



EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

Social Dialogue, Social Rights, Working Conditions, Adaptation to Change
Social dialogue, Industrial relations

SSDC PERSONAL SERVICES MINUTES OF WORKING GROUP MEETING 26 MARCH 2008

Chairman: Mr Chris Boerland (Coiffure EU)

Commission representatives: Ms Anneli Sillanpää and Ms Bianca Busuioc (DG EMPL.F.1)

1. Opening of meeting and approval of agenda.

Chris Boerland opened the meeting and welcomed the employers' representatives from Germany, Malta and Slovenia and two workers' representatives from Belgium, who took part for the first time to the Committee's work. He then gave the floor to Bianca Busuioc, the new Commission's representative in charge with the personal services sector.

Bianca Busuioc introduced herself and expressed her wish for a close cooperation with the committee in the future.

2. Joint agreement on health and safety and environment

Chris Boerland briefly summarized the latest achievements of the committee, while emphasising the importance of continuing the work initiated in 2001 with the "How to get around?" Code of conduct, as well as the urgency of having an overview of the state of play on working conditions and cosmetic products used in the sector.

Italo Rodomondi reiterated UNI-Coiffure's commitment to cooperate with Coiffure EU on the health and safety issues, but stressed the need to better focus the work of the task force so that to achieve concrete results. He presented a list of issues on which the committee is expected to work in the future, among which the introduction of health and safety-related issues in the training certificate for hairdressers, the enhancement of professional aptitudes in the sector through the implementation of the B and C European training levels, the establishment of a black list to attach to the Cosmetics Directives, and other (his presentation is attached, in French). He stated that concrete work should be done on working conditions in the sector, especially an evaluation of risks and the drafting of a code of conduct related to the purchase, use and recycling of the various products used in the profession. He pointed to the fact that the social partners in the sector should do their own homework and not expect all the solutions to come from the EU.

Chris Boerland underlined the need for an inventory of national legislations in place in the EU Member States (MS) as a starting point of the committee's work on the health and safety issue. He reminded that at the previous meeting in January 2008 both sides agreed to work on a proper inventory of working conditions (including use and treatment of chemicals) in the sector in all EU MS, with the aim of further drafting a set of rules on health and safety for hairdressers. The task force today should decide about the course of actions to be taken in the future.

Ray Seymour agreed on the importance of an inventory and supported the idea of a EU funded project.

Italo Rodomonti agreed that the social partners would need help in collecting and analysing the information and called upon the Commission to carry out this work.

The German employers' representative supported the idea of a EU27 survey to be carried out by the Commission. In this context, the German experiences of co-operation between the industry and the trade unions could be considered as best practice and might be presented to the committee.

Bianca Busuioc explained that a project could be presented under the Social dialogue budget line 04.03.03.01, which includes the possibility of conferring parts of the work to a University or other relevant research body to do the above mentioned inventory of working conditions in all EU MS.

Anneli Sillanpää reminded that the Commission support to the committee could take various forms, including the co-financing of a project,, but that the commission could not undertake to carry out the research work at the request of the social partners.

Francois Laurent pointed to the advantages of the sector (same work pattern in all EU MS, small enterprises with workers and employers working in the same environment, etc) and underlined the importance of achieving a concrete analysis of risks to which the workers in the profession are subject. A project could therefore include the following objectives:

- an analysis of working conditions in the profession and a check list of issues that are problematic in the sector (products used, allergies, etc)
- an inventory of preventive actions already existing or being set in the various EU MS
- identification of best practices and drafting of a set of conclusions/recommendations (based on the inventory carried out in the framework of the project) on preventive actions to be adopted and implemented at EU level. The social dialogue committee had the capacity to become a strong actor in favour of better working conditions in the sector. This opportunity should be used.

Chris Boerland proposed the setting up of a small group of 6 representatives (3 from each side), who will work on a draft check list and on a draft project proposal, in view of a joint identification of best practices and a set of recommendations to be adopted by the committee.

Bianca Busuioc underlined that one of the advantages of a EU funded project is the possibility of having the conclusions of such a research translated and published in different languages, which will increase awareness raising and dissemination of the results of the project.

She reminded the social partners that the next meeting in June will be a Plenary and that the working group should be ready to present a draft project proposal for endorsement by the whole committee.

Monique Marti asked the employers to circulate a draft project outline to the workers' representatives to be discussed in April, so that to advance the work as fast as possible.

The Belgian trade union representative suggested to involve the issue of occupational health services where interesting information is available in certain Member States.

Italo Rodomonti considered that occupational health services should be more active in some cases but that the main focus should be the capacity of the social partners to define their issues and take their own decisions.

3. AOB

Antonio Marino proposed to include the beauticians in the works of the committee since certain problems are similar for the two sectors.

Ray Seymour suggested leaving them out for the moment, as the committee already has a lot of specific issues to deal with and prioritize.

Italo Rodomondi stated that UNI-Coiffure is in favour of taking account of the expertise of the beauticians in this committee's activities, which covers a number of cosmetics products and would constitute important complementary information.

Chris Boerland closed the meeting and thanked the participants for a constructive discussion. The secretariats would co-ordinate the next steps in view of an approval of the project at the June plenary.