

Annual overview of the activities of Coiffure EU
2019

I. General Overview of the Activities

In 2019 **COIFFURE EU** organised **8 MEETINGS**:

- 3 Board of Directors meetings (BOD) (02/04/2019 – 18/09/2019 – 3/12/2019)
- 4 General Assembly meetings (GA) (02/04/2019 – 04/07/2019 - 18/09/2019 – 3/12/2019)
- 1 Thematic session (05/07/2019)

The Thematic session 'Climate change' (05/07/2019) was organised in Bergen, Norway with the purpose of exchanging information and investigating to which extent the hairdressing sector is already prepared towards the challenges of climate change.

Coiffure EU participated in **3 SECTOR SOCIAL DIALOGUE COMMITTEE MEETINGS on Personal services** in 2019:

- 03/04/2019 (Working Group meeting)
- 19/09/2019 (Working Group meeting)
- 04/12/2019 (Plenary meeting)

For a more detailed overview of the meetings of Coiffure EU (BOD and GA) and the Social Dialogue, see [chapter II](#).

In addition, Coiffure EU further negotiated, in consultation with Uni Europa, with the EU Commission concerning the content of the **8 different action points** – *Activities to foster the implementation of health & safety measures in the hairdressing sector* – which is also being called the **DRAFT ACTION PLAN**. This Action Plan is the alternative of the European Commission for the Social Partners Agreement Health & Safety, which they did not wish to approve.

For the concrete development of these different action points, the EU Commission expected a great input and involvement of the Social Partners (Coiffure EU and Uni Europa). In this context, the Secretariat-General of Coiffure EU has taken the following actions: desktop research, literature review, legislative analysis, providing of feedback, writing of policy briefs, and participation to different technical meetings of the European Commission.

- 10/12/ 2018: Working Group on Cosmetic Products: development of strategic position and PowerPoint presentation concerning point of view on cosmetic products (action 4)
- 10/01/ 2019 : negotiation with different services of the EU Commission concerning Personal Protective Equipment (actions 1, 2, 3)
- Various consultations with OSHA and providing of concrete input concerning the development of an infographic and video for the OiRA tool (action 7)
- 20 -21/02/2019: meeting with OSHA, Bilbao (action 7)
- 07/03/2019 meeting with DG GROW Cosmetics (action 4)
- March: co-authorship of a draft document concerning standardisation of hairdressing gloves (CEN) (action 3)

- 26/03/2019 (morning) meeting with DG EMPL Luxemburg concerning 'Guidance', SLIC Campaign and PPE Equipment' (action 6, 5, 2)
- 26/03/2019 (afternoon): participation to Personal Protective Equipment (PPE) Working Group – defending interests hairdressing sector (action 1)
- May: co-authorship project proposal Uni Europa (Call for proposals Social Dialogue) (action 8)
- Providing input for document 'standardisation hairdressing gloves' concerning the meeting CEN 20/09/2019 (action 3)
- September- beginning of October: review of document PPE Guidelines (167 p) and where relevant, writing of a contribution concerning hairdressing sector (action 1)
- 07/10/2019: participation to PPE Working Group concerning PPE Guidelines and defending interests of hairdressing sector (action 1)
- 12-13/11/2019: EU Congress OSHA Dangerous substances (action 4, 7)
- 25/11/2019 meeting and providing input for writing of policy paper DG EMPL Luxemburg concerning 'Guidance' (action 6)

For a more detailed overview of the activities in the context of the Draft Action Plan, see [chapter III](#).

Furthermore, considerable effort was spent towards **EUROPEAN PROJECTS**:

- EU-project '**Ergohair**' (*Social Dialogue*) : final workshop, the development of the final products and the final reporting.
- '**Innovation through the collaboration in the Hair&Beauty**' (*InnoCol*) (*Erasmus+ programme*): development and handing in of the project proposal
- '**Promoting the autonomous implementation of the European framework agreement on occupational health and safety in the hairdressing sector**' (*Social Dialogue*) submitted by UNI Europa Hair and Beauty: co-authorship of the project proposal

For a more detailed overview of all activities in the context of the European projects, see [chapter IV](#).

Over the course of 2019, first steps have been taken towards the development of certain **OPERATIONAL OBJECTIVES** in the context of the **MISSION & VISION** of Coiffure EU.

- For example, the Presidency and the Secretariat-General organised the first **European Congress 'The Hairdresser of Tomorrow. Digitalisation in the hairdressing sector' in Brussels** on 29/01/2019
- Preparatory work concerning the development of a **database** for Coiffure EU
- By the members it was decided to establish a **Community of Practice** by means of a Facebook group.
- The president contacted different **possible new members** for Coiffure EU

- **2 substantive action points have been realised:** 1) Health & Safety, by means of the EU project Ergohair and the Action Plan and 2) Education, by means of a new partnership with Worldskills.
- The Presidency and the Secretariat-General contacted a **major player on the cosmetics market** (in the context of EU congress 2020), more specifically, there have been contacts with the CEO of Green Circle Salons from Northern-America, Shane Price, and the Secretary-General of Detic.

For a more detailed overview of all activities in the context of the operational objectives, see [chapter V](#).

