



European Foundation
for the Improvement
of Living and Working
Conditions

The tripartite EU Agency providing
knowledge to assist in the development
of social and work-related policies

Representativeness Study: Hair and Beauty sector

Peter Kerckhofs

European Sector Social Dialogue Committee - Hair and Beauty
Brussels, 17 May 2016

Outline of the presentation

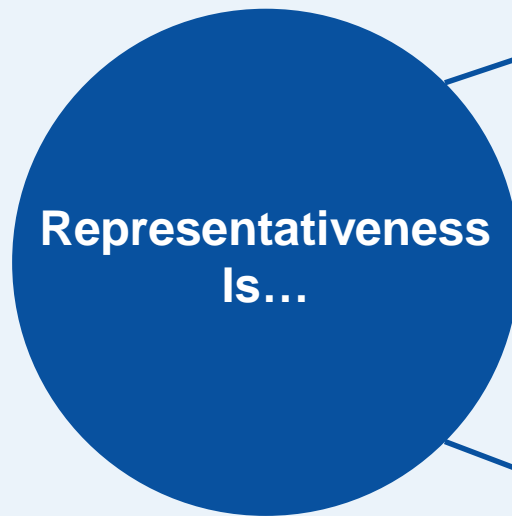
1 Why we do REP studies

2 How we do REP studies?

3 State of play of Hair & Beauty REP study
– work in progress

4 Quality control of national contributions

To identify representative social partners



The basis for the right **to be consulted** by the European commission under **article 154 TFEU**

A criterion for setting up of European Sector **Social Dialogue Committee** (ESSDC)
(Art. 1 of Commission Decision of 20 May 1998)

Having the capacity to negotiate, which is crucial in negotiations leading to **agreements** implemented by Council Decision (155 TFEU)

UEPME case

T-135/96 European Court Reports 1998, Page II-02335

(...) since the procedure **of art. 154 and 155 TFEU** does not provide for the participation of the European Parliament, the principle of democracy on which the Union is founded requires - in the absence of the participation of the European Parliament in the legislative process - that the participation of the people be otherwise assured, in this instance through the parties **representative of management and labour** who concluded the agreement (...)

(...) the Commission and the Council are obliged to **verify the representativity** of the signatories to an agreement (...)

European commission Decision 98/500/EC

European
Commission
Decision 98/500/EC
of 20 May 1998

Relate to **specific sectors** or categories and be organized at European level;

Consist of organizations which are themselves an integral and **recognized part of Member States' social partner structures**, and have the **capacity to negotiate**, ... and which are representative of **several member states**

Have **adequate structures** to ensure their effective participation in the work of the Committees

Outline of the presentation

1

Why we do REP studies

2

How we do REP studies?

3

State of play of Hair & Beauty REP study
– work in progress

4

Quality control of national contributions

NACE code definition of the sector

06.02

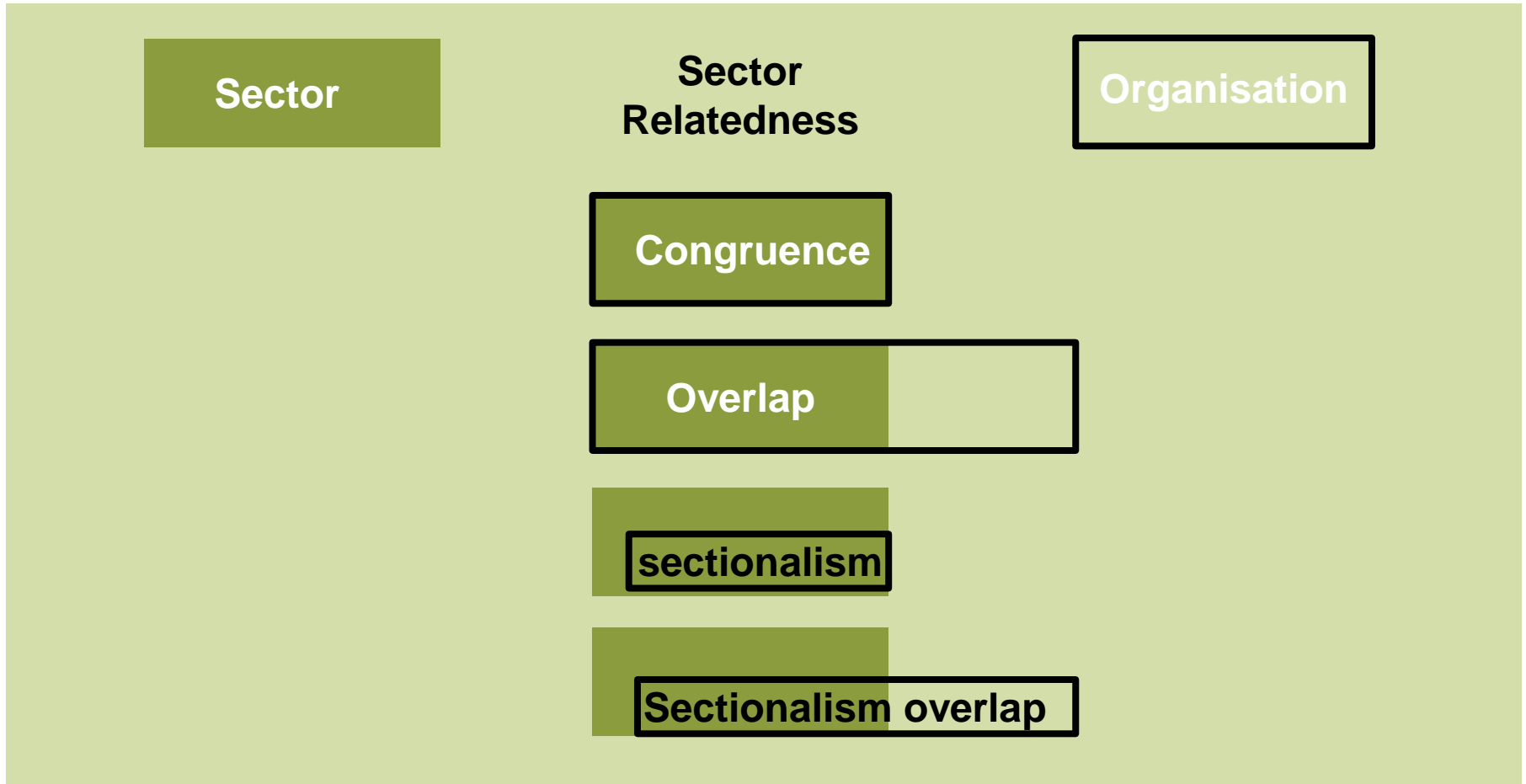
Hairdressing and other beauty treatment

- Hair washing, trimming and cutting, setting, dyeing, tinting, waving, straightening and similar activities for men and women
- Shaving and beard trimming
- Facial massage, manicure and pedicure, make-up, etc.

