



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

Plenary meeting on 20 June 2012, Brussels

### Minutes

#### 1) Welcome and approval of agenda

The meeting was chaired by Horst Hofmann (Coiffure EU), who welcomed Mr Munar (EU-OSHA) and Mr Kerckhofs (Eurofound). He introduced the new president of Coiffure EU, Richard Koffijberg. The agenda was approved.

#### 2) Steps to be taken after the signing of the agreement on health and safety

##### *a) Cooperation with OSHA on follow-up to the agreement*

Mr Munar (EU-OSHA) presented several proposals for cooperation for cooperation between the Bilbao Agency and the European social partners. He invited social partners to get in touch with him to coordinate the activities.



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Mr Vos (Coiffure EU) welcomed the proposals and highlighted that the national as well as the EU social partners should be involved. Mr Röhr (Coiffure EU) pointed to the SafeHair projects and the final seminar in Malta, which should be considered part of these activities.

Coiffure EU and UNI Europa approved the proposals and encouraged EU-OSHA to proceed.

##### *b) Project for dissemination and publicity about the agreement*

Mr Vos (Coiffure EU) pointed out that Polish and Irish employers' representatives were participating in the meeting, even though they are not yet Coiffure EU members.

The representative of the Polish hairdressers stated that they have a generally positive opinion of the agreement, although there were some concerns on details.

The Chair highlighted the positive aspect of the current discussions about the agreement, which means that the concerns of hairdressers have gotten attention at national and EU level. The social partners should show determination and use this wave of attention.

UNI Europa and Coiffure EU agreed to present a joint project proposal for dissemination of the agreement and capacity building of social partners.

##### *c) Update on the follow-up process in general*

Mr Schwarz (European Commission) gave an overview of the process: before presenting a proposal to Council, the Commission must assess the appropriateness of EU action, the

legality of each clause of the agreement, the provisions regarding SMEs, and the representativeness and mandate of the signatory organisations. This process is on-going, and it was not possible to predict when the Commission would reach a decision. Meanwhile The Commission has received critical remarks on the agreement from several governments; some segments of the British press had run very negative stories as well.

Mr Vos (Coiffure) argued that confusion about the agreement could be at the origin of the criticism. Work should proceed to give clarity about the agreement. Evidence on the cost and benefits of the agreement is also necessary. Implementation of the agreement should go ahead at full speed, but with caution.

Mr Monggaard (UNI Europa) reminded participants that the social partners had been working on the issue of health and safety since 1998, and that the agreement didn't just come about overnight. He agreed that the implementation process needed to be cautious, but he emphasised that the social partners will deliver on their agreement.

#### *d) Tasks of the taskforce*

Following the Commission's update on the state of play, the social partners agreed that there were no immediate tasks to be assigned or discussed.

### **3) Update and way forward with the European Hairdressing Certificate**

Mr Wild (Coiffure EU) gave a presentation on the implementation of the certificates.



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The Chair pointed out that the EHC could only be awarded for training that actually finished with an examination. He suggested organising a ceremony for awarding the EHC.

Mr Soteriou (Coiffure EU) asked whether there would have to be separate exams for the EHC. Mr Monggaard (UNI Europa) clarified that as long as the national examinations fulfilled the requirements of the EHC, there was no need for extra exams.

### **4) Meeting with Eurofound**

Mr Kerckhofs (Eurofound) gave an overview presentation about the Dublin Foundation and explained the stakeholder enquiry service, which allows dedicated research on a specific question at the request of stakeholders such as social partners. By the end of the year it should be decided how Eurofound could help the social partners in the hairdressing sector with their research interest.

Mr Monggaard (UNI Europa) underscored that such a research would be very useful for the social dialogue committee. A study on the hairdressing sector was done when EU social dialogue was set up in 1998, but the sector has undergone a lot of changes since then and the social partners need to know how to survive in a changing sector.

The Chair recommended to the secretariats to compile a limited list of the most important research questions, so not to get lost in too many details and in order to give focus to the research.

### **5) Point for discussion in the social dialogue**

Mr Monggaard (UNI Europa) announced that UNI Europa would propose points for discussion after the summer, so that the next meeting could start with a report from the task force.

Mr Vos (Coiffure EU) emphasised that hairdressing was changing and that employment was declining, while self-employment was growing. In the Netherlands there will be a study on "hairdressing 2020", which could be of interest to the European social dialogue, as an input to thinking about the future of the hairdressing sector.

#### **6) Any other business**

As this was the last European social dialogue meeting for the chair, Mr Hofmann (Coiffure EU), Mr Monggaard (UNI Europa) thanked him warmly for his commitment to European social dialogue and wished him well. Mr Schwarz (European Commission) added thanks of his own to Mr Hofmann. Mr Hofmann returned the thanks to all the participants of the social dialogue committee and wished them lots of success in the future.

He also thanked the interpreters and closed the meeting.