In addition, the secretariat of Coiffure EU closely monitored all new activities concerning **SKIN TESTING METHOD - ALLERGY ALLERT TEST (AAT)**.

For a more detailed overview of all activities in the context of the Skin testing method– Allergy Alert Test, see [chapter VI](#).

Over the course of 2019, Coiffure EU also decided to commit to **2 NEW PARTNERSHIP AGREEMENTS**: on one hand with **Worldskills Europe** and on the other hand with **Small Business Standards (SBS)**

For a more detailed overview concerning the partnership agreements of Coiffure EU, see [chapter VII](#).

Asides from the abovementioned actions, the Presidency and the Secretary-General of Coiffure EU engaged in various **OTHER ACTIVITIES** in 2019, such as the sending of surveys to the members, consultation with other organisations, participation in meetings, representing Coiffure EU at events ...

For a more detailed overview concerning these other activities, see [chapter VIII](#)

In [chapter IX](#), you can find some brief final conclusions.

II. Chronological overview meetings:

Board of Directors (BOD) - General Assembly (GA) - Social Dialogue (SD)

Board of Directors meeting (BOD) : Brussels 02/04/2019

Topics addressed in this meeting were:

- Finances: closing of financial year 2018 (latest state of affairs)
- Membership fees Coiffure EU decision on VAT (EU Membership fees....)
- Worldskills: proposal to sector organisations
- CEPEC (European Confederation of Professional Beauticians and Cosmeticians) request President Laura Grilli

Participants:

6 members states of the Board of Directors were present, in total there were 8 representatives.

General Assembly meeting: Brussels 02/04/2019

Topics addressed in this meeting were:

- Finances: closing of the financial year 2018 (latest state of affairs)
- Membership fees: VAT
- Worldskills: proposal to sector organisations
- CEPEC (European Confederation of Professional Beauticians and Cosmeticians) request President Laura Grilli
- Concerns and possible solutions regarding cosmetic products: presentation Miet
- Latest state of affairs: Draft Action Plan – EU Commission as replacement of the agreement H&S
- Social Dialogue: consultation concerning the position of CEU
- EU-project Ergohair: Short explanation Declaration of Brussels: protocol employers – employees concerning Ergonomics
- Erasmus+ project 'Innovation through collaboration in the Hair & Beauty sector (InnoCol)': presentation Blando Palmieri
- EU Congress Croatia: 'International Conference on Co-operation and Networking of Social Partners at EU Level for new knowledge and improved skills in the Sector' (4th of April 2019, Dubrovnik): explanation Marcela and Jadranka Pezo
- Coiffure EU Congress 'The Hairdresser of Tomorrow (Digitalisation)' (29th of January 2019, Brussels)
- 2-4 and 5 July: General Assembly and Thematic Session Bergen (Norway)
- University Cardiff - (Mona Aranea): presentation Stéphane

Participants:

14 member states were present during this meeting, represented by 28 representatives.

Sector Social Dialogue Committee meetings on Personal services, Brussels 03/04/2019

Topics addressed in this meeting were:

- State-of-play on the Action Plan to support the autonomous implementation of the European framework agreement on the protection of occupational health and safety in the hairdressing sector and procedure for finalising the commitment by the Commission and social partners
- Personal Protective Equipment (Actions 1, 2, 3): Follow-up to the ad-hoc meeting on PPE (10/01/2019) and other related PPE issues
- Cosmetics (Regulation 1223/2009) and Chemical agents (Directive 98/24/EC) (Action 4): Report on the meeting of the Working group on cosmetic products 10/12/2018 and next actions
- Senior Labour Inspectors' Committee (SLIC) (Action 5): Report on the SLIC Working Party meeting of 24/01/19 on the preparation of the next SLIC campaign "Prevention of work-related MSDs and follow-up
- Sector Specific Guidance (Action 6): Discussions on the draft outline
- Actions by EU OSHA (Action 7): Report on social partner meeting with EU OSHA – Bilbao 21/02/2019 and follow-up
- Action Plan deliverables and funding support through the social dialogue call for proposals (Action 8): State of play and next steps
- Presentation of the report on Coiffure EU Congress "The Hairdresser of Tomorrow" on 'digitalisation in the hairdressing sector', social partners
- SSDC 2019 Work programme and calendar of meetings, social partners

Participants:

14 members states of CEU were present during this meeting, represented by 26 representatives.

General Assembly meeting: Bergen 04/07/2019

Topics addressed in this meeting were:

- Introduction and welcoming of Mrs. Marja Liimatainen Pahkala (Finland)
- Decision concerning CEPEC (European Confederation of Professional Beauticians and Cosmeticians) request President Laura Grilli
- Decision concerning Worldskills: proposal to sector organisations
- Decision concerning membership fees
- Project results Ergohair
- Short presentation on possible options CEU database
- Short presentation on possible options CEU Community of Practice
- Working groups: developing operational objectives (based on the achieved results)
- Conclusions concerning the budget 2019

Participants:

11 member states were present for the first day, with 20 representatives.

