

## **Annual overview of the activities of Coiffure EU 2018**

### **I. General Overview of the Activities**

In 2018 **Coiffure EU** organised **7 meetings**:

- 2 Board of Directors meeting (BOD) (19/09/2018 – 21/11/2018)
- 3 General Assembly meeting (GA) (18/04/2018 – 19/09/2018 – 20/11/2018)
- 1 Secretaries meeting (13/3/2018)
- 1 Thematic session (30/06/2018-01/07/2018)

The planned second Secretaries meeting was replaced by the Mission & Vision meeting (GA-19/09/2018), as results are needed first before working on new policies through the Secretaries.

Coiffure EU participated in **3 Sector Social Dialogue Committee meetings on Personal services** in 2018:

- 17/04/2018
- 18/09/2018
- 19/11/2018

In the context of the working group 'Skin testing', Coiffure EU organised a second meeting with Cosmetic Europe on the 8<sup>th</sup> of January 2018.<sup>1</sup>

As associate-partner of the EU project Ergohair, Coiffure EU also invited all members to participate to the **2<sup>nd</sup> Ergohair workshop in Paris** (11-12/04/2018).<sup>2</sup>

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<sup>1</sup> 1<sup>st</sup> meeting with Emma Meredith (Cosmetic Europe) 23<sup>th</sup> of November 2017, previously frequent meeting with Mr. Florian Schellauf (Senior Manager Cosmetic Europe)

<sup>2</sup> 1<sup>st</sup> workshop Ergohair Hamburg 12-13<sup>th</sup> of October 2017

## II. Chronological overview

### Working group 'skin testing' Brussels 8/01/2018

#### Topic addressed in this meeting with Cosmetic Europe

- Finalising (2<sup>nd</sup> meeting<sup>3</sup>) of a questionnaire as replacement for the skin testing method.

#### Participants:

Cosmetic Europe : Dr Emma Meredith , Director of Science The Cosmetic Toiletry & Perfumery Association

Coiffure EU: 6 member states were present, represented by 11 people: France, Malta, United Kingdom, Ireland, Norway and Belgium. Austria could not attend.

### Secretaries: Brussels 13/03/2018

#### Topics addressed in this meeting:

- Discussion: Agreement H&S - Draft action plan – EU Commission
- Communication state of affairs: Skin testing: draft questionnaire (letter to the EU-Commission)
- Communication state of affairs: Ergohair: workshop 2 Paris (11 – 12 April 2018)
- Presentation: development of a certification system with a certification or qualification system (Peter Tegel, Project Manager *Stichting Certificatie GrafiMedia Branche* (SCGM) and *Stichting Certificatie Creatieve Industrie* (SCCI), the Netherlands)
- Discussion: applicability with regard to the license for hairdressers/ hairdressing salons
- Discussion: applicability with regard to the EHC
- Conclusions Thematic session VET Milan
- EHC – discussion approach Coiffure EU to the transfer of the database
- Communication: resignation Margit Mosimann
- Budget translations André Joosten

#### Participants:

Secretariats: Educational and Vocational Affairs, Economic Affairs, Social Affairs, Health & Safety, the Secretary General. Have excused themselves: Craftmanship and SME's

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<sup>3</sup> 1<sup>st</sup> meeting with Emma Meredith (Cosmetic Europe) concerning the draft questionnaire 23<sup>rd</sup> of November 2017

6 member states were present during this meeting, represented by 10 representatives.

## Workshop Ergohair: Paris 11/04/2018 – 12/04/2018

The French partner, AG2R La Mondiale was the host of this two day seminar.