~~32.99~~

Manufacture of wigs is excluded

4 Types of Sector Relatedness




Top-Down screening & *Bottom-Up screening*



National affiliates of
EU Social Partners

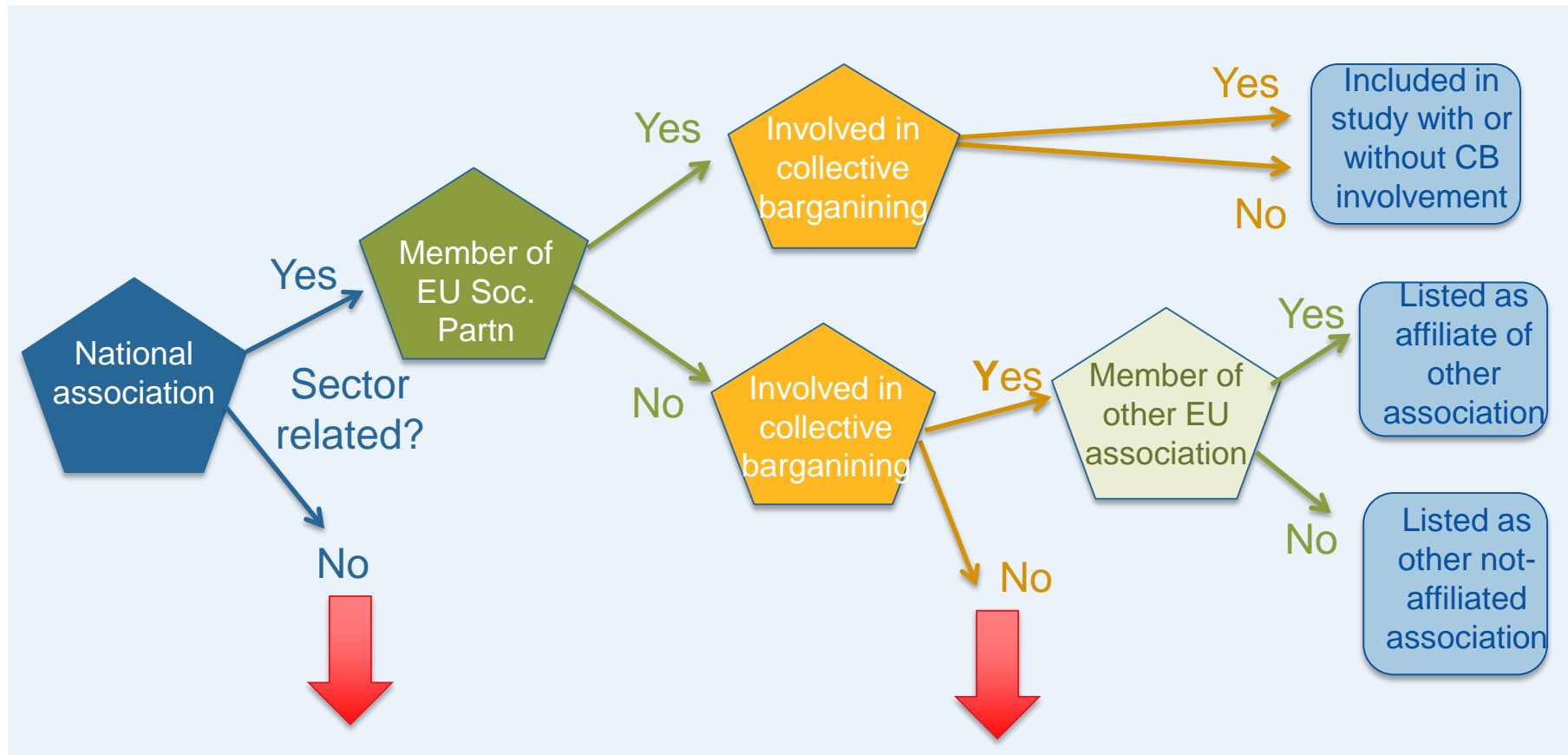
UNI Europa Hair & Beauty
Coiffure EU



*Other national associations
related to the sector
Involved in
collective bargaining*

*Other national associations
related to the sector
Affiliated to another
European association*

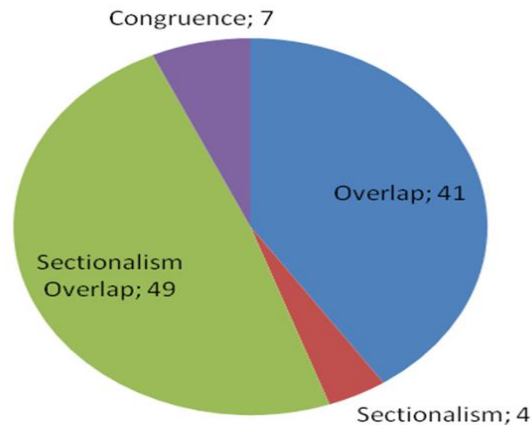
Criteria for inclusion in the study



Not considered in the study

Data Collection

information on ...