Thematic Session: 'Climate change': Bergen 05/07/2019

Topics addressed in the meeting were:

- Presentation of the conclusion of the results concerning the questionnaire on challenges for the hairdressing sector due to climate change
- Discussion results and exchanging of good practices and points of concern
- Conclusions

Participants:

11 member states were present for the second day, represented by 20 representatives.

Board of Directors meeting (BOD) : Brussels 18/09/2019

Topics addressed in this meeting were:

- Database (ongoing process): Financial impact on the budget of 2019 and 2020 (community of practice will be free of charge: Facebook group)
- Approval of the budget of 2019
- Explanation approach multiannual budget
- Brainstorming concerning possible cost reductions
- Worldskills
- Proposal request financial contribution Small Business Standards (SBS) from 2020
- Membership fees:
 - a) Membership fee Finland (feedback after Bergen)
 - b) Request Lithuania for adjustment of membership fee (mail Mrs. Jolanta Maciuliene President of Association of Hairdressers and Beauty Specialists)
- Proposal of a request for financial contribution for CEU Congress
- Announcement negative evaluation Erasmus+ project Italy
- Proposal of a request for financial contribution presentation costs of Mrs. Marina Drobjnak (Kline Group)
- Announcement adjustment Statutes: change of address CEU

Participants:

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

General Assembly meeting: Brussels 18/09/2019

Topics addressed in this meeting were:

- Presentation Benjamin Hooi MSc, Scientific & Regulatory Affairs, NCV (*Nederlandse Cosmetica Vereniging*, or Dutch Cosmetics Union)
- Decisions of the meeting of the BOD (18th of September 2019)
- Worldskills

- Announcement of negative evaluation Erasmus+ project Italy
- Question from Malta: exchange of ideas: how do the other CEU countries approach and debate with their respective public authorities and governmental services (group consultation)
- Latest state of affairs: Skin Testing method
- Presentation agenda Social Dialogue 19th of September
- Starting of Facebook page by Mr. Mark Coray

Participants:

13 member states were present during this meeting, represented by 23 representatives.

Sector Social Dialogue Committee meetings on Personal services, Brussels 19/09/2019

Topics addressed in this meeting were:

- Support to the autonomous implementation of the European framework agreement on the protection of occupational health and safety in the hairdressing sector. State of the implementation of the activities:
- Enforcement of the EU Cosmetics Regulation 1223/2009 and awareness raising on safety of cosmetics used in the hairdressing sector, including the SCCS's preliminary Opinion on the Allergy Alert Test (10 May 2019);
- Actions on Personal Protective Equipment (PPE), notably the state of play of the standardisation request;
- Sector guidance to support the application of the Social Partner Agreement for workers and employers in the hairdressers sector;
- Actions by the Senior Labour Inspectors' Committee related to the Social Partner Agreement on health and safety ;
- EU OSHA actions related to the Social Partner Agreement on health and safety;

Participants:

13 member states of CEU were present during this meeting, represented by 24 representatives of CEU.

Board of Directors meeting (BOD) : Brussels 3/12/2019

Topics addressed in the meeting:

- Approval of the budget of 2020 and the orientation budget 2021-2025
- Presentation annual report
- Presentation Lithuania concerning their Request for adjustment of membership. (mail Mrs. Jolanta Maciuliene President of Association of Hairdressers and Beauty Specialists)
- Explanation procedure elections BOD and Presidency 2020
- Presentation state of affairs concerning insurance for management liability BOD

Participants:

6 member states have registered, with 10 representatives.

General Assembly: Brussels 03/12/2019

Topics addressed in the meeting were:

- Budget: a. Decision cost-saving measures CEU ; b. Approval of the budget of 2020; c. Approval of the orientation budget 2021-2025
- Presentation annual report
- Explanation procedure elections BOD and Presidency 2020

Visit to the EU Parliament:

- Visit to the plenary meeting
- Explanation about functioning of the European Union
- Short explanation by Mrs. Hilde VAUTMANS, RENEW EUROPE (formerly known as Alliance of Liberals and Democrats for Europe group) (20' to 30')

Participants:

15 member states have registered, with 27 representatives.

Sectoral Social dialogue Plenary meeting 04/12/2019

Topics addressed in this meeting were:

- 20 years of SDC activities in the personal service sector
- DG EMPL Ms Kauffmann Director Employment and Social Governance
- Social partners Statement formalising the work around the adopted and agreed Action Plan of June 2019
- Sector Specific Guidance to facilitate the implementation of the social partners agreement Content and process (i.e. timing, request for inputs, consultation, involvement of SLIC, publication) - Discussion with DG EMPL Unit on OHS
- Workshop on the application of the EU Cosmetics Regulation 1223/2009
- Draft agenda and logistic aspects - Discussion with DG GROW Unit on Cosmetics and DG EMPL
- ERGOHAIR – presentation of the final products
- New project under the call for proposals to support social dialogue
- 2020 SSDC Work programme

Participants:

15 member states have registered for this meeting, represented by 27 representatives.

