



**Sectoral Social Dialogue Committee (SSDC) on Personal Services
Working group meeting 15 September 2020**

Minutes

Due to the situation created by the COVID-19 crisis, the meeting was organised with the videoconference (INTERACTIO). There were some technical issues. The interpretation was not functioning for the workers' preparatory meeting.

Jef Vermeulen (Coiffure EU) chaired the meeting. François Laurent (ACV-CSC) is retired. Joost Engelaar (ABVV-FGTB) is replacing François Laurent as Chair/Vice-Chair of the committee to represent UNI-Europa.

1. Welcome and approval of the agenda

The minutes of the last meeting of 4 December 2019 were adopted.
The draft agenda was approved.

2. COVID-19 feedback from the social partners:

Jef Vermeulen introduced the huge economic impact created by the crisis. He stressed that the meeting is an opportunity to learn from each other, as the pandemic is not yet over.

Dimitris Theodorakis on behalf of UNI Europa provided an overview of the impact of the pandemic on the hairdressing sector. The responses were different across the EU. UNI launched a survey on the protocols for the sanitary measures adopted to ensure the highest standards in the protection of health & safety for the workers and clients at the workplace during this pandemic. Some countries adopted different responses through agreed protocols with social partners to relaunch the activities; other relied on general measures taken by national ministries. In most cases, masks and prior appointment are the rule in the hairdressing salons. UNI will continue the analysis based on members' inputs. He also mentioned that UNI has published a [set of recommendations](#) to help trade union alliances and European works council members to build workplace protection. He also encouraged the employers to use national level measures to support workers and prevent more job lost.

Miet Verhamme on behalf of Coiffure EU presented the CEU actions also coordinated with SME United (see slides). She provided a summary of the actions taken by CEU, notably a general overview paper presenting collection of all good practices. She explained the support provided to the CEU members, notably answering their specific questions. CEU key messages were to pay attention to the employment conditions and

to adopt flexible attitude by employers as well as employees. CEU also called for temporary VAT reduction to compensate the hairdressing sector financially.



Presentation CEU -
COVID measures CEU

Joost Engelaar (UNI Europa) thanked for the presentation. He stressed the importance of good cooperation between social partners to face the situation.

CEU and UNI affiliates reported on the economic situation, impact on the turnover (20% to 30% in Switzerland), consumers' behaviours and measures adopted such as increased of prices because of the sanitary measures. They asked for the collection of more information on the financial situation across the EU. The social partners will see to devise a common questionnaire gathering comparable information on the financial and social/employment situation across the EU. Social partners called for the prolongation of the national measures to support the sector and the need for discussions between social partners.

3. Action Plan for the implementation of the hairdresser Agreement - State of play

Sylvie Finné (EMPL A2) provided an introduction on the state of implementation of the action plan adopted in June 2019.

Concerning the workshop on the application of the EU Cosmetics Regulation and relevant OSH Directives for the safe use of cosmetic products, a draft programme was agreed between the Commission services and the social partners; however, the organisation is on hold because of the pandemic. Social partners should indicate whether they want the workshop to be organised through videoconference or if it should be postponed until “in presence meetings” would be allowed.

- *Improve occupational health and safety situation in the hairdressing sector by reviewing / updating / clarifying the rules on Personal Protective Equipment (PPE)*
- Dimitris Theodorakis explained the progress with the **ETUC's request for standards on hairdressers' gloves**, CEN/CENELEC started its work; social partners provided their inputs.

Miet Verhamme reported on the last CEN meetings (see slides) and the difficult discussions about the need for specific “single use gloves” for the sector. Miet asked the participants to provide her with available scientific advices to develop the justification for the specific gloves for the hairdressers.



presentation CEU -
Standardisation Haird

- Rostislav Varbanov (GROW C3) had connection issues, he provided a written update just after the meeting regarding the progress with the **Commission's new specific PPE standardisation request** that received a positive opinion in September 2020. The new request does not contain a reference to a specific standard for hairdresser's gloves. Depending on the progress for the elaboration of the standard in the framework of CEN, the reference of a potential future standard on hairdressers' gloves could also be added to the list in the Annex of the PPE Standardisation Request on the occasion of one of its subsequent revisions.
 - Regarding the **possible amendment to the PPE Regulation 2016/425 Guidelines**, social partners provided a draft text that needs to be developed in view of a discussion at the next meeting of the PPE Working Group foreseen on 27 October. The Social Partners are asked to look for more information on the proposals, including figures and experiences. Social partners should take contact with GROW C3.
 - Social partners were also invited to provide available **evidence of unsafe and non-compliant gloves being placed on the market** to the PPE Administrative Cooperation Group, which gathers the market surveillance authorities of the Member States, in order to decide to include a dedicated point at the agenda of the next meeting on 22 and 23 October 2020.
- *Sector Specific Guidance to facilitate the implementation of the social partners Agreement*
- Agnieszka Jelnicka (EMPL B3) presented the **draft Guidance on the implementation of the hairdresser agreement**, prepared by EMPL health and safety unit with inputs by CEU and UNI Europa. The guidelines will be addressed to national administrations (including National Labour Inspectorates) to be adapted at national level to reach the hairdressers. A draft was circulated to all participants in order to allow a discussion at the meeting. Written comments from social partners are expected within 2/3 weeks.

Social partners recommended that the Guidance could be circulated to the SLIC as a target group of the document along with other competent Commission services and agencies (SCCS, ACHS).

