



EUROPEAN COMMISSION
DG Employment, Social Affairs and Inclusion

Employment and Social Governance
Social dialogue

Sectoral Social Dialogue Committee (SSDC) on Personal Services

Working group meeting 19 September 2019

Minutes

1. Welcome and approval of the agenda

François Laurent (UNI-Europa) chaired the meeting in the morning; Jef Vermeulen (Coiffure EU) as Vice Chair in the afternoon as François Laurent had to leave.

The minutes of the last meeting of 3 April 2019 were adopted. The draft agenda was approved with some changes in the items order

2. Support to 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 explaining that last June Social partners and the Commission's services decided on a set of jointly agreed activities to support the autonomous implementation of the European Framework Agreement on the protection of occupational health and safety in the hairdressing sector on the ground. DG EMPL Director General by his letter of 28 May 2019 had confirmed the Commission support to the social partners in the implementation of the activities summarised in the annex. These activities trigger a number of tools to achieve the goals set out in the Agreement. They are to be developed by different stakeholders in a consistent and effective way.

Sylvie Finné from DG EMPL social dialogue unit also welcomed the joint work achieved and insisted that the success will depend on the efforts at all level notably the national social partners and that a monitoring of the implementation of the activities will be key.

2.1. Actions on Personal Protective Equipment (PPE), notably the state of play of the standardisation request

Mr Mario Gabrielli Cossellu from DG GROW Advanced Engineering and Manufacturing Systems unit reminded the legal framework and Regulation (EU) 2016/425 on personal protective equipment (PPE) covering equipment to provide protection regarding specific risks, including professional gloves for the hairdressers. He reviewed the specific actions discussed with the social partners to enhance the current situation and informed about progress with the different activities agreed.

- a) Improved legal basis for PPE standardisation in the hairdressing sector under Regulation (EU) 2016/425, through the Commission's new specific PPE standardisation request

- aiming to provide the legal base for future standardisation developments, to be adopted by the Committee on Standards with the Member States;
- b) Possibility to develop additional contents for the guidelines for the PPE Regulation 2016/425 to further clarify that hairdressers' gloves are covered under the Regulation. Social partners were invited to provide their inputs for the PPE meeting of 7/10/2019.
 - c) Effective provisions for more effective enforcement through the adoption of Regulation EU 2019/1020 on market surveillance and compliance (meeting foreseen in March 2020). In addition the demands from the social partners were transmitted for comments by the national authorities in charge of market surveillance in their Administrative Co-operation (AdCo) Group;
 - d) In addition, UNI Europa informed about developments regarding the social partners' request to CEN for standards on hairdressers' gloves.

Coiffure EU representatives drew the attention to additional cost of the implementation of the standards, the compliance issue on the employer side and stressed the need of a transition period in the implementation of the Regulation. UNI-Europa reacted by confirming that ensuring health and safety has a cost and as well as the quality of the gloves developed according to the standards.

Mario Gabrielli Cossellu confirmed that quality issues, ergonomic and comfort are considered as criteria for standardisation, in support of the essential health and safety requirements laid down in Regulation (EU) 2016/425 on PPE.

Jan-Willem Ebeling from EMPL Health and safety unit also informed about the state of play on the update of the Directive on use of PPE (89/656/EEC) which should normally be adopted by the Commission a few weeks after the end of the current European Parliament and Council scrutiny period ending mid-October. The up-date would include a reference to the hairdressing sector in Annex III (non-exhaustive list of activities and sectors of activity that may require the provision of personal protective equipment).

François Laurent thanked for the progress and agreed to continue to provide inputs even it is sometime challenging as very technical matters.

2.2. Sector guidance to support the practical application of the Social Partner Agreement for workers and employers in the hairdressers sector

Jan-Willem Ebeling informed about the draft detailed outline for the sector specific guidance circulated to the social partners, and indicated that all elements provided by the social partners had been included. He asked for more input by the social partners on respiratory issues. He also insisted on the need to agree on the purpose and audience for the guidance before further work could be undertaken by the Commission services. It will need to be decided whether it should be addressed directly to hairdressers on the ground or to the key intermediaries at Member States level, such as labour inspections, and serve as a basis for possible national guidance that would be adapted to the national situation.

The social partners indicated that more internal discussions are needed to agree on the purpose of the guidance. On the point of respiratory problems, François Laurent indicated that the scientific opinions diverge on this issue and discussions are on-going.

The Italian employers' delegation took the opportunity to indicate that the beauticians are facing similar health issues and should also be considered in this framework.

2.3. Actions by Senior Labour Inspectors' Committee (SLIC)

Jan-Willem Ebeling explained the state of play for launching the future SLIC campaign on MSD taking into account enforcement of relevant EU OSH legislation. He explained that there are some delays due to a new procedure for the launch of the campaign. This will now take place through a call for proposals that was launched mid-September 2019.

The aim of the campaign is to improve possibilities for national labour inspectors to identify risks related to MSDs as well as improve possibilities for national labour inspectors to exercise their duties as regards the enforcement of relevant EU legislation. Moreover, it will result in a strengthened cooperation among labour inspectors and other actors in the area of prevention of MSDs, as well as better and more equivalent enforcement of EU OSH legislation across the EU.

2.4. EU OSHA actions related to the Social Partner Agreement on health and safety

Lorenzo Munar from **EU OSHA** provided an exhaustive presentation of the different activities what will contribute to the aim of the social partner agreement on health and safety (see slides).



LM-EUOSHA.pdf

The social partners were very impressed about the different activities engaged. They agreed that a proactive approach is needed to accompany those activities and to involve the right intermediaries at Member States level. Lorenzo Munar notably invited the national social partners to approach the EU OSHA national focal points.