III. Activities concerning the Action Plan of the EU Commission

Participation in technical meetings of the European Commission: Working Group on Cosmetic Products. DG GROW Brussels 10/12/ 2018 (action 4)

Preparatory work:

- Desktop research and literature review of scientific articles, Regulation 1223/2009 (Cosmetics Regulation)...
- Development of a vision for CEU concerning cosmetic products
- Composition into a PowerPoint presentation

One of the points on the agenda of the meeting was:

- *'Presentation by social partners in hairdressing sector (Coiffure EU and UNI Europa)'*
- Activity: giving of a presentation concerning point of view CEU concerning cosmetic products, defending and clarifying the interests of the hairdressing sector towards civil servants of the different European member states

Technical meeting DG Grow Brussels 10/01/2019 (actions 1, 2, 3)

Preparatory work:

- Desktop research
- Examination of Regulation (EU) 2016/425) Personal Protective Equipment
- Examination of PPE Directive 89/656/EEC
- Examination of Annex I, II and III
- Investigative research concerning Cenelec, CEN...
- Drafting an summary list concerning ergonomic criteria for hairdressing equipment and furniture based on different scientific reports

Topics addressed in this meeting were:

- Standardisation of hairdressing gloves
- Standardisation of hairdressing equipment, such as blow dryers
- Sector specific Guidance, SLIC cooperation
- Hairdressing in PPE directive, to include a reference to the hairdressing sector in Annex III regarding the non-exhaustive list of activities and sectors
- CEN & CENELEC organisations and their function
- ...

Consultation OSHA (action 7)

Preparatory work:

- Desktop research concerning the different OiRA tools
- Desktop research concerning other risk-assessment instruments
- Desktop research concerning the execution of a good promotional campaign
- Various consultation rounds (skype and by mail) with representatives of the OSHA agency in Bilbao
- Desktop research and providing of concrete input concerning the development of an infographic and video for the OiRA tool

Technical meeting OSHA Bilbao 20 - 22/02/2019 (action 7)

Preparatory work:

- Desktop research and literature review concerning the topics below

Topics addressed in this meeting were:

Healthy Workplaces Campaign 2018-2019 – Dangerous substances:

- Update on awareness raising activities
- Presentation of 39 resources available on campaign website
- Plan for dedicated session at the closing conference in 2019
- Proposal for a dedicated 'flier'

Healthy Workplaces Campaign 2020-2022 – Musculoskeletal disorders

- Planned awareness raising activities
- Identification of specific resources
- Opportunities to support SLIC inspection campaign
- Plan for dedicated session at the closing conference in 2022
- Proposal for a dedicated 'flier'
- Identification of support for 'Ergohair' project

Online interactive Risk Assessment (OiRA) tool

- Update on 12 tools published (and a further one under development)
- Involvement of social partners at EU and national level
- Overview of awareness raising and promotion products
- Review of promotion actions underway and planned

Technical meeting DG Grow Brussels 07/03/2019 (action 4)

Preparatory work:

- Additional desktop research and examination of scientific literature concerning health problems due to the use of hairdressing cosmetics

Topics addressed in this meeting were:

- Engagement of social partners in Working Groups
- Involvement of social partners in SCCS activities

- Planning of Workshop
- Questionnaire as an alternative to skin testing
- Standardisation possibilities of hairdressing gloves
- Standardisation possibilities of hairdressing furniture
- Prioritization of harmful hairdressing chemicals
- The Ergohair Medical Reference Document, results from Safehair
- ...

Co-writing with ETUC to the draft document concerning the standardisation of the hairdressing gloves (CEN) March 2019 (action 3)

- Desktop research
- Literature review
- Feedback ETUC and diverse experts
- Composition of document

Technical meeting DG EMPL teleconference from Brussels with representatives of the EU Commission in Luxembourg 26/03/2019 (action 6, 5 , 2)

Preparatory work:

- Analysis literature concerning subjects below

Topics addressed in this meeting were:

- Guidance: determination of the content and the target audience ...
- SLIC Campaign: possible contributions hairdressing sector...
- PPE Regulation, PPE Directive and PPE Guidelines: possible references to the hairdressing sector ...
- Tasks after the meeting:
- Desktop research and literature study concerning guidance
- Transfer of concrete substantive input concerning the guidance

Working group Personal Protective Equipment. DG GROW Brussels 26/03/2019 (action 1)

Preparatory work:

- Analysis of Regulation (EU) 2016/425
- Consultation with Uni Europa concerning the common stance of the hairdressing sector
- Examination documents EU Commission

One of the points on the agenda was:

- 'PPE for hairdressers'
- Activity: defending and clarifying the interests of the hairdressing sector towards civil servants of the different European member states

Co-writing a new project proposal Uni Europa (call for proposal Social Dialogue) May 2019 (action 8)

- Desktop research
- Literature review
- Co-writing project proposal

Delivering input for document 'standardisation hairdressing gloves' concerning CEN/Technical Commission 162 meeting in Haan (DE) 20/09/2019 (action 3)

- Desktop research
- Feedback for scientists and experts
- Co-writing document

Working group Personal Protective Equipment. DG GROW Brussels 07/10/2019 (action 1)

Preparatory work:

- Thorough examination PPE Guidelines (167 p)
- Development of a point of view for the hairdressing sector (drafting general paper)
- Where relevant in the PPE Guidelines, development and writing of an extra contribution concerning hairdressing sector