Membership:

- number of members,
- density (%),
- geographical coverage
- sector relatedness

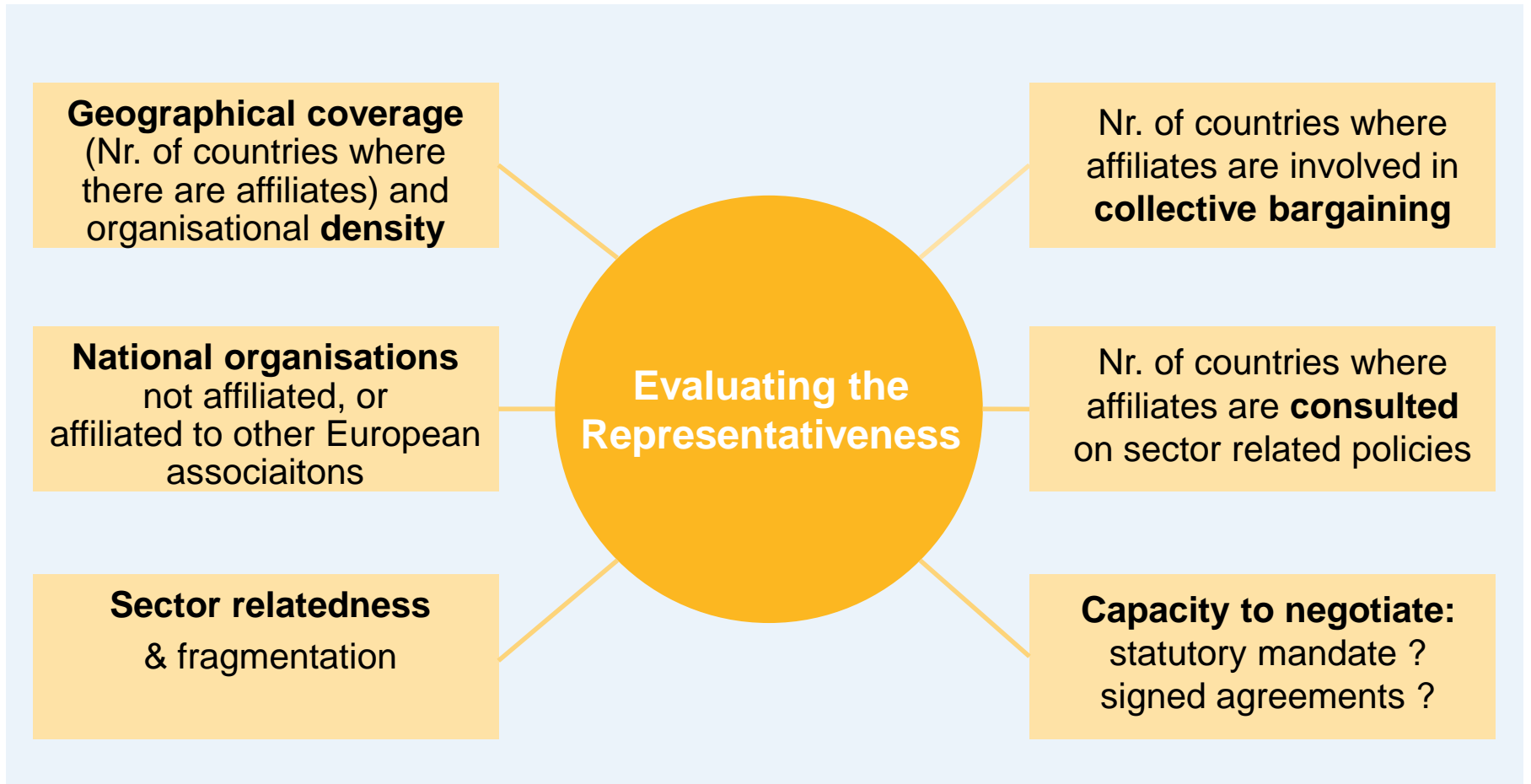
Involvement in:

- Collective Bargaining**
Multi / single Employer CB
employees covered by CB
- Sector related policy making**
Consulted or not?
Frequency? regular or ad-hoc

European affiliation to:

- UNI Europa Hair & Beauty or Coiffure EU
- Or any other European Association
- No European affiliation

Analyses of the data



Main question =

- How can knowledge on the diversity of how representativeness is conceived in different countries help us to facilitate/improve our rep study work?

Main findings on national conceptions of REPness

- Distinction between mutual recognition & legal requirements
- Thresholds in terms of members & election outcomes
- Involvement in CB depends on the capacity to: negotiate, make lasting commitments, mobilise, act autonomously
- Organisational strength not only depends on density figures (membership) but also on human resources (staff) and finances/assets and efficient internal structures
- What are the consequences/benefits of having REP status?
Can somehow REP status be reversed/ended?

Outline of the presentation

1

Why we do REP studies

2

How we do REP studies?

3

State of play of Hair & Beauty REP study
– work in progress

4

Quality control of national contributions

REP study workflow



First reading of national contribution

Employment
and economic
trends

National
social partners

European
Social Partner
organisations

Quality control => Consulting =>
drafting overview report => consulted =>
redrafted => evaluation => published

Quality control of the collected data

Checking & seeking additional info ...

Employment data:

- CZ, PL, no data... help needed.
- No number of employees in the sector available for IRL & CY

Missing info on TU affiliated to UNI Eur h&b:

- LT – LKKDPS & PT – SITESE**
- BE – AC/CG** (membership data)
FR – CGT C&S & SG FO SCE
DE – Ver.di,
IT – Fist Cisl & UILTUCS
LU – OGBL
MT -GWU

Missing Info on EO affiliated to coiffure EU:

- BG - BNAH
- IRL - IHF
- IT – CAN h&b

Trends in employment and in numbers of companies From 2008 to 2014 (difference in %)

Countries	AT	BE	BG	CY	CZ	DE	DK	EE	ES	FI	FR	GR	HR	HU
Change in companies	+13	-2	+69	+28	??	+3	+11	+110	+4	+10	+40	-27	-36	-1
<i>Change in employment</i>	-3	---	+55	+5	??	-1	-5	+33	-7	-9	-4	-29	-36	-12

Countries	IE	IT	LT	LU	LV	MT	NL	PL	PT	RO	SL	SK	SE	UK
Change in Employment	??	+4	+7	+22	+49	+18	+30	+9	+10	--	+25	+11	+10	+19
<i>Change in Nr. Companies</i>	+13	+3	+5	+8	+6		-1	??	+29	+8	-4	+6		+16

Increased employment in EE, BG, LV, FR, and also in CY, NL, SL, and UK
Employment reduced in GR & HR

