

The EU Sectoral Social Dialogue for Personal Services

Joint Work Programme 2025-2026

The draft Work Programme for 2025-2026 of the EU Sectoral Social Dialogue Committee for Personal Services outlines a strategic approach to elevate employment standards and enhance the attractiveness of the personal services sector. This work programme reaffirms the commitment of UNI Europa Hair & Beauty and Coiffure EU, the European sectoral social partners, to the autonomous implementation of the European Framework Agreement on occupational health and safety in the hairdressing sector. Over the next two years, they will focus on promoting the achievements of their long-standing partnership and the rewarding aspects of a career in hairdressing. The social partners will continue their co-operation with the European Commission and EU OSHA to adapt the sector's action plan to evolving needs and to further strengthen the sector's public standing.

1. Attractiveness of the Sector

The personal services sector offers vibrant career opportunities, yet it faces challenges related to recruitment and retention. While the sector is known for unconventional working hours and physical demand of the jobs, the rewarding aspects of the work are often overlooked. The social partners are determined to showcase the rewarding aspects of hairdressing and improve the overall appeal of the sector by addressing the root causes of hiring challenges.

Objectives:

- Enhancing working conditions in the sector: Commit to initiatives that create a positive and supportive working environment for all professionals in the sector.
- Promoting training and career development: Develop frameworks that provide engaging training and career advancement opportunities for aspiring hairdressers.
- Highlighting career advantages: Promote the diverse benefits of a career in hairdressing, including opportunities for creativity, fostering meaningful relationships, and the satisfaction of transforming clients' appearances.

Joint Actions:

- Research: Collect and analyse testimonies of professionals in the hairdressing sector (both employers and employees).
- Based on the insights, build a public campaign to amplify professionals' concerns among customers, the general public, the cosmetics industry, and policymakers at both national and European level.
- Produce a joint statement on labour shortages, turnover, and retention and relate it to the research outcomes.
- Propose a seminar and study on undeclared work to the European Labour Authority's Undeclared Work Platform, addressing this widespread issue in the industry.

2. Social Partner Capacity

Effective social dialogue is essential for cultivating sustainable solutions that enhance job quality and promote the growth of the personal services sector. Collective bargaining serves as a powerful tool for achieving fair and positive outcomes that benefit both workers and employers.

Objectives:

- Empowering social partners: Strengthen the capabilities of sectoral social partners at the EU level to foster co-operation and innovation.
- Support for national partners: Assist national social partners in enhancing social dialogue and collective bargaining practices, enabling growth and sustainability.

Joint Actions:

- Updating each other on national advancements in collective bargaining and social dialogue.
- Conducting research and producing a report on capacity building and collective bargaining in the European personal services sector: seek funding for a project highlighting the positive impacts of EU-level social dialogue and assist national organisations in building capacity.
- Representativeness Study Support: Support Eurofound in the upcoming Representativeness Study for the personal services sector.

3. Health & Safety

The sectoral social partners are committed to promoting occupational health and safety, with a focus on creating a safe and supportive work environment. The successful implementation of the action plan for the autonomous hairdressing agreement has led to significant advancements in cosmetic safety, PPE standards, and resources for small enterprises.

Objectives:

- Raise awareness of the importance of occupational health and safety, ensuring all employees feel valued and protected.
- Continue to implement the autonomous hairdressing agreement and celebrate its achievements.
- Advocate for higher health and safety standards and a culture of care with EU-OSHA, DG EMPL, and DG GROW.
- Build a broad network of supporters dedicated to improving health and safety in the sector.

Joint Actions:

- Hairdressing glove standard: Promotion of the protective glove standard upon its formal publication in the Official Journal of the European Union as a product of the successful implementation of the social partner agreement action plan.

- Promote the risk assessment tool for employers, as well as occupational health and safety training for employees, so that everyone contributes to safe working environments.
- Letter to EU Commissioner: Write a joint letter to the new EU Commissioner for People, Skills, and Preparedness, highlighting the positive contributions of our sector.

12 November 2024
Brussels, Belgium

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