

European
Trade Union
Confederation

Confédération
européenne
des syndicats

Towards European standards to improve working conditions of hairdressers?

ERGOHAIR Workshop
Wednesday, 11 April 2018
Paris



THE VOICE OF EUROPEAN WORKERS

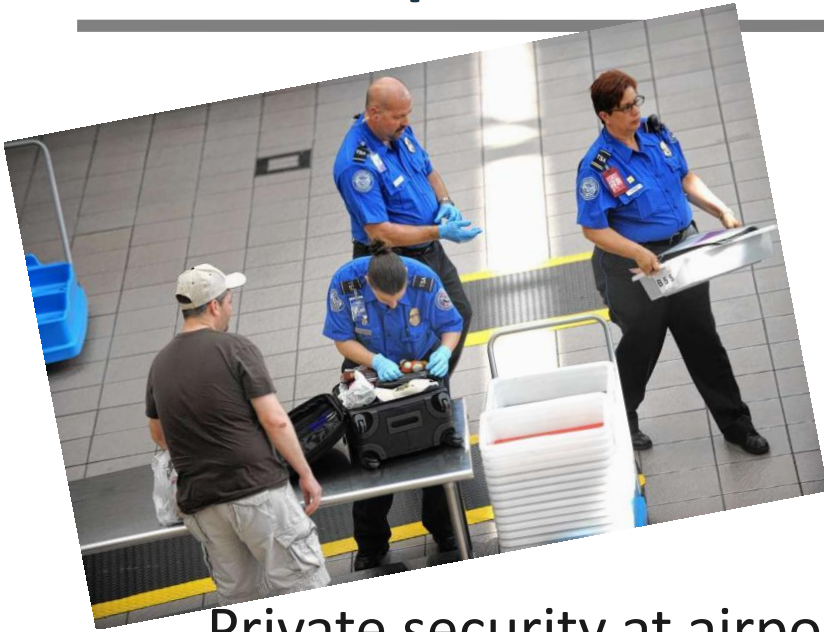
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Outline

- “Standards” are everywhere
- Why important for Trade Unions ?
- A possible policy tool for hairdressers ?