Hair & Beauty sector in Europe

Appearing employment & IR trends from first lecture of national contributions

- ❑ **Around 90% female employees**
- ❑ **between 1,1% and 0,2% of the national workforces**
- ❑ **In 13 EU member states there is a practice of multi employer collective bargaining; AT, BE, DK, FR, DE, GR, IRL, IT, NL, PT, SI, ES, SE**
- ❑ **CB coverage is 100% in AT, BE, FR, SI.**
- ❑ **IN DE 98% and in NL collective bargaining coverage is 90% , in Spain 75%, in Italy 62% and in Sweden 53%, Denmark 51% and Portugal 32%**

National trade unions & UNI Europa H&B

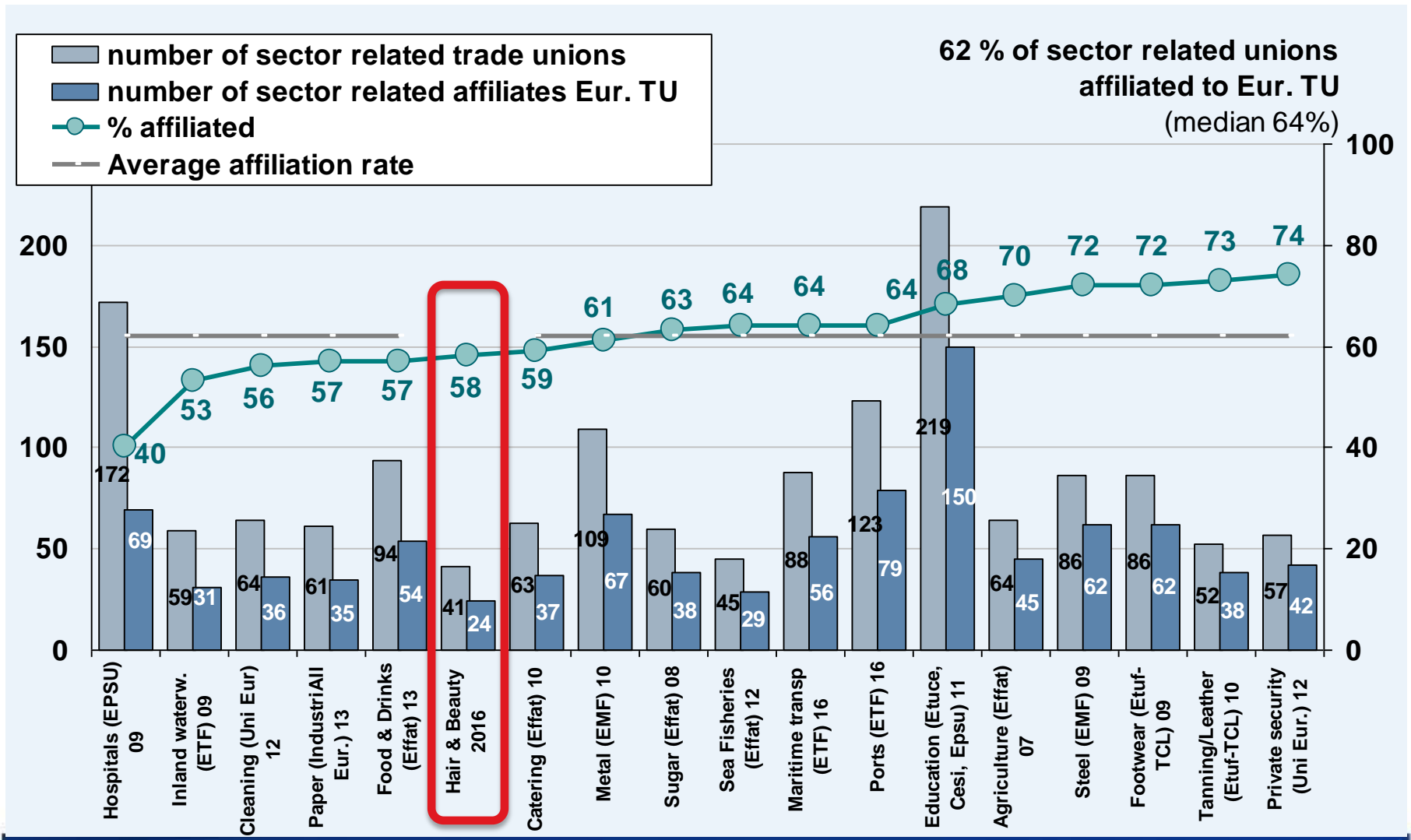
Findings deduced from a first lecture of national contributions

- ❑ 41 sector related trade unions were identified in 23 EU MS
- ❑ 24 TU are affiliated to UNI Europa H&B (58%), in 17 EU MS (of 23MS = 74%)