**Topics** addressed in the meeting of day 1 (11 April) :

- *'The architecture of the hairdressing salon'*, Anne Bertrand, Sector Consultant FBZ PC 314 Belgium
- *'Occupational risk prevention, healthy workplaces and organisations'*, Véronique Poete, Ergonomist for 25 years, Director of *Alternatives Ergonomiques* for 15 years; Raphaël Villechenaud, Ergonomist for 3 years, *Alternatives Ergonomiques*
- *'Advantages of applied ergonomics in the hairdressing salon and the importance of correct management skills'*, Martin Cremer, former hairdresser, employer (until 2017), mentor / former coach of the hairdressing salon Mantype, Bruges - Belgium
- *'Evaluation of ergonomic professional equipment in hairdressing salons'* (2 speakers), Speaker 1 : Philippe BIELEC : Consulting Engineer to French national social security funds, Speaker 2 : Doctor Pascal GILLET, President of the society MEDIALANE (telehealth platform)
- *'Hairdressers' shoulder load when blow-drying – studying the effect of a new blow dryer design on upper arm inclination'*, Morten Wærsted, Senior Physician Dr.med., Work related musculoskeletal disorders, Department of Work Psychology and Physiology, National Institute of Occupational Health, Oslo, Norway.
- *'New way of working to prevent musculoskeletal disorders'*, Raphaël Perrier, ceo Raphaël Perrier International Group, France
- *'Palm-to-palm technique and other standards from the Dutch Health and Safety Guide for Hairdressers'*, Martijn de Kort , One of the negotiators of the Dutch Hairdressers Health and Safety Guide – The Netherlands
- *'General conditions and recommendations for the ergonomics standardization of salon furnishings'*, Christian Frank, Dipl.-Designer, Dipl.-Ing. (FH), Head of Design and Development, Member of the Executive Board of Olymp GmbH & Co. KG (company for salon furnishings) Germany
- *'Towards European Standards to improve the working conditions of hairdressers ?'*, Guido De Jongh, Advisor ETUC
- *'A framework for progress for all'*, Jean-Loup Commo Development Manager Occupational Safety and Health, at AFNOR Standardization, France

**Topics** addressed in the meeting of day 2 (12 April) :

- *'Cross-cultural communication in the European Union'*, Michel Dalonneau, Intercultural communication and management Consultant of *Itinéraires Interculturels*

- Group discussions on ergonomic improvements  
Results of the discussions and recommendations for hairdressers

## **Participants:**

Number of participants: 63

The workshop was attended by representatives of both Coiffure EU as of Uni Europa Hair & Beauty.

## **Sector Social Dialogue Committee meetings on Personal services, Brussels 17/04/2018**

**Topics** addressed in this meeting were:

- Social Partner Agreement – state-of-play and discussion on an action plan (European Commission / Social partners)
- Study for the new Allergy Alert Test and Scientific Committee on Consumer Safety – state of play (DG GROW)
- Personal Protective Equipment directive 89/656/EEC: state of play and possible added value for the hairdressing sector (DG EMPL / Social partners)
- Ergo hair project: feedback of the 2nd workshop in Paris on 11-12 April (Social partners)
- Erasmus+ project: "Green salon" (Mrs. Rodriguez, IES El Palo school Malaga)
- European Hairdressing Certificate: how to proceed with the EHC running costs (Social partners)
- Contribution from 2 countries on national examples for decent pay in the sector

## **Participants:**

14 members states of CEU were present during this meeting, represented by 24 representatives of CEU.

## **General Assembly meeting: Mission & Vision: Brussels 18/04/2018**

**Topics** addressed in this meeting were:

- Presentation on Mission & Vision by Daniël Samyn
- Purpose of the support day
- Presentation and discussion of results of questionnaires
- Mission and Vision
- Shamrock -framework for mission and vision - Shamrock exercises
- Presentation of results
- Formulation of Mission and Vision exercises

- Presentation of first results of mission and vision formulation
- What's next?

## **Participants:**

15 member states were present during this meeting, represented by 24 representatives,  
Additional external expert: Daniel Samyn.