François Laurent suggested focussing on some of the actions at a next meeting for instance by inviting the Spanish hairdresser winning the awards for healthy workplaces good practices.

2.5. Enforcement of the EU Cosmetics Regulation 1223/2009 and awareness raising on safety of cosmetics used in the hairdressing sector, including the SCCS's preliminary Opinion on the Allergy Alert Test

Roman Mokry from DG GROW Health technology and Cosmetics unit presented the developments regarding the safety of cosmetic products in relation to the hairdressing sector. He reminded the discussion at the last SSDC meeting that social partners would identify the most hazardous substances by gathering relevant data to be submitted to the EU Scientific Committee (SCCS) for risk assessments. He also highlighted the need of proper enforcement of the EU Cosmetics Regulation and of market surveillance by member states authorities.

Social partners thanked for the progress. Regarding the identification of most hazardous substances social partners indicated that some works have started but would need scientific expertise which will require time and funding (under the project introduced under the SD call for proposals). However, the French and Irish representatives on the employer side did comment that the progress is too slow regarding the ban of harmful products (no concrete substances were mentioned) and proper assessment.

Roman Mokry added that the Cosmetic Regulation has been evolving to ensure safer products on the market. For instance in May 2019 more than 220 substances considered carcinogenic, mutagenic, or toxic for reproduction (CMR), such as formaldehyde, were banned for use in cosmetic products under the EU Cosmetics Regulation.. There is a current call for data on 14 substances identified as of safety concern due to their potential endocrine-disrupting properties. Data will be consolidated and the SCCS will provide an opinion. He stressed the ongoing industry's efforts to find substitutes for problematic substances; but not all of them are replaceable.

Roman Mokry informed about the SCCS's recent opinion on the Allergy Alert Test, the standardised method proposed by Cosmetics Europe for allergy tests that consumers are recommended to carry out before using a hair dye¹. It recommends to consider the development of other screening methods than a skin test for hair dye sensitisation (e.g. through a suitable, validated questionnaire). This opinion will be discussed with the industry to see how it could be addressed. Social partners are also invited to provide their inputs to a draft questionnaire, currently under preparation by Coiffure EU and Cosmetics Europe. There was an intensive discussion between social partners on the various practices in Member States and a call to the UK representative to share their approach and data available with other social partners.

Jef Vermeulen concluded that the social dialogue could play a role but it is also needed to progress with decisions regarding cosmetics to find a solution and to act more quickly.

Roman Mokry reminded it is foreseen to discuss the safety of cosmetic products and inform about the risk assessment process through a workshop involving the most relevant stakeholders. Social partners asked about the organisation of the workshop. Sylvie Finné indicated that the Commission services will help with its organisation and suggested to discuss first its content and to decide about the participants and their reimbursement afterward. Social partners to inform social dialogue unit about their views on the content of the workshop.

2.6. Funding for social dialogue projects: presentation of the proposal submitted by UNI-Europa

Dimitris Theodorakis presented the project introduced by UNI Europa under the call for proposals to support social dialogue. This project focuses on the activities supporting the action plan, notably through fore regional events. He also referred to the monitoring of the activities to be implemented and results achieved.

3. SSDC 2019 Work-programme and calendar of meetings 2020 (Social partners)

UNI Europa and Coiffure EU were invited to provide the dates to be avoided for the 2020 meetings.

4. AOB

Next meeting is foreseen Wednesday 4 December 2019.

¹

https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&ved=2ahUKEwjD2r6a7P_kAh_WOLVAKHfBiCRgQFjAAegQIAxAC&url=https%3A%2F%2Fec.europa.eu%2Fhealth%2Fsites%2Fhealth%2Ffiles%2Fscientific_committees%2Fconsumer_safety%2Fdocs%2Fscsccs_o_229.pdf&usg=AOvVaw3OgPPovGM_ythpnO7mMy0

List of participants 19 September 2019

22 Employers (14 ♂, 8 ♀) COIFFURE			15 Workers (6 ♂, 9 ♀) UNIGLOBALUNION		
BE	VERMEULEN	Jef	BE	LAURENT	François
BE	VERHAMME	Miet	BE	THEODORAKIS	Dimitris
BE	COIGNE	Stephane	DK	HAACK	Anne Dorte
BE	TJAMPENS	Luka	DK	NORDENTOFT FROST	Lone
HR	PEZO	Jadranka	IT	NONATO	Jeff
IE	HYNES	Gerrard	BE	ENGELAAR	Joost
AT	ESSER	Harald	NO	FRAAS	Janne Ottersen
IT	PALMIERI	Blando	NO	JACOBSEN	Vivian
CY	KYRIACOU	Adonis	FR	PRAT EYMERIC	Stephanie
IT	GRILLI	Laura	SE	BJÖRKMAN	Ewa
LT	TRAINAITE	Jurgita	IT	DEMURTAS	Marco
MT	GAUCI	Marica	DE	RICHTER	Regina
MT	VELLA	Ramon	NL	KRUIHOF	Willem
HR	PEZO	Marcela	HR	KNEZEVIC	Ana
DE	MUELLER	Jörg	BE	PENIDIS	Dimitra
NO	HALSAN	Anne Mari			
NL	BOUW	Cornelis			
NL	VAN UNEN	Wijnand			
UK	CORAY	Mark			
UK	HALL	Hilary			
CY	SOTERIOU	Chris			

FR	MOUGINOT	Claude	
EU-OSHA Mr Munar			
European Commission			
Mr Ebeling – EMPL B3			
Ms Finné (EMPL.A2 - Social dialogue)			
Mr Mokry (DG GROW)			
Mr Grones (DG GROW)			
Ms Cossellu (DG GROW)			