One of the points on the agenda of the meeting was:

- 'PPE for hairdressers'
- Participation in PPE Working Group concerning PPE Guidelines
- Clarification and defence of the interests of the hairdressing sector towards the present representatives of the different member states
- Defence of the separately developed contributions for the PPE Guidelines concerning the hairdressing sector

EU Congress OSHA Dangerous substances Bilbao 12-13/11/2019 (action 4, 7)

- Participation to the congress
- Representing Coiffure EU at this European event which was also followed worldwide
- networking in the interest of the sector concerning the current and future OSHA campaigns

Technical meeting DG EMPL teleconference from Brussels with representatives of the EU Commission in Luxembourg 25/11/2019 (action 6)

Preparatory work:

- analysis of draft paper Guidance of the EU Commission
- Formulating feedback for this draft paper

Consultation with the EU Commission

Tasks after the meeting:

- Additional desktop research
- Transfer of extra information to the EU Commission
- Feedback to Uni Europa concerning further approach
- ...

IV. Projects

1) Ergohair (Call for proposals Social Dialogue)

a) Final Workshop: Brussels 04/04/2019

The Belgian project promotor, UBK/UCB was the organiser and host of this final seminar. Coiffure EU, as associate-partner of the EU project Ergohair, invited, all members to participate to this final and 3rd Ergohair workshop in Brussels.

Topics addressed in the workshop 04th of April:

- *'Explanation of the Project and the Results'*
Miet Verhamme, Project Manager, Advisor European Policy and Projects Coiffure EU
- *'Hairdressing and Musculoskeletal Disorders'*,
Marija Bubas, MD, PhD, Assistant Director-General for Occupational Health. Head of Division for Occupational Health, Croatian Institute of Public Health, Croatia
- *'European Comparison Implementation RIE. Comparative Research in 10 European Countries (Study Commissioned by the Dutch Ministry of Economic Affairs)'*
Veronique the Broeck, Public Affairs Manager Prevent, Belgium
- *'OiRA (New Infographic and Video Film); OSH MSDs Overview Project and HWC 2020-22 on MSDs'*
Lorenzo Munar, Project Manager, Prevention and Research Unit, European Agency for Safety and Health at Work, Bilbao – Spain
- *'Costs of sick leave'*
Jan Vandevelde, Director Marketing Mensura Belgium
- *'Reaching out to SME: Health and Safety Put to Practice'*
Kris the Meester, First Adviser, Health and Safety and International Social Affairs Federation of Enterprises in Belgium, Chairman BusinessEurope Health and Safety Committee
- *'Health and Safety Implementation Challenges in SME's and Micro-Enterprises'*
Esther Lynch - ETUC Confederal Secretary
- *'Medical Reference Document – a Brief Description'*
Agnessa Kozak, PhD, Scientific Assistant University Medical Centre Hamburg-Eppendorf, Competence Centre for Epidemiology and Health Services Research for Healthcare Professionals (CVcare), Hamburg, Germany
- *'Old habits die hard. New pathways of behaviour change'*
Dr. Pieter Raymaekers, Training Coordinator and Researcher at the Public Governance Institute of the KU Leuven. His current research focuses on the use of behavioural insights and nudges as a policy instrument, Belgium
- *'Presentation of the Practical Communication Campaign, Based on the Workshop Results, Elaborated by UBK into a Theoretical Dissemination Strategy'*
Lien the Ruyck, Creative Strategist, Cayman - Behavioural Design Agency, Belgium

- *Presentation and formal signature of the Protocol concluded between the Social Partners*
Dimitris Theodorakis Director – Post & Logistics / Hair & Beauty / Services' Social Dialogue Coordinator
- *'The Role of Social Dialogue and Implementation of EU projects'*
Sylvie Finné, Policy Officer, European Commission, DG Employment, Social Affairs and Inclusion, Social Dialogue Unit
- Evening programme: dinner & visit to the Atomium

Participants:

Number of participants: 57

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

b) Developed instruments

- A revised manuscript (systematic literature review) – delivering input, providing feedback
- An online questionnaire– delivering input, providing feedback
- Medical Reference Document (MRD) – delivering input, providing feedback
- 'Good practice examples' guide – contacting different institutions, providing input
- Ergohair website <https://www.ergohair.eu/> – delivering reports, presentations, annexes...
- Declaration of Brussels 4/4/2019 (a joint social partner statement) – delivering input and writing draft version
- A Dissemination strategy with recommendations for specific target audiences: employers, employees, schools and training centres, suppliers, others (external services for prevention and protection at work, insurance agencies, social security and health care) – developed by CEU
- Development of the communication campaign, consisting of:
 - Content developed by secretariat-general, lay-out in cooperation with Cayman, behavioural design agency
 - Calendar
 - Mini-website <http://www.ergoforhairdressers.eu/>
 - Animated video
 - Posters
 - Coasters
 - Accompanying documents for hairdressers and schools

c) Final reporting for the EU Commission

2) 'Innovation through the collaboration in Hair & Beauty' (InnoCol) (Call for proposals Erasmus+)

- Different consultation meetings with the project promotor (*Dienstencentrum*, Schiphol, Netherlands – Mr. Frank den Hartog and Mrs. Eva Bouwman)
- Desktop research and providing input for the drafting of the project proposal
- Providing input of the project partners from Coiffure EU: Italy, Sweden and Belgium.
- Handing in by the project promotor of the Erasmus+ project at *Agentschap Erasmus+ Nederland* on 19/03/2019
- Announcement negative advise: July 2019 (59/100 points, where 60/100 points were needed)

In March 2020, a project proposal will be handed in again to the Erasmus+ agency.