## **Thematic Session: Mission & Vision: Vilnius 30/06/2018 & 01/07/2018**

**Topics** addressed in the meeting of day 1 (30<sup>th</sup> of June) were:

- Overview of the results of meeting of 18/04
- Conversation of the made choices for parts of the mission formulations.
- Description higher purpose – What does Coiffure EU stand for?
- Strategic thinking - strategic planning - techniques
- SWOT , PEST(L)(E), stakeholder analysis, issue management – Exercises
- Criteria for vision formulation
- Exercise vision formulation
- Presentation vision and discussion

## **Participants:**

11 member states were present for the first day, represented by 20 representatives.  
Additional external expert: Daniel Samyn.

**Topics** addressed in the meeting of day 2 (1<sup>st</sup> of July) were:

- Consultation on the Project Proposal of Italy
- Discussion of EHC
- Presentation Project Proposal Italy – explanation Blando Palmieri through Skype
- European Hairdressing Certificate/ European Certificated Hairdresser
- Feedback on the results of two working groups on the EHC

## **Participants:**

10 member states also attended the second day, represented by 19 representatives.

## Sector Social Dialogue Committee meetings on Personal services, Brussels 18/09/2018

**Topics** addressed in this meeting were:

- Introduction regarding the follow-up to the Social Partner Agreement on health and safety in the hairdressing sector - (Stefan Olsson Director for Employment)
- Possible ways forwards regarding the identification of dangerous substances and the work of the Working Group on Cosmetic Products (Salvatore D'ACUNTO: Head of Unit in DG GROW responsible for Health technology and Cosmetics)
- Up-date on the review of the OHS Personal protective equipment Directive 89/656/EEC and further possible areas of cooperation (Jan-Willem EBELING from DG EMPL Health and Safety)
- Information of the internal market Personal protective equipment Regulation (EU) 2016/425 ( Barbara BONVISSUTO Head of Unit in DG GROW Advanced Engineering and Manufacturing Systems)
- State of play on the Social partners request for standardization (Radek MALY head of unit DG GROW Standards for Growth)
- Follow-up to the Social Partner Agreement on health and safety in the hairdressing sector (Joost KORTE - DG EMPL Director General)
- Information on possible contribution of the SLIC Campaign on musculoskeletal disorders 2020 – 2021 (Maria-Teresa MOITINHO DE ALMEIDA Policy adviser to the Director for employment in the area of Occupational Safety and Health (OSH))
- Update on the proposed areas of cooperation to support and promote practical implementation, e.g. the possible development of guidance on health and safety in the hairdressing sector (Jan-Willem EBELING)
- Update on the proposed areas of cooperation of raising awareness / information foreseen in the Action Plan, European Campaign – dedicated Campaign on MSDs – OiRA update/revamp and Infographic and Awareness-raising Campaign ( EU OSHA, Bilbao Lorenzo MUNAR)
- Conclusion on the follow-up to the Social Partner Agreement on health and safety in the hairdressing sector and ways forwards by the EU Social Partners Chair and Vice Chair

### **Participants:**

13 member states of CEU were present during this meeting, represented by 21 representatives of CEU.

## **Board of Directors meeting (BOD) : Brussels 19/09/2018**

**Topics** addressed in this meeting were:

- Short feedback on the progression of the Social Dialogue meeting (18<sup>th</sup> of September 2018)
- Exposition Blando Palmieri: EU-project HAIRSOCIAL, En CIA Confartigianato Veneto (deadline of the submission is 25<sup>th</sup> of September 2018)
- The Hairdresser of Tomorrow: A European Congress by Coiffure EU, 29<sup>th</sup> of January 2019, Brussels
- Membership fees: State of Play 2018
- The proposal of collaboration of Cepec
- Presentation of the draft Mission and Vision text, which was accepted

### **Participants:**

6 members states of the Board of Directors were present, in total there were 9 representatives.

