European Trade Union Confederation

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Confédération européenne des syndicats

Towards European standards to improve working conditions of hairdressers?

> **ERGOHAIR Workshop** Wednesday, 11 April 2018 Paris



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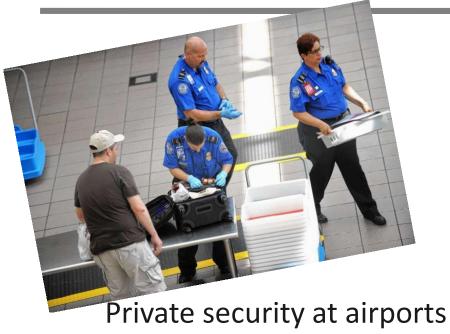


• "Standards" are everywhere

- Why important for Trade Unions ?
- A possible policy tool for hairdressers ?



Some examples - Standards with workers component





Ergonomics

Cleaning services





Standards are "everywhere": labels



Regulation 1025/2012 recognises the European and national Standardisation Bodies



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Standards are "everywhere": formal standardisation



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- Why important for Trade Unions ?
- A possible policy tool for hairdressers ?



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 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



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**

 \Rightarrow Work for Trade Union "experts"



- "Standards" are everywhere
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- 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
 <u>Note</u>: 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 ?



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