



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, 09 February 2016

Outline of the presentation

1 What is Eurofound ?

2 Why we do REP studies?

3 How? - Rep study methodology

4 Questions and answers



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

Areas of Expertise

Working
Conditions

Living
Conditions

**Industrial
relations**

Structural change
and restructuring

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

Why do we do representativeness studies?

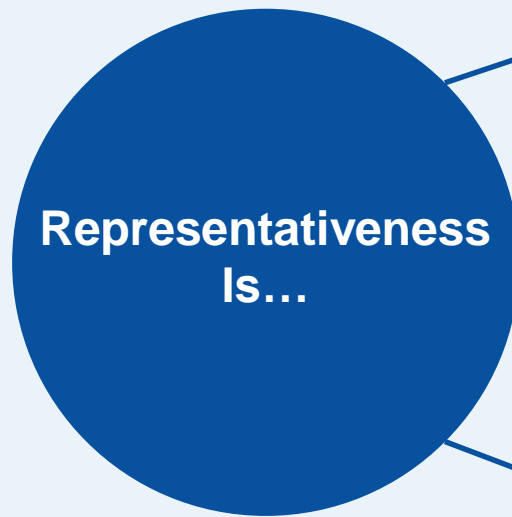
1 What is Eurofound ?

2 Why we do REP studies?

3 How? - Rep study methodology

4 Questions and answers

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

How do we do representativeness studies?

1 What is Eurofound ?

2 Why we do REP studies?

3 How? - methodology & workflow

4 Questions and answers

NACE code definition of the sector

06.02

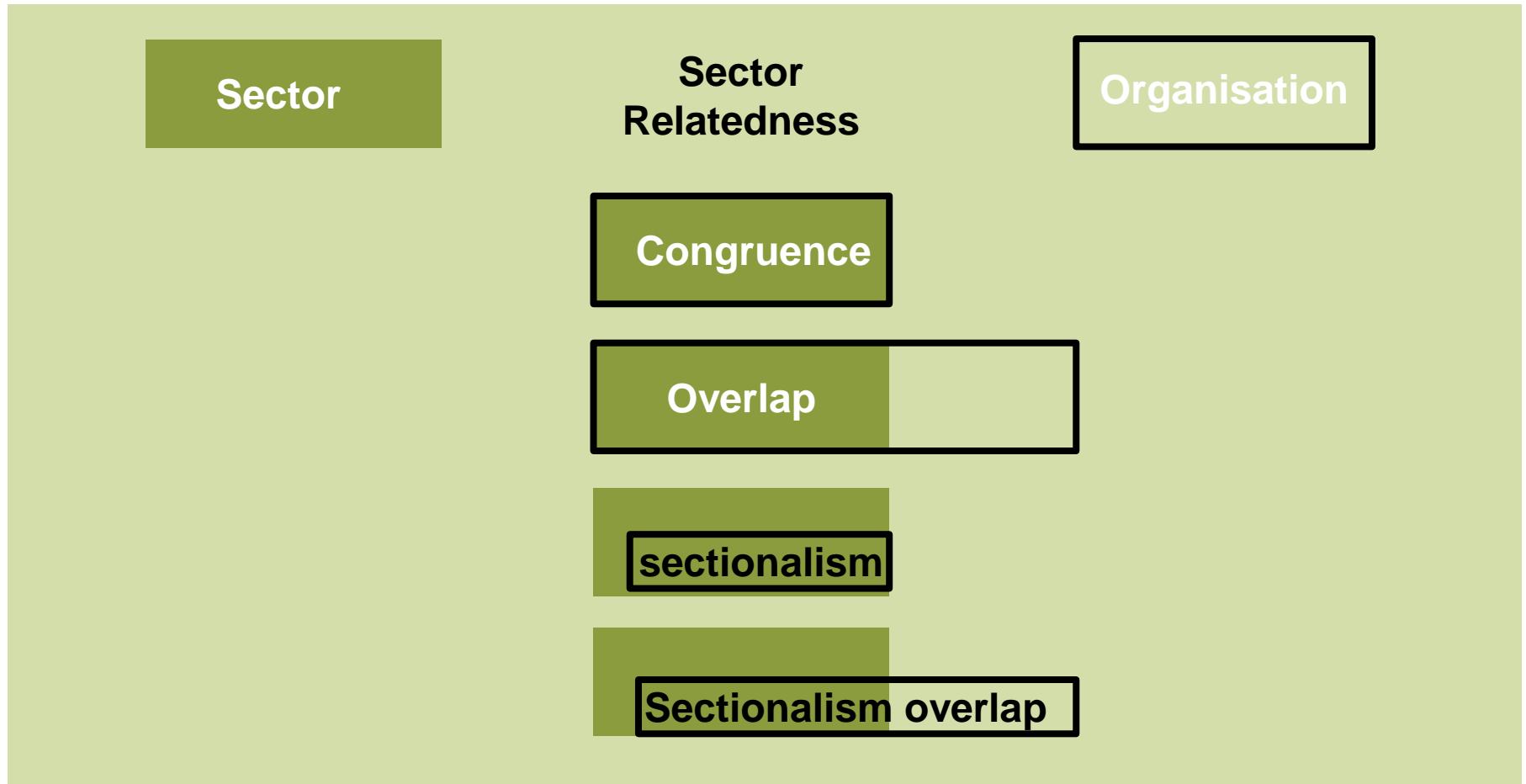
Hairdressing and other beauty treatment

- 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

The diagram shows a funnel shape pointing downwards, with a blue box containing text in the middle. Below the box is another blue box with text, and at the bottom is a blue triangle pointing downwards.