3) 'Promoting the autonomous implementation of the European framework agreement on occupational health and safety in the hairdressing sector' (Social Dialogue 2019)

submitted by UNI Europa Hair and Beauty

During the month of May 2019, CEU actively co-authored this new project proposal.

V. Activities implemented in the context of the operational objectives (Mission & Vision)

Objective:

Organise a 1 or 2 annual events with wide national and international recognition on a theme that is important for hairdressers in the EU

Action:

EU Congress: 'The Hairdresser of Tomorrow. Digitalisation in the hairdressing sector': Brussels 29/01/2019

Following the Hair Games, this European congress was organised by UBK/UCB for Coiffure EU.

Guest speakers of this congress:

- Mr. Joost Korte, Director, General-Directorate, General Employment, Social Affairs and Inclusion (EMPL), European Commission: 'EU support for social dialogue and improved working conditions in the hairdressing sector'.
- Mrs. Stavroula Demetriades, Senior Research Manager, (EUROFOUND) 'Robohair – The impact of technological change on work and employment in the hairdressing sector: Scenarios for social partner cooperation'
- Mr. Chris the Waele, Director The Business Club Professional Products Division of L'Oréal Benelux and Marie Burnay, Market Development Manager of L'Oréal Professional Products Division: 'Possible applications of digitalisation in the hairdressing sector according to the 7 steps of Salon Emotion'
- Mr. Luc Hendrickx, Director Enterprise Policy And External Relations of SMEunited: 'Important prerequisites concerning digitalisation for micro and small enterprises'
- Mrs. Marianne Thyssen, EU Commissioner for Employment, Social Affairs, Skills and Labour Mobility: 'Video message'

Participants: 160

Live followers through streaming: 1500

Numerous stakeholders were present during this congress, including employer organisations, suppliers, trade unions, and EU Commission representatives.

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

Objective:

Design a database with indicators on the economic and social position of the hairdressers in all EU Member States and associated countries, which is available online by the end of 2020

Action:

Preparations concerning the development of a database:

- 04/07/2019 Bergen: drafting of a PowerPoint presentation and organising group discussion
- Sending of questionnaire to ask the members if they possess official information from national governments
- Searching and contacting different companies, Eurostat...
- Enquiry towards other sectors
- Requesting tenders
- ...

Objective:

*Update and maintain the website and link to the website of a CoP by February 2020
Community of Practice*

Action:

- 04/07/2019 Bergen: Mr. Mark Coray (UK): has volunteered as candidate to concretely develop this **Community of Practice by means of a Facebook group**.

Objective:

Add two effective members from EU Member States or associated Member States to the association and start negotiations with two more potential candidate members by the end of 2020

Action:

- At this moment, good contacts are ongoing with **Greece, Iceland and Hungary** for possible membership of CEU.

Objective:

Achieve two substantive action points that are important for a sustainable and economically favourable position of the hairdresser in the different Member States by the end of 2020

Action:

- **Health & Safety: by means of the EU-project Ergohair and the Draft Action Plan**
- **Education: by means of membership of Worldskills Europe**

Objective:

Launch an annual consultation with two key players of the cosmetics market by 2020

Action:

- Due to the EU Congress 2020, the Presidency has among others also contacted:
- **Green Circle Salons (Canada):** Mr. Shane Price, Founder and CEO
These Certified Sustainable Salons in North America work among others together with Wella, John Paul Mitchell Systems, L'anza, Maroccoil, Redkin, Matrix, L'Oréal, Kevin Murphy, Kérastase, Joico, Davines, Aveda, Eufora
- **Detic:** Mrs. Françoise van Tiggelen, Secretary General.
Detic is the Belgian-Luxembourg association of producers and distributors of soaps, cosmetics, detergents, adhesives and mastics, aerosols and biocides).

VI. Activities in the context of the working group skin testing method - Allergy Alert Test (AAT)

- Consultation of the secretariat with different scientific experts on the topic
- Close monitoring by the secretariat concerning the latest evolutions, more specifically: the advices of the Scientific Committee on Consumer Safety (SCCS) concerning the study of Cosmetic Europe concerning 'Allergy Alert Test (AAT) as a proof of concept study' – executed under the leadership of Prof. Coenraads
- Preliminary opinion (42 pages) 10/05/2019
- Public consultation to this draft opinion
- Final opinion (42 pages) 10/09/2019

The key conclusions of the SCCS were:

-the **possibility of false-negative AAT reactions** in sensitised consumers who may then experience allergic contact dermatitis
- ... the SCCS **cannot, at this stage, endorse the use of the AAT as an “alert” for contact allergy to hair dyes in consumers.**
- The SCCS would also like to reiterate from the previous Opinion SCCP/1104/07 to point out that the use of hair dye products on the skin and for in vivo diagnostic purposes is not covered by the Cosmetics Regulation. In this regard, **the development and scientific evaluation of other screening methods for hair dye sensitisation (e.g. through a suitable, validated questionnaire) should be considered**
- The secretariat of Coiffure EU has invited DG Grow to the meeting of the Social Dialogue 19/09/2019, with the intent to clarify the further approach.

