa) inquired whether it would be possible to carry out a study on the specific problems and solutions in the hairdressing sector.

Mr Munar pointed to the website and the newsletter service of EU-OSHA, which is a tripartite organisation. He also pointed out that it would be possible to give more visibility to the hairdressing sector or undertake specific activities, provided that this were in EU-OSHA's work programme.

The Commission pointed to the usefulness of the tool in the implementation of the social partner agreement, and reminded participants that the Commission would organise a one-day Liaison forum on health and safety at work in the spring of 2011.

## 2. European Hairdressing Certificates

The Chair invited the participants in the Vienna meeting to report on the outcomes.

Mr Monggaard (UNI europa) put forward a number of suggestions. 2 secretariats could be established, one for each side, for assessing the country questionnaires. The national social partners would have to certify that they fulfilled the requirements for levels B and C. The country would then be certified, giving access to the central database hosted in Denmark to issue certificates. This will, however, have a cost. The key is that national control and autonomy would be retained, with each country's social partners free to decide whether to have European recognition and to what extent it wants to be certified.

Mr Behrendtz (UNI europa) presented an overview of how this would work.



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The estimate for start-up costs was in the vicinity of €5000 to €7000. The price per country would depend on the package chosen.

Mr Hofmann (Coiffure EU) agreed that in principle, the path chosen was the right one. Mobility was very important in the context of the EU, so level B and C need to be certified with respect to other countries. For the reliability of the system, control is essential. The validity of individual certificates needs to be able to be checked, and the certification of countries (i.e. their training programmes) needs to be checked. The examination should not cost anything, but the deigned certificates should have a cost; they should have the same design for all countries. Employers should have access to a database to confirm the validity. Certified countries would need to pay an annual licensing fee of about €500 to €1500, which gives the right to issue the certificates. We would still need to know how many countries will participate and whether everything will be handled in Denmark or nationally.

Mr Popp (Coiffure EU) found the project exciting, but warned against the cost and viewing this as an instrument to make money. It would not be possible for Germany to participate at a cost of €40 per certificate. It would be much easier to simply affix the EU certificate onto the existing German "Gesellenbrief".

Mr Marino (Coiffure EU) also expressed doubts about the cost and stated that Italy would not pay for such a system. He argued for a very straightforward way of certificate issuance under the responsibility of the national social partners. The secretariat should determine the parameters and which country can issue the certificates, but the leave the rest to the national social partners.

Mr Monggaard (UNI europa) reminded participants that the system needed to work in practice. It is agreed that it will not interfere in the autonomy of the national social partners and will depend on them. A system needs to be designed that works for the countries that would like to participate. He requested the national organisations to send in the information that was requested so that the secretariat could determine whether each country fulfils the requirements. The problem of the costs still needs to be solved. He also assured that the system will start with those countries that would like to participate and would not be imposed.

Mr Hofmann (Coiffure EU) reiterated his call for a system of controls that does not just rely on trust.

Mr Vos (Coiffure EU) pointed out that any system will have a cost. He suggested the setup of a small working group that would work on a business model. The Dutch social partners were very interested in implementing the European hairdressing certificates.

Mr Monggaard (UNI europa) agreed that the goal was almost reached and expressed his hope that Germany could be a part of the system once the results of the assessment were known. The point of departure for the proposal was the Danish system, which is compatible with the European system (EQF).

Mr Röhr (Coiffure EU) pointed out the dangers of private companies undermining the national education systems and the role of social partners by obtaining the European Hairdressing Certificates.

Mr Monggaard (UNI europa) assured him that the European social dialogue committee would always remain in control.

Mr Marino (Coiffure EU) highlighted that a minimum of trust was nonetheless necessary; otherwise Italy could just as well be expelled from Coiffure EU.

The Commission encouraged the social partners to continue their work, which is very important in light of EU initiatives on mobility, such as the "Youth on the move" flagship and the development of European skills passports.

The Chair summed up the discussions and concluded that a small committee would work on the remaining issues.

### **3. State of play of the project for the third symposium on education in Venice**

The Commission clarified that the project application was rejected for purely formal reasons, namely the ratio between project size and assts of the applicant organisation. Responding to an inquiry, the Commission pointed out that this criterion had not been in earlier calls for proposals. The Commission offered to hold a bilateral meeting with the applicant organisation.

Mr Monggaard (UNI europa) cautioned against incurring any liability vis-à-vis the Commission and advised to follow the rules to the letter, as own experience has taught him.

### **4. 2011 work programme**

The 2011 work programme will tackle the issue of health and safety, namely through the signature of the agreement and requesting its adoption as a directive. Work will also continue on the implementation of the European Hairdressing Certificates. In light of the rise of self-employed hairdressers on the one hand and of chain salons on the other, the social dialogue committee will also discuss the consequences of these developments.

The 2011 work programme was approved.

### **5. Commission information points**

The Commission announced that a conference on industrial relations in Europe would be held in Brussels on 17 and 18 March 2011 in order to disseminate the Industrial Relations in Europe 2010 report. Social partners are invited to attend.

## **6. Beauty sector**

Mr Monggaard (UNI europa) announced that the grant application for a beauty training project was rejected, also on formal grounds. The application will be resubmitted and the applicant is reaching out to additional stakeholders in order to enlarge the partnerships. The application deadline will be at the end of February 2011.

CEPEC is working on a way to define standards for beauticians, including quality, ethics, and professional practice. The aim is to professionalise the beauty care sector and to work towards improving training for the sector in the EU.

## **7. Any other business**

Coiffure EU and UNI europa will work on a joint statement to accompany the agreement on health risk protection. Mr Marti (UNI europa) and Mr Röhr (Coiffure EU) will be the contact persons for this work.

The chairmanship of the social dialogue committee in 2011 will be exercised by UNI europa. The Chair thanked all the participants and the interpreters and wished Mr Monggaard (UNI europa) all the best in his role as chair during 2011.