- *Activities developed by the EU OSHA to support the agreement on health and safety*
- Lorenzo Munar (EU OSHA) provided an exhaustive overview of the numerous activities managed by EU OSHA supporting the hairdressing sector (see slides). He notably reported on the **Healthy Workplaces Campaign 2020-22 on MSDs** that will promote the results of the social partners ERGOHAIR project, hairdressers will be prominent in the campaign, notably in the visuals. Social partners were invited to become official partners in the campaign and to contact the national focal points to participate in the national events.

- The hairdressing sector is still a top priority for the activities developed by EU OSHA. Lorenzo Munar also reported on the other activities such as the preparation of the OSHwiki article on hairdressing and the database.



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Social partners welcomed the OSHA efforts regarding the sector.

- *Actions by Senior Labour Inspectors' Committee (SLIC)*

- Jan-Willem Ebeling (EMPL B3) reported on the planned SLIC campaign on MSDs. Following a call for offers, an offer was received, but due to among other things the COVID crisis it was withdrawn and the call for proposals was cancelled. The Commission services are therefore currently considering, in cooperation with OSHA, how to use the valuable information - received in the context of the preparation of the SLIC campaign - in the framework of OSHA's Healthy Workplaces Campaign 2020-22 on MSDs instead. The Commission services will keep the SSDC informed of further developments.

Social partners asked how, they can raise awareness and transmit all relevant information and documentation relevant to enforcement actions in the field of OSH in the sector to the SLIC and engage more collaboration with the SLIC.

4. Project "Promoting the autonomous implementation of the European framework agreement on occupational health and safety in the hairdressing sector"

- Dimitris Theodorakis explained that the project is implemented according its work programme. The tender regarding the scientific expertise was published. The research will support the identification and prioritisation of hazardous and harmful chemical substances contained in cosmetic products and produce a medical reference document; it will also contribute to a risk assessment note on the methodology used by the Scientific Committee on Consumer regarding the risk in the hairdressing sector. Regarding standardisation, the next activities will depend on how the researchers selected will be able to cover the issues; this will be a future decision by the social partners.
- The project also includes a strand aiming at promoting and monitoring the autonomous implementation of the Agreement at national level. This strand of work will complement the joint efforts of autonomous implementation through the Action Plan. Social partners will notably discuss how to organise regional seminars.

Joost Engelaar (UNI-Europa) took the opportunity of the review of the activities under the action plan to stress the need for improved social dialogue and involvement of all social partners. He suggested improved working methods to gather the relevant

expertise into small working groups and enhance the participation in the activities by the national affiliates.

CEU Italian affiliate called for improved social dialogue, involvement in the steering of the project and reaching the EU decision makers.

Dimitris Theodorakis suggested establishing social dialogue working groups on the following topics: i) the standardisation process, the draft, ii) the guidance on the implementation of the hairdresser agreement and SLIC, iii) the OSHA campaign and involvement of social partners.

Jef Vermeulen agreed on this suggestion. Miet Verhamme commented that the work on standardisation needs scientific inputs that the social partners do not necessarily have and called for exchanging the information.

5. AOB

- Planning for the meetings for 2021 started.

Lists of participants

Workers – UNI Europa

1	BE	ENGELAAR	Joost
2	BE	VIGNERON	Philippe
3	ES	FERNANDEZ	Jesus antonio
4	NL	KRUIHOF	Willem
5	BE	PENIDIS	Dimitra
6	DK	NORDENTOFT FROST	Lone
7	DK	HAACK	Anne dorte brix
8	NO	FRAAS	Janne ottersen
9	ES	DONATE	Carmen
10	IT	NONATO	Jeff
11	IT	MONTAGNI	Andrea
12	HR	KNEZEVIC	Ana
13	SE	BJÖRKMAN	Ewa
14	IS	SÆMUNSDOTTIR	Lilja
15	FI	PAJUNIEMI	Tarja
16		THEODORAKIS	Dimitris
17	BE	ROETHIG	Oliver
18	DE	LOCHMANN	Walter
19	DE	RICHTER	Regina

Employers Coiffure EU

1	FR	MINJOLLET	Jacques
2	NL	BOUW	Cornelis
3	NL	VAN UNEN	Wijnand
4	AT	WILD	Jakob
5	AT	EDER	Wolfgang
6	IT	PALMIERI	Blando

7	IT	STELLA	Luca
8	IT	GRILLI	Laura
9	IE	HYNES	Gerrard
10	CY	CHRYSOSTOMOY	Evridiki
11	CH	OJETTI	Damiano
12	BE	TJAMPENS	Luka
13	BE	VERHAMME	Miet
14	BE	VERMEULEN	Jef
15	BE	COIGNE	Stephane
16	CY	KYRIACOU	Adonis
17	CY	SOTERIOU	Chris
18	DK	MIKKELSEN	Connie
19	DK	TOLLAK	Jesper
20	DE	ESSER	Harald
21	DE	MÜLLER	Jörg
22	SE	HALEVING	Therese
23	MT	BALZAN	Clayton
24	MT	VELLA	Ramon
25	LT	TRAINAITE	Jurgita
26	NO	HALSAN	Anne mari
27	NO	TEIGE	Edel
28	UK	CORAY	Mark
29	UK	EGERTON	Ian
30	SE	WESTMAN	Staffan
31	FR	MOUGINOT	Claude