VII. Partnership Agreements Coiffure EU (2019)

Ongoing partnership CEU

SMEunited

New partnership agreements CEU (2019)

Worldskills Europe

- Various meetings between the President of CEU (Budapest, Kazan, ...) and the board of Worldskills
- 19/03/2019: Meeting Worldskills Europe – European sector organisations meeting in Brussels
- 04/07/2019 (Bergen): decision GA membership CEU
- 18/09/2019: Establishment working group CEU Worldskills: members:
 - Belgium
 - Netherlands
 - Austria
 - Croatia
 - Lithuania
- Drafting by Worldskills of a draft agreement between Worldskills Europe and Coiffure EU

Small Business Standards (SBS)

- 27/05/2019: consultation of the secretariat CEU with the president and director of Small Business Standards (SBS) – (in the context of the standardisation of the hairdressing gloves).
- 18/09/2019: decision GA membership CEU
- 23/09/2019 development of a dossier concerning obtaining possible subsidies in the context of the Call for expert Small Business Standards (SBS)2020.
- 28/10/2019: Application membership Small Business Standards (SBS)
- 28/11/2019: Decision Board of Directors of Small Business Standards concerning recognition membership CEU

VIII. Other activities of the Presidency and the Secretary-General in 2019

- Over the course of 2019, the CEU secretariat organised various surveys amongst its members, more specifically about:
 - Whether CEU should sign a partnership agreement with CEPEC 22/05/2019 (preceding the decision taken in Bergen 04/07/2019: negative outcome)
 - Climate Change (preceding the thematic session 05/07/2019)
 - List of 'reference chemicals' (relating to document standardisation of hairdressing gloves) 02/08/2019
 - The access to official information from the national governments concerning the hairdressing sector (for database CEU) 12/09/2019
 - Issues of Hairdressing in relation to Public Health (request by Mr. Jesmond Friggieri, Malta)- 21/10/2019
 - Rental chairs (request by Mr. Ted Gemzell, Sweden) 07/11/2019
- The members were also encouraged by the CEU secretariat to contact their respective national standardisation institutions concerning the importance of standardisation hairdressing gloves.
 - Drafting and disseminating of a draft lobby letter concerning the standardisation hairdressing glove (22/05/2019)
- Representing CEU at the EU Congress 'International Conference on Co-operation and Networking of Social Partners at EU Level for new knowledge and improved skills in the Sector' Dubrovnik, Croatia (04/03/2019)
- For this event, 4 PowerPoint presentations were made for Coiffure EU and presented during this congress:
 - Hairdressing Sector: Overview of thoughts on skin testing
 - Hairdressing Sector: Concerns and possible solutions regarding cosmetic products
 - Exchange of experience and some Ergonomic recommendations for the hairdressing sector
 - OiRA: current state of affairs and the coming update
- Representing of CEU at EU Congress OSHA Dangerous substances Bilbao 12-13/11/2019
- Representing of CEU op Worldskills Kazan 2019

- Furthermore, the presidency and the CEU secretariat have had contact with various organisations, services.. such as:
 - Uni Europa Hair & Beauty
 - EU Commission concerning the organisation of the Social Dialogue
 - EU Commission: DG Employment, DG GROW, DG Education...
 - OSHA Bilbao
 - SME United
 - Cosmetic Europe
 - Worldskills
 - ETUC (concerning Certification, standardisation)
 - Small Business Standards (SBS)
 - Scientific research institutions in different European countries
- To bring the different dossiers towards satisfactory endings, the CEU secretariat has also performed research, literature reviews and analyses. ...
- Furthermore, there also has been following up on the content of the diverse policy themes of SME United
- Participation in:
 - SAC Committee meeting SMEUnited
 - high level meetings, events, other meetings, seminars
- In addition, tasks also included responding in the name of CEU on mails and phone calls of various origin
- Taking care of the logistical organisation concerning the meetings of BOD and GA
 - Contacts with the EU Commission concerning the participation to the Social Dialogue, AGM system...
 - the meetings of BOD and GA (negotiation with the Accor Group, Sofitel (hotel and catering),
 - de interpretation services....
 - Test interpretation system 06/02/2019

...

IX. Conclusion

In 2019, many activities have again been deployed and performed by Coiffure EU.

The full list of activities you can find above.

However, there are still some key points to present.

In 2019, CEU was definitely an interesting platform for the exchange and spread of knowledge among its members.

The meetings of Coiffure EU were an opportunity to exchange ideas amongst each other on many subjects.