Some examples - Standards with workers component



Private security at airports



Ergonomics

Cleaning services



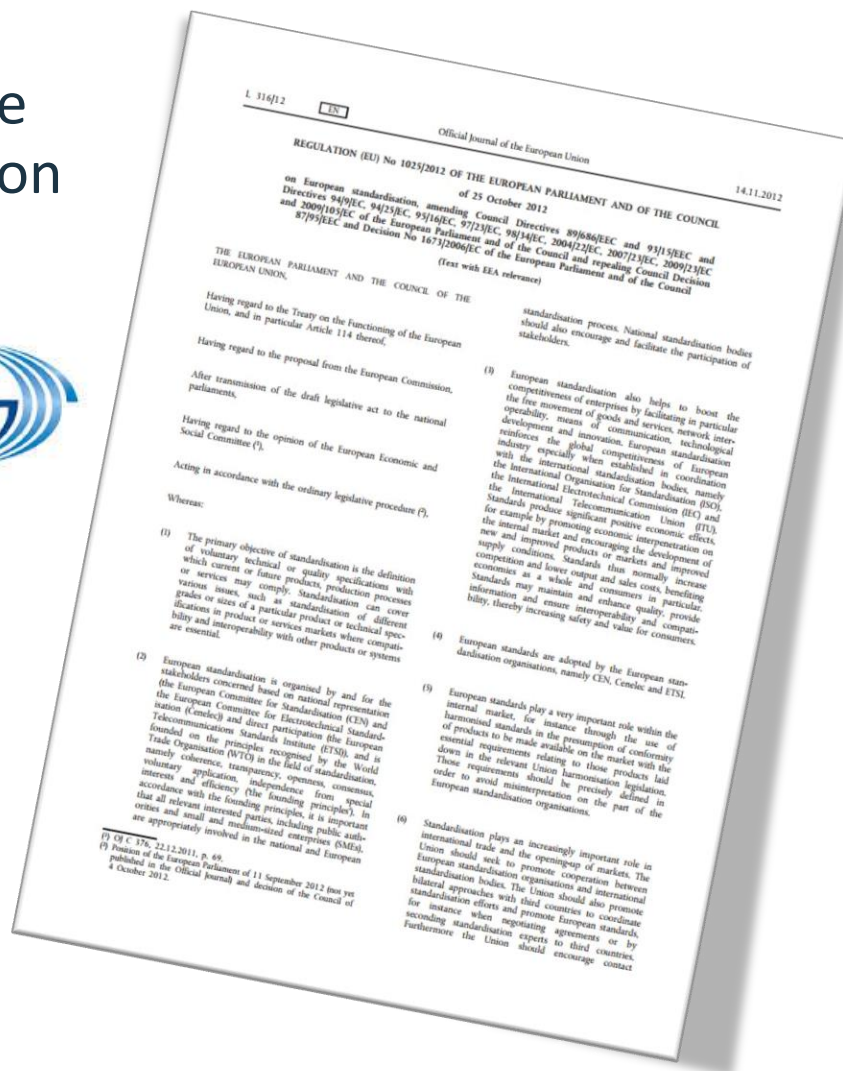
Quality of care of elderly people

Standards are “everywhere”: labels



Standards are “everywhere”: formal standardisation

Regulation 1025/2012 recognises the European and national Standardisation Bodies



Standards are “everywhere”: formal standardisation

Austria



Denmark



Hungary



Luxembourg



Slovakia



Belgium



Estonia



Malta



Slovenia



Bulgaria



Finland



Iceland



Netherlands



Spain



Sweden



Croatia



Ireland



Norway



Switzerland



Cyprus



Germany



Italy



Poland



Turkey



Czech Republic



Greece



Latvia



Portugal



Romania



United Kingdom



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- “Standards” are everywhere
- **Why important for Trade Unions ?**
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Why is it important for Trade Unions ?

- Over the years, European standardisation moved from industry, by industry, to a **“soft regulation tool”**
- EU institutions and Member States use of standards as a **policy tool**, to shape Europe (EU Regulation 1025/2012), also for services
- **“Outsourcing”** of legislation – “Better Regulation” policy and REFIT discussion

Why is it important for Trade Unions ?

- From a legal point of view, European and National Standards are **voluntary**. In practise, Standards are **"unavoidable"** (incontournable)
- **Complements legislation** by underpinning fine details in standards
- **An alternative**, when there is no legislation
- **Standardisation of services** increases: the workers' component in service provision is a major component

ETUC positions and standardisation

ETUC basic position¹

- Upwards convergence
- Only way to address social and workers issues, is a stronger and **more united European Union**
- ETUC supports standardisation initiatives which improve and promote **high quality of working conditions**, above the level of existing public regulations
- Standardisation initiatives must **not encroach** on national labour laws, collective agreements and collective bargaining

¹ See also ETUC resolution on standardisation, adopted on 16-17 December 2015

Trade Unions and Standardisation: some reflection

- *Use European standards, as a **policy tool** for “upwards convergence” with the lesser advanced Member States?*
- Standardisation is not about policy setting, policy declarations. It is **detailed, precision work**
⇒ Work for Trade Union “experts”

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Standards for Hairdressers ?

- Use European standards, as a **policy tool** for “upwards convergence” with the lesser advanced Member States?
- There are already “national” reference documents
 - ✓ E.g. ARBO guidelines in Netherlands
- But standards on what?
 - ✓ Service provision of hairdresser?
 - ✓ Hairdresser tools?
 - ✓ Hairdresser ergonomics?
 - ✓ Etc.
- Do we have the resources to elaborate these standards?

What we do and how can we help you ?

- **Co-ordinate** standardisation activities in ETUC

Note: ETUI also coordinates standardisation activities, mainly on machinery & PPE linked work

- **Competence centre** on standardisation
- **Support and advice** trade union experts
- **Train** trade union standards' experts
- **Influence** standard setting at Political level and Technical level

Thank you for your attention !

Questions & comments ?