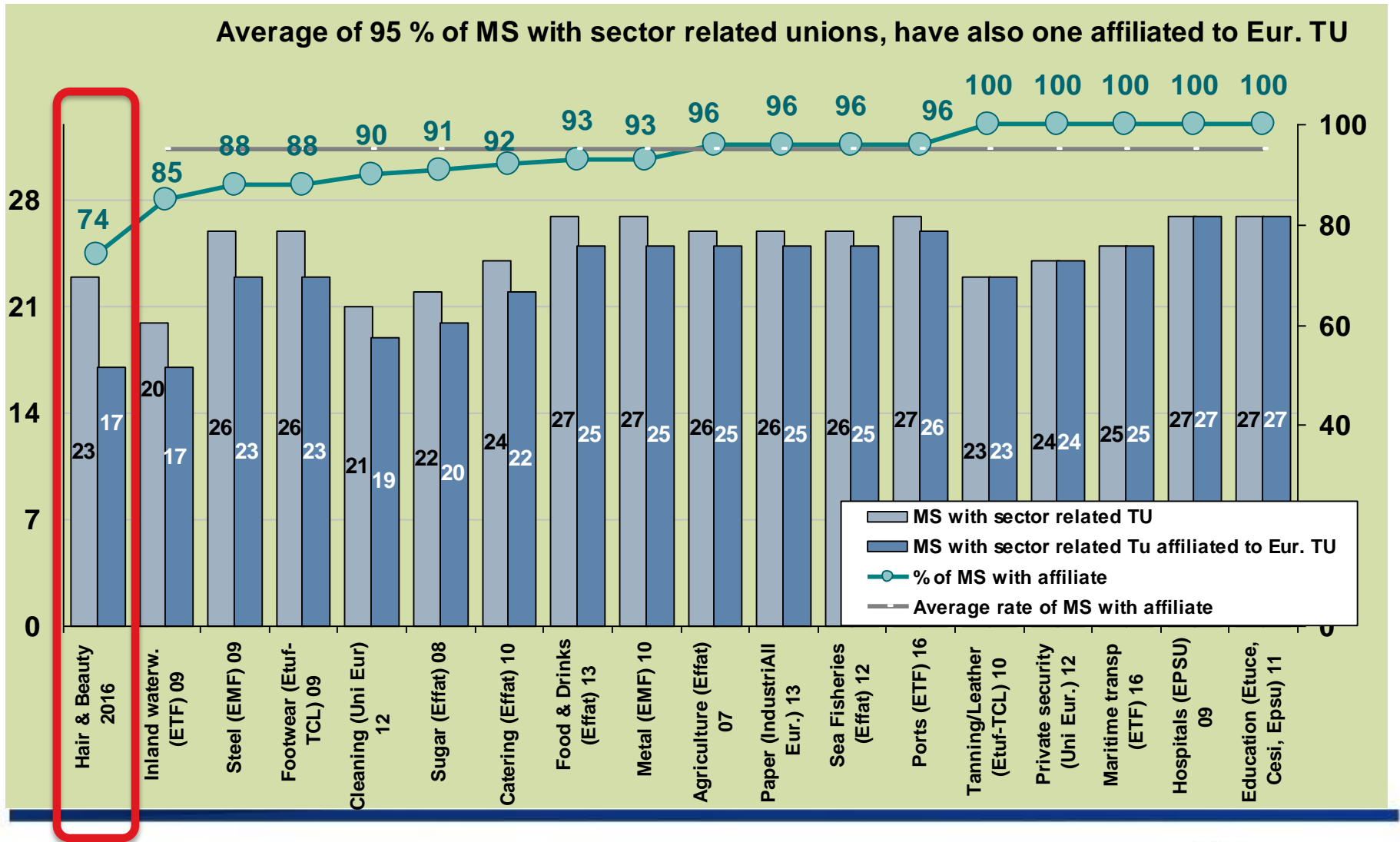
- ❑ For LT and PT no info on sector relatedness
- ❑ AT Vida only covers blue collar workers (GPA is not affiliated)
- ❑ DK and NL unions are CONGRUENT, the other affiliates OVERLAP

- ❑ 17 of the 24 affiliates of UNI eur H&B are involved in CB, in 10 MS
- ❑ In 4 countries there are sector related TU involved in CB that are not affiliated to UNI Eur H&B: GR, IRL, PT, SI (in SI 46% CB coverage – for other countries no data on CB coverage)
- ❑ 14 of 24 affiliates report to be consulted in 10 different MS (only in SI and in IRL there are TU that report to be consulted not affiliated)

% of sector related TU affiliated to EU TU org.

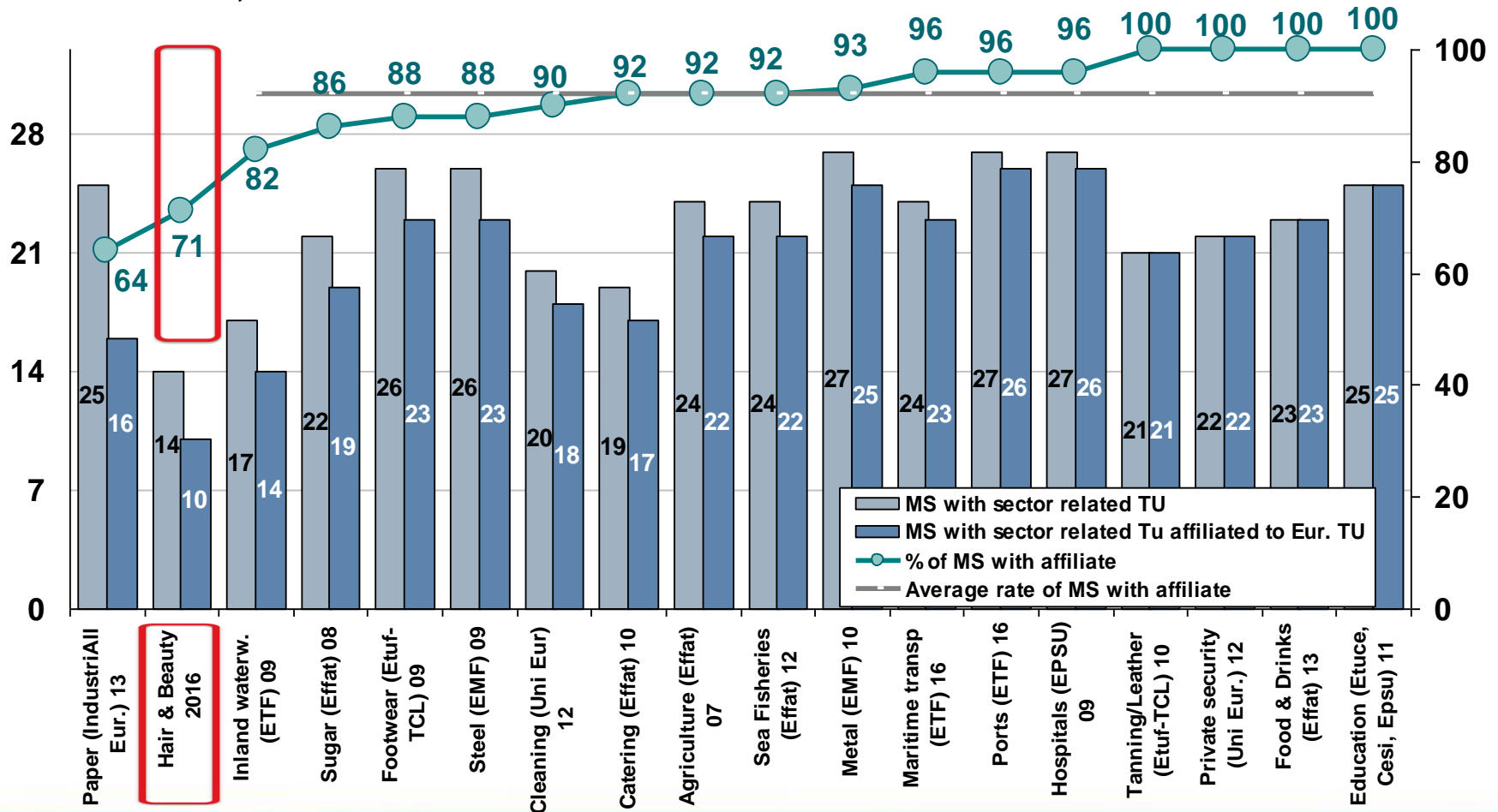


EU MS with sector related TU & affiliate Eur TU



EU MS with sector related TU involved in CB

Average of 92 % of MS with sector related unions involved in CB, have also one affiliated to Eur. TU