## **General Assembly meeting: Mission & Vision: Brussels 19/09/2018**

**Topics** addressed in this meeting were:

- Explanation of the expert Daniël Samyn for the Mission & Vision process
- Mission & Vision: presentation of the Draft text
- Discussion of the draft text content
- Approval of the new Mission and Vision of CEU
- Strategic goals of the Mission & Vision
- Operational objectives and commitment of the members
- Various: rise of VAT for hairdressing services in the Netherlands

### **Participants:**

13 member states were present with 19 representatives.

Additional external expert: Daniel Samyn.

## **Sector Social Dialogue Committee meetings on Personal services, Brussels 19/11/2018**

**Topics** addressed in this meeting:

Internal social partners' discussions regarding the follow-up to the draft Action Plan to support the autonomous implementation of the European framework agreement on the protection of occupational health and safety in the hairdressing sector.

Discussion with Commission's representatives on the draft Action Plan:

- Clarification of the expectations regarding the Cosmetics Regulation and the Chemical agents Directive
- Clarification of the expectations regarding the EU legislation on personal protective equipment – Regulation (EU) 2016/425 and Directive 89/656/EEC
- State of play on the Social partners request for standardisation and follow-up
- SLIC Campaign on musculoskeletal disorders 2020 – 2021 focus on enforcement of relevant EU OSH legislation in the hairdressing sector
- Development of the guidance on health and safety in the hairdressing sector
- Funding support through social dialogue call for proposals
- Ways forwards regarding the draft Action Plan to support the autonomous implementation of the European framework agreement on the protection of occupational health and safety in the hairdressing sector.

## **Participants:**

16 member states of CEU have registered for this meeting, represented by 27 representatives of CEU.



## Board of Directors meeting (BOD) : Brussels 20/11/2018

**Topics** addressed in this meeting:

- Feedback meeting Social Dialogue
- Discussion Financial Situation: Approval of the balance of 2017; Current financial situation up to September 2018; Prognosis of the balance of 2018; Estimated budget for 2019
- Discussion annual review
- Cooperation Cepec :Opinions and discussion of the cooperation agreement as proposed by Cepec
- Project Italy: Call for Proposal Erasmus plus (conditions, timing ...); Adjusted content of concept
- Worldskills Budapest (Hungary): Explanation Jef about the event; Possible collaboration with CEU (project?)
- State of affairs new CEU members
- Strategic objectives (Mission & vision): Explanation on the division of the groups
- Various: Congress CEU

### **Participants:**

6 member states have registered, with 9 representatives.

## General Assembly: Brussels 20/11/2018

**Topics** addressed in this meeting:

- Feedback meeting Social Dialogue
- Mission & Vision : Communication of decision all members meeting of 19<sup>th</sup> of September 2018; Definitive division of the working groups
- Discussion financial situation: approval of the balance of 2017; current financial situation up to September 2018; prognosis of the balance of 2018; estimated budget for 2019
- Presentation of annual overview
- Cooperation Cepec: Opinions and discussion of the cooperation agreement as proposed by Cepec
- Concise presentation of issue from Ireland
- Presentation: Development of a certification system with a certification or qualification system (Peter Tegel, Project Manager Stichting Certificatie Grafimedia Branche (SCGM) and Stichting Certificatie Creatieve Industrie (SCCI), the Netherlands)
- Erasmus plus project Italy
- Various: Worldskills Budapest; State of affairs new members; Congress CEU



**Participants:**

17 member states have registered for this meeting, represented by 29 representatives.

2 Additional external experts, Peter Tegel and Frank Den Hartog will also be present.

### **III. New Members Coiffure EU 2018**

Thanks to the good contacts between Cyprus and Greece, Mrs. Maria Sotiropoulou of Greece (KLADIKI OMOSPONDIA KATASTIMATARHON KOUREON KOMMOTON ELLADAS (KOKKKE)) has participated in the meeting of the Social Dialogue (17/04/2018) and the Support Day (18/04/2018).