UNI Europa Hair & Beauty
Coiffure EU



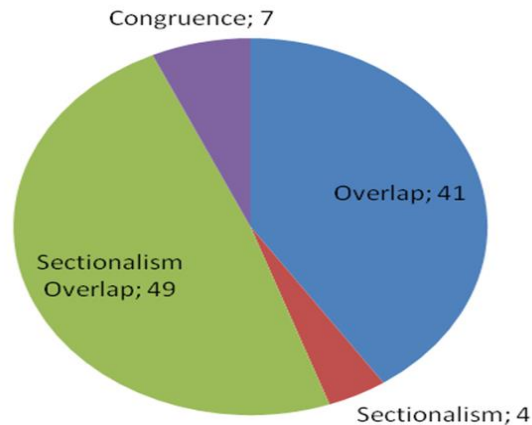
*Other national associations
related to the sector
Involved in
collective bargaining*

The diagram shows a funnel shape pointing upwards, with a blue box containing text in the middle. Below the box is another blue box with text, and at the bottom is a blue trapezoid pointing upwards.

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

Data Collection

information on ...



Membership:

- number of members,
- density (%),
- geographical coverage
- Domain coverage (sme/mnc – blue/white collar)
- 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

REP study workflow



Structure of a Representativeness study

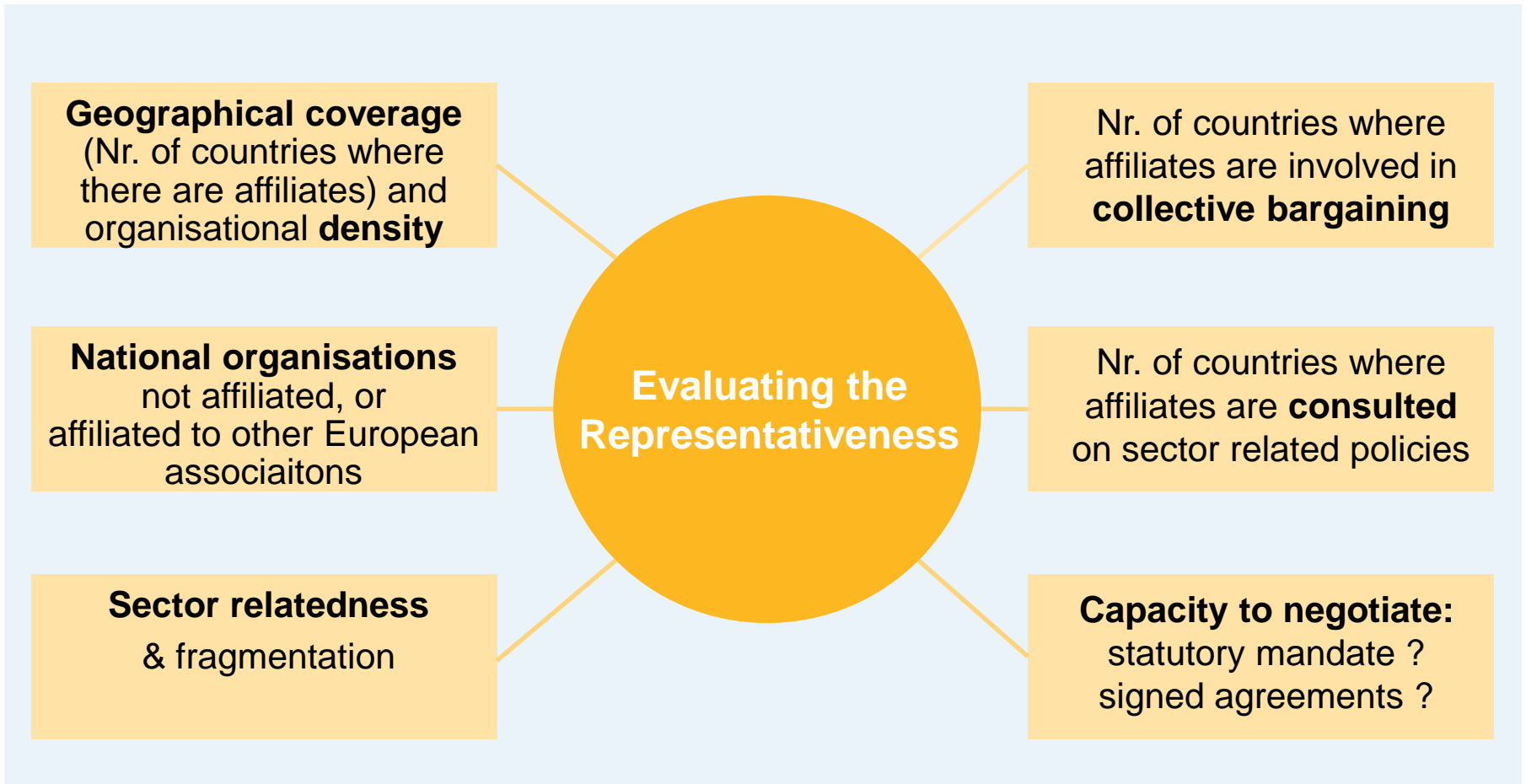
Employment
and economic
trends

National
social partners

European
Social Partner
organisations

Conclusion on Representativeness

Conclusions



End of the presentation



More information or Further questions

Peter.Kerckhofs@eurofound.europa.eu

00 353 12 04 32 18

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assist in the **development
of social and work-
related policies**”*