Affiliated Unions & not affiliated unions

Appearing employment & IR trends from first lecture of national contributions

- AT – Vida
- BE – bbtK/Setca, AC/CG, ACVbie, ACLVB,
- HR – HSPM (not on list)
- DK – DFKF (service forbundet?)
- FI – PAM
- FR – CGT Commerce & serv., SGFOSCE
- DE – VER.di
- GR – OIYE
- IT – Filcams-CGIL, FIST CISL, UILTUCS UIL
- LT – LKKDPS
- LU – OGBL
- MT – GWU
- NL – FNV Mooi
- PT - Sitese
- ES – CS CCOO, FES UGT
- SE - Handels
- UK – USDAW (not on list)

- AT – GPA djp (affiliated to UNI eur, but not on list Uni Eur H&B)
- CZ – AVS, UNIEK
- FR – Fed Services CFTD, FCS UNSA (both affiliated to UNI eur commerce, not on list H&B)
- FR – FNECS CFE-CGC, CFTC CSFV
- GR – SEEK cosmetics
- IRL – SIPTU, Unite
- LV – LUHTU
- MT – UHM
- NL – CNV
- PT – CESP
- RO – CNSLCR
- SK – SKK SR
- SI - SOPS

Other European TU organisations?

Appearing employment & IR trends from first lecture of national contributions

- ❑ AT – GPA is affiliated to UNI Europa, but not on list UNI Eur H&B

- ❑ FR – Fed. Services CFDT
- ❑ FR – FCS UNSA

Are both affiliated to UNI Europa Commerce, but not on list UNI Eur H&B

.

National EO & Coiffure EU

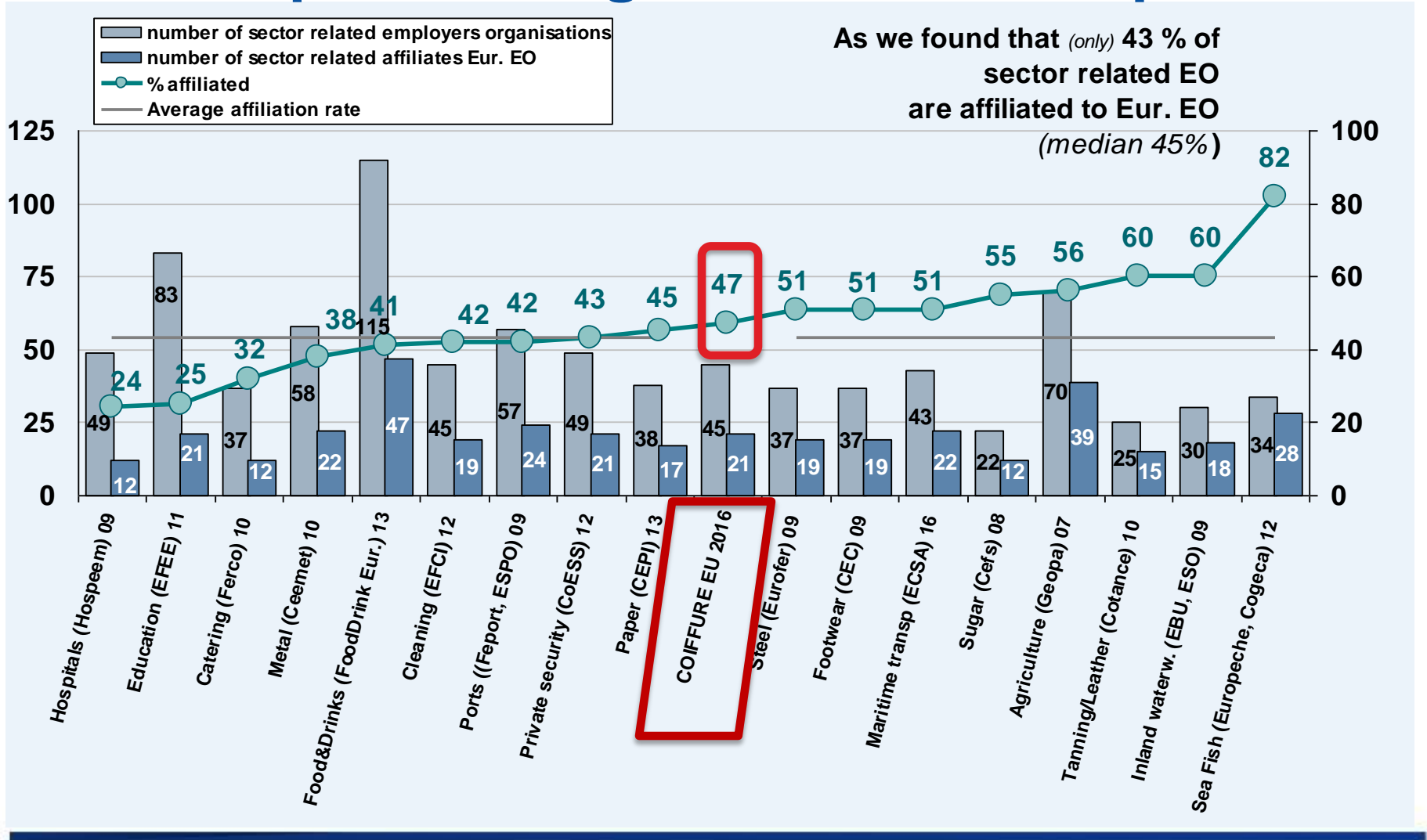
Findings deduced from a first lecture of national contributions