In November, Iceland has shown interest in a membership of Coiffure EU, but at this time they are still looking into solutions to pay the membership fee.



#### **IV. Partnership Agreement UEAPME/SME United**

Coiffure EU has agreed to sign a Partnership Agreement with UEAPME. On the 6<sup>th</sup> of November the name has been changed to SME United. In the context of this partnership, Coiffure EU participates in the Social Affair Committees (SAC). Coiffure EU also analyses and follows the policy documents and strategic notes provided by SME United (see also below).

## **V. Other activities of the Presidency and the Secretary-General in 2018**

- Contact with Uni Europa Hair & Beauty
- Contact with EU Commission concerning the organisation of the Social Dialogue
- Contact with EU Commission: DG Employment, DG GROW, DG Education...
- Contact with Ueapme/SME United
- Contact with Cosmetic Europe
- Contact with OSHA Bilbao
- Contact with ETUC (concerning Certification)
- Prospecting new members: Spain, Hungary, Iceland. We have asked for a visit to Poland, but no reaction so far
- Participation in SAC Committee meeting Ueapme/ SME United
- Following up on the content of the diverse policy themes of Ueapme/ SME United
- Participation Liaison Forum – EU Commission or other high level meetings
- Writing letters to the EU Commission, for example on skin testing
- Preparation of the negotiating position for CEU and negotiating in name of CEU with the EU Commission in the context of the alternative for the agreement H&S
- Consultation with OSHA Bilbao on adjustments for the OiRA tool, the development of an infographic and video film on OiRA
- Helping the drafting of a project proposal for Italy
- Responding in the name of CEU on mails and phone calls of various origin
- Research and analysis
- Participation in meetings, seminars
- ...

## VI. Conclusion

2018 has been a productive and active year for Coiffure EU, in which CEU has been an interesting platform for the exchange and spread of knowledge among its members.

The topics which have been discussed you can find in detail above. Nevertheless, we observe that three atypical activities have taken place in 2018:

### 1) Safety and Health:

The EU Commission has announced to the social partners in the beginning of the year 2018 that the agreement H&S would not be given to the Council to be transferred into binding legislation. As an alternative, the EU Commission proposed an Action Plan to the sector. By consequence, the discussion and following up of this alternative Action Plan has been a crucial theme for CEU in 2018.

We are negotiating from a strong position for the Action Plan for hairdressers with the EU Commission.

### 2) Active cooperation with Cosmetic Europe

For the first time in Coiffure EU history there has been a direct cooperation between Coiffure EU (subgroup 'skin testing') and Cosmetic Europe. A draft questionnaire has been composed as a replacement for the current skin testing method.

### 3) Writing a new Mission & Vision, supervised by an external expert

Instead of the earlier practice in which a Mission and Vision for Coiffure EU was introduced rather top down, CEU has composed in 2018 with all interested members and under the guidance of an external expert a new Mission and vision for the organisation.

This exercise was a very intense process and by consequence it occupied many meetings.

The meetings of CEU were attended well and actively by its members.

Considering the approach, the Belgian presidency is in favour of direct participation of the members. For example, the direct participation of the members in the drafting of a new Mission and Vision for CEU. All interested members of the subgroup skin testing were able to shape the draft questionnaire. All members were immediately involved for the negotiation position concerning the alternative Action Plan, as replacement for the agreement H&S.

This trend will most certainly continue in 2019, considering all members have been asked to actively engage themselves for the realisation of one or multiple strategic objectives of Coiffure EU.

Furthermore, we can state that in 2019 there has been active prospecting for new members.



Taking into account the new Mission and Vision for Coiffure EU, the course for the organisation for 2019 will be planned more clearly than for the start of 2018. In other words, progress has been made during this operating year.

To summarize, 2018 has been a productive and active year for Coiffure EU. The identity of Coiffure EU has been given form in the Mission and Vision process, which is close to finalization.