

European sectoral social dialogue committee Personal services Work Programme 2020- 2021

The Social Dialogue Committee for personal services approved its Work Programme 2020-21.

The Work Programme follows the Hairdressing Social Partners Joint Statement on the autonomous implementation of the Hairdressing Social Partner Agreement (SPA) in the hairdressing sector, approved on 17 April 2019 by the Director General, Mr. Joost Korte (Directorate General Employment, Social Affairs and Inclusion – EMPL) and solemnly ratified on December 4th 2019.

This tri-partite approved agreement is the result of thorough discussions with the European Commission during 2018 and 2019, 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.

The social partners confirm their engagement to seek the implementation of a set of jointly agreed activities to support the autonomous implementation of the European Framework Agreement on the ground.

Therefore, in the context of the European sectoral social dialogue committee, the social partners confirm their wish to continue working over the course of 2020-2021 on the various measures and instruments, which need to contribute effectively to the agreement implementation and reaching its objectives such as: improved protection of the skin and respiratory tract, ergonomic workplaces and accident prevention and safety at work.

Concretely, the social partners wish to focus their Work Programme on:

1 Autonomous implementation of the Hairdressing Social Partner Agreement (SPA) in the hairdressing sector

1.1 Improve the effective enforcement of the EU Cosmetics Regulation and raise awareness to ensure safety of cosmetics used in the hairdressing sector

- Organise a Cosmetics' Workshop with the full involvement of all stakeholders (SCCS, DG GROW, DG EMPL, DG SANTE, ACSH, social partners, researchers, scientists).
- The social partners, in collaboration with DG GROW, committed to identify and prioritise harmful cosmetic substances in cosmetic products, and to inform the results to the SCCS with the aim to ameliorate the risk assessment evaluation (processes) of certain hairdressing cosmetics. This will be implemented through the agreed Social Dialogue European Project. The project research will also

address nanomaterials and reprotoxic (endocrine disruptors) and cancerogenic substances found in cosmetic products to the extent possible.

1.2 Improve occupational health and safety situation in the hairdressing sector by reviewing/updating/clarifying the rules on Personal Protective Equipment (PPE)

- Standardisation of a hairdresser glove: introduction of the request to CEN/TC 162 for the elaboration of a specific hairdresser glove standard (cfr. the 2019 Annual Work Programme on Standardisation which mentions the hairdressing sector), which has improved the legal basis for PPE standardisation in the sector. The social partners will pursue the glove standardisation activity at the level of the CEN.
- Guidelines for the PPE Regulation 2016/425: There already are consultation sessions with the EU Commission, and the proposal was also presented for hairdressing gloves to be also considered as PPE of category III to protect from chemical risks. In addition, the social partners are engaged with the Commission services to further input and ameliorate the PPE Guidelines with hairdressing sector examples.
- The social partners will work to improve market surveillance on the use of PPE in the hairdressing sector by raising awareness at the level of the competent national authorities.
- The social partners will keep on observing the possible further technical reviews of the Directive 89/656/EEC, after the hairdressing sector has been included in Annex III as a reference regarding the non-exhaustive list of activities and sectors of activity, which may require the provision of personal protective equipment).

1.3 Develop sector guidance to support the practical application of the SPA for workers and employers in the hairdressing sector, particularly in micro and small enterprises

- A Sector-specific guidance is currently being drafted in close cooperation between the social partners and the Commission services. The SPA has been translated in all European languages and it is foreseen that the Guidance, once adopted and published, would also be translated to maximise its effects.

1.4 Consider the SPA in the activities developed by EU OSHA

- As recognised stakeholders, the social partners will closely work together with OSHA concerning the EU OSHA Healthy Workplaces Campaign (2020/22) on MSDs to address / support the hairdressing sector, notably by facilitating the dissemination of the outcomes of the social partners' ERGOHAIR project and by associating the social partners to the organisation of national events.

Furthermore, the social partners will also work closely together with OSHA to promote other additional sectoral outputs (OSH Wiki, OiRA tool promotion,

Ergohair...). The social partners will continue their active engagement in the EU OSHA sector related activities.

1.5 Actions by Senior Labour Inspectors' Committee (SLIC)

- The social partners are willing to cooperate with SLIC concerning the specific key items for the hairdressing sector. To this end, the social partners will transfer all relevant sectoral information and documentation, in order for the competent national authorities to be better capable in supporting and guiding the hairdressers in the different member states concerning a correct application of the (European and national) legislation regarding health and safety.
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- Furthermore, the social partners will also transfer to SLIC all relevant sectoral information and documentation concerning ergonomics in the hairdressing sector, and cooperate if desired, in the context of the SLIC Campaign on MSD 2020-2021.

1.6 Implementation of the Promoting the autonomous implementation of the SPA in the hairdressing sector Project (the Action runs for 31 months and started on 2 March 2020)

In addition, the social partners will also engage discussions on the following topics:

- 2. Engage a discussion at social dialogue level around the circular economy**
- 3. Engage a discussion at the level of the personal services SSDC on the Covid-19 pandemic and the reaction of the sector to take stock of the situation in Europe and adopt joint recommendations in that field (precautionary measures, training, information).**

The Personal services SSDC agrees to seek cooperation on its work programme themes with external stakeholders such as Cosmetics Europe, SMEs United, EADV, and others.