- ❑ 45 sector related EO were identified in 25 EU MS
- ❑ 21 EO are affiliated to Coiffure EU (47%), in 20 EU MS (of 25MS = 80%)
- ❑ IN 5 EU MS there is a sector related EO but no affiliate to Coiffure EU:
HR, GR, LV, RO, ES

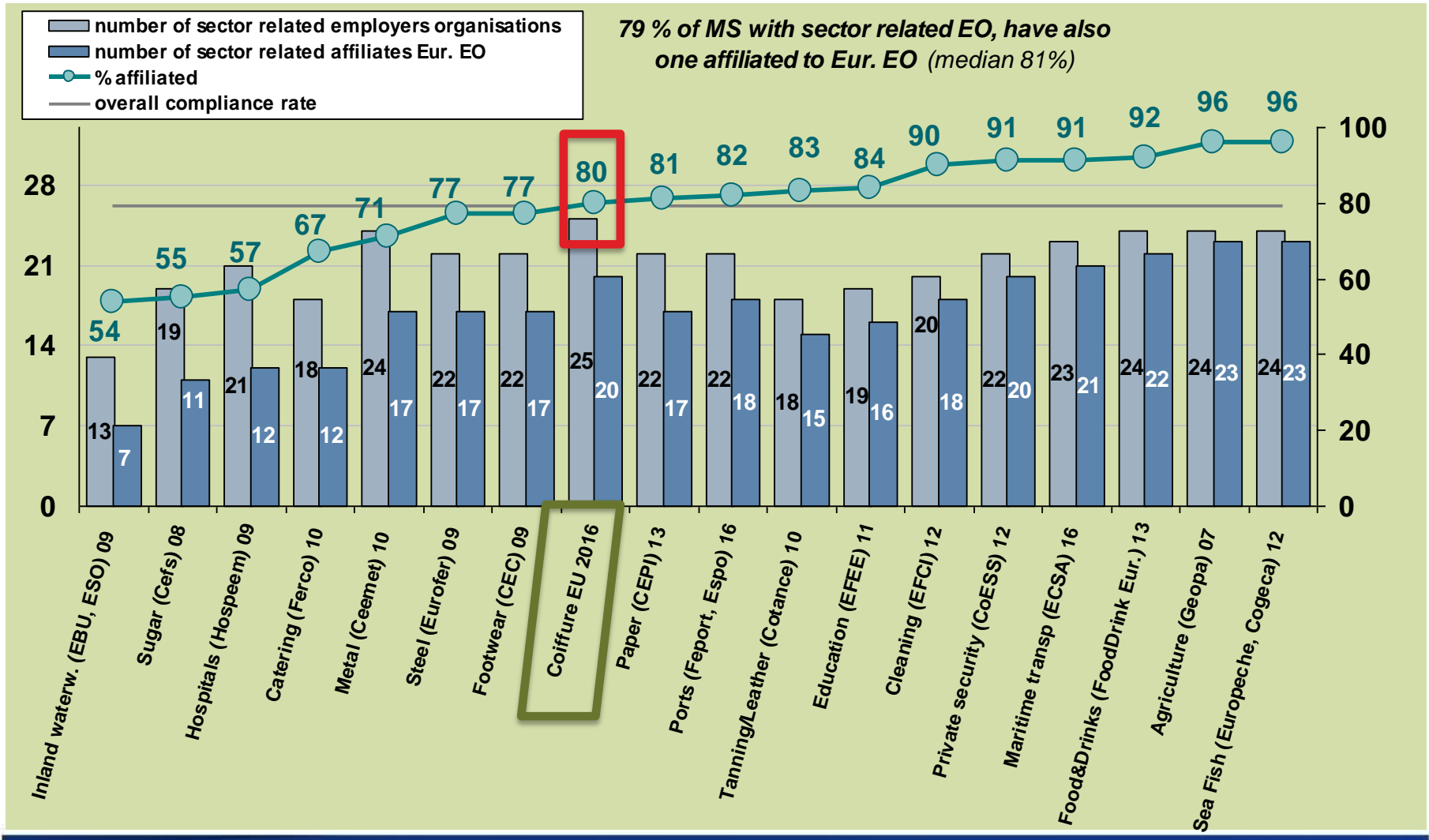
- ❑ No membership data for BG, IRL & Can health&beauty IT
- ❑ 10 TU are congruent to the sector and 4 cover entire sector plus OVERLAP
- ❑ 7 EO cover only the Hair part of the sector

- ❑ 11 of the 21 affiliates of Coiffure EU are involved in CB, in 10 MS
- ❑ In GR & ES there are sector related EO involved in CB that are not affiliated to Coiffure
- ❑ 17 of 21 affiliates report to be consulted in 17 different MS

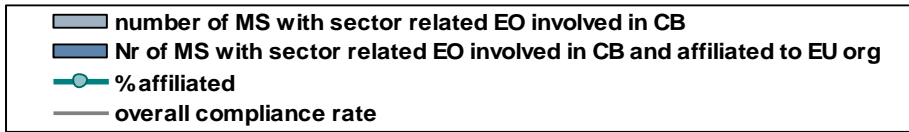
For the employers organisations the bottom up screening is even more important