On occasion, guest speakers were also invited which sometimes gave fresh insight into certain topics.

Because of the various surveys, we could also learn from each other.

The secretariat of Coiffure EU also tries to closely monitor the new policy trends and evolutions (by means of the information obtained from SME United, personal literature review and contact...) and inform the members of CEU about these.

Despite the fact the maintaining close contacts between members and informing each other well is an most important item, we still conclude that Coiffure EU – as an organisation which should defend the interests of the employers in the hairdressing sector – has arrived at a higher evolved stage of its growth.

The observation that Coiffure EU is playing at a higher level in 2019, can be deduced from the fact that different services of the **European Commission** at this moment **contact Coiffure EU directly**, ask the opinion of Coiffure EU and often follow it. They are also present as guest speakers at EU events of Coiffure EU. The agency for health and safety (OSHA) Bilbao has asked Coiffure EU to actively participate as an example to her upcoming campaigns concerning MSD...

For a large part, the interest of the EU Commission for Coiffure EU is definitely the consequence of the numerous activities in the context of the *EU Action Plan*. Besides, already in 2017 and 2018 a couple of doors have been opened by *SMEUnited* with the European Commission (DG GROW) (for example in the context of the skin testing dossier) and the contacts are now running much smoother. Furthermore, the reports/products which have been developed by Coiffure EU in the context of the *European projects of recent years* (such as A Close Shave, Ergohair...) have also been noticed by the EU Commission.

Not only the European Commission sees Coiffure EU as an full-fledged conversation partner, but **Worldskills Europe** has also shown great interest in 2019 to sign a **partnership** agreement with Coiffure EU.

Concerning the operational objectives from Coiffure EU to get **into contact with a major player from the cosmetics sector**, the Founder and CEO of the **Green Circle Salons (Canada)**, Mr. Shane Price, is willing to participate to the next EU Congress (2020) of Coiffure EU.

From Coiffure EU, efforts have also been made to profile ourselves more professionally towards outsiders. For example, the other **operational objectives** in the context of the **mission and vision** – in 2019 have been given a more concrete shape. Of course, it is important to know that each step of growth is a process that takes time and that we cannot expect direct miracles.

What has also been a noticeable decision in 2019, was the positive advise of the CEN Commission to wish to further work towards the **standardisation of the hairdressing gloves**. Because Coiffure EU cannot directly participate to these negotiations, a partnership agreement was signed with **Small Business Standards** in 2019.

In conclusion, it can be stated that 2019 has been a very productive year and that Coiffure EU is clearly presenting itself more visibly in the European landscape.

X. Structure of Coiffure EU

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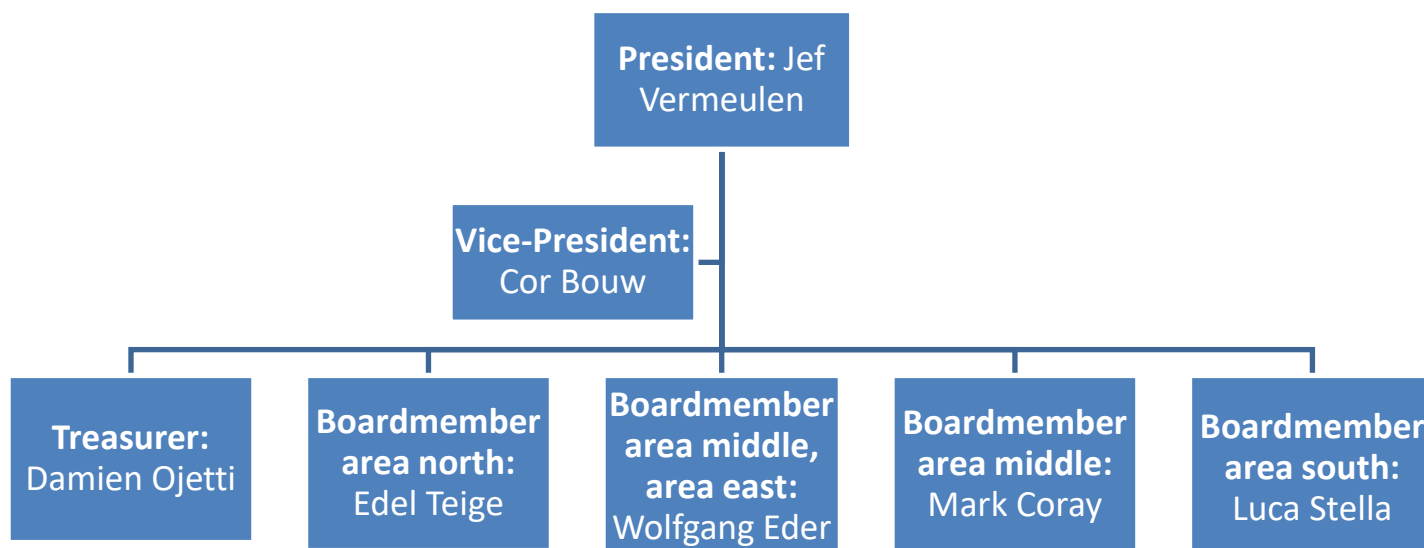
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