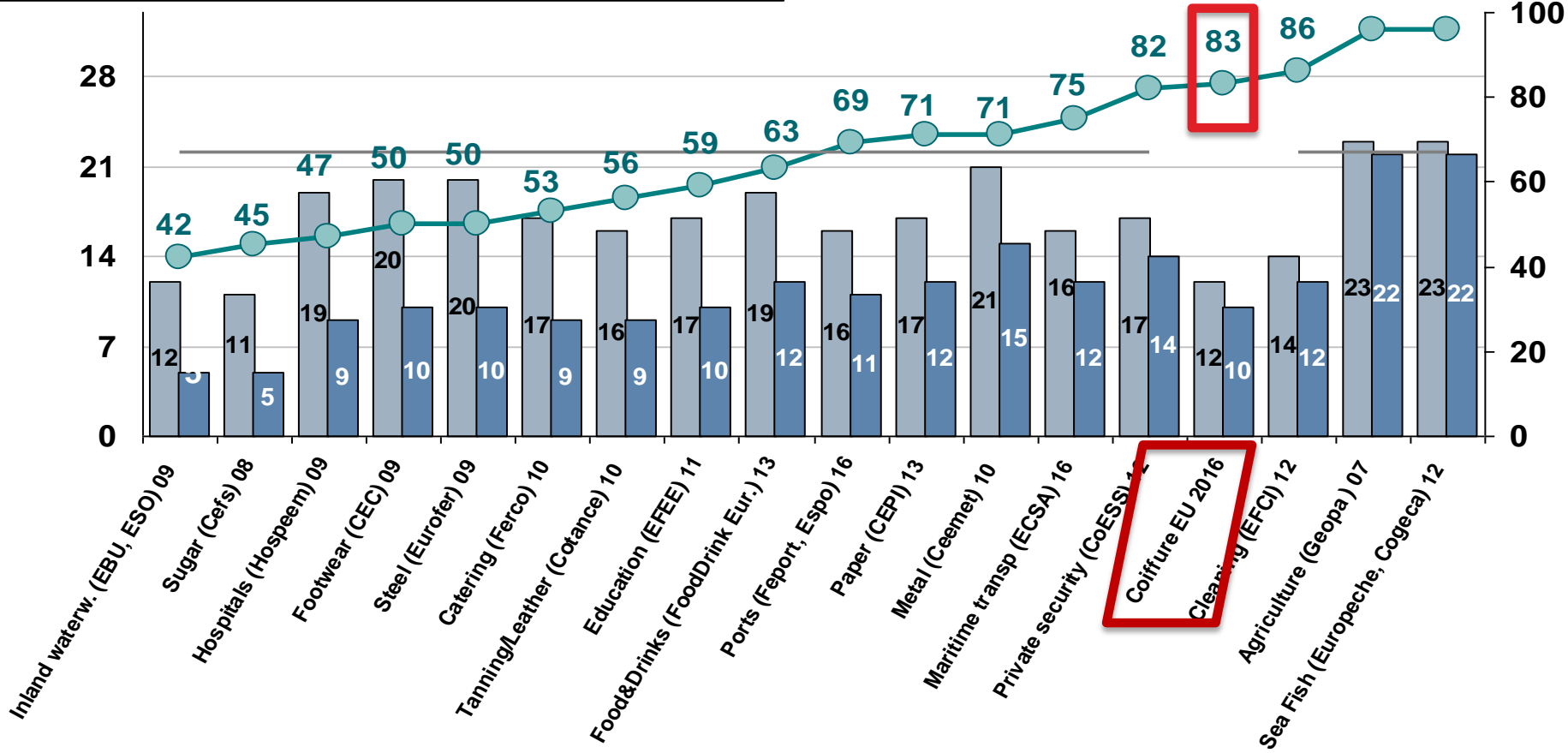
EU MS with sector related EO & affiliate Eur EO



EU MS with sector related EO involved in CB & MS with affiliated EO involved in CB



67 % of MS with sector related EO involved in CB, have also one affiliated to Eur. EO
(median 63%)



Affiliated EO & not affiliated EO

Appearing employment & IR trends from first lecture of national contributions

- AT – BIF
- BE – UBK - UCB
- BG – BNAH (not on list)
- CY – CHF
- CZ – AKCZ (not on list)
- DK – DOFK
- FI – FHA
- FR – UNEC
- DE – ZV
- HU – Moszi
- IRL – IHF
- IT – Confartigianato Benasere
CAN health & beauty(1 on list)
- LT – KIGSA
- LU- fed d. patrons Coiff.
- MT – H&B fed.
- NL – ANKO
- PL - ZRP
- SI – SF OZS
- SE - Frisorforetagarna
- UK – NHF

CH & NO are not EU MS

- AT – BIFKM
- BE – NUBE, BBK
- BG – NCC
- HR – UPOZSFUK
- CZ – SCMVD
- FI – Afbt Sky
- FR - CNEC
. CNAIB (member of CEPEC UEAPME),
. FIEPPEC
. UNIB
- GR – PSVAK
- IRL – IBEC
- IT – Casartifiani, CIAAI
- LV – HCA
- RO – UCECOM
- SI – SK OZS (member of CIDESCO)
ZDOPS
- ES –FNAE member of CEPEC ,
SC h&b, SFPI, ANIEP,
- SE – SHR (member of CIDESCO),

Other European EO organisations?

Appearing employment & IR trends from first lecture of national contributions

CEPEC (www.cepec-EU.org)

European federation of Professional Beauticians and Cosmeticians

Established in 1995 with affiliates in CY, FR, GR, IRL, IT, LU, MT, ES, UK

Members

- CY – CABTH
- EE – ERKU
- FI – SKY
- FR – CNAIB
- GR – OSEDAE
- IT – CAN
- LU – FDA
- MT – MABT
- SI – OZS
- ES- FANAE

CIDESCO =
world standard for beauty & Spa therapy
. <http://cidesco.com/>

More information or Further questions

Peter.Kerckhofs@eurofound.europa.eu

00 353 12 04 32 18

*“The tripartite EU agency
providing knowledge to
assist in the **development
of social and work-
related policies**”*

Eurofound REP study expertise

2016 – Hair & Beauty, Metal, Steel, Tanning and Leather, footwear

2015 – Agriculture, Furniture, Ports, Postal services, Graphical Industry, Temporary Agency Work, Extractive Ind.

2013 – Electricity, Textiles and clothing, local and regional governments, chemical Industry, woodworking

2011 – Banking, Public Administration, education, commerce

2009 – Steel, Tanning and Leather, Personal services (Hair & Beauty care), Hospitals, Inland waterways

Comparative analyses of national concepts of Representativeness (2015)

2014 – Food & Drink, Audio-visual, Life performance, Sports and Leisure, construction, cross sector

2012 – Horeca, cleaning services, private security, insurance, paper, sea fisheries

2010 – Inland waterways, metal, catering, footwear, civil aviation

2008 - 07 – Agriculture, Telecom, Railways Maritime transport, Postal services, Sugar



European Foundation for the Improvement of Living and Working Conditions

A tripartite agency of the European Commission
created in 1975 - Employs 115 people (in Loughlinstown – South of Dublin) and in Brussels