



Agreement on the prevention of health risks in the hairdressing sector

Studying the social policy effects of the scope of the agreement





What are the consequences of the scope of the social partner agreement?

→ Possibilities/Options:

- Only for employers and (dependent) workers
- Including people renting a chair in a salon
- Including independent owner-operated salons without workers (not even trainees)
- What about mobile hairdressers?





What are the consequences of the scope of the social partner agreement?

→ for the EU's social policy objectives

- Promotion of employment
- Improved living and working conditions
- Proper social protection
- Dialogue between management and labour
- Development of human resources

→ for the nature of competition in the sector
(only in as much as it has a direct impact on the above social policy objectives)





Analysis of

- employment structure, contract types and labour market for hairdressers
- nature and development of competition and underlying factors/drivers
- structures & development of representation in the sector, notably for the self-employed
- other social policy issues: occupational diseases, (occupational) health insurance systems, social security and training issues related to cross-border mobility, undeclared work, ...?





Possible research questions (1)

- What is the current employment and OSH situation and trends in the hairdressing sector in the Member States?
- What is the current market position of self-employed hairdressers?
- What is the nature of interest representation in Member States?
- How does the proposed agreement/directive relate to existing national legislation in the sector?





Possible research questions (2)

- How has the competitive landscape of the sector changed in the past, what are the trends, and what are the main factors behind these trends/changes?
- What is/has been the impact of these changes/trends on: employment structure/trends and working conditions; recruitment; occupational health and safety; other social policy objectives, if any?





All forward-looking questions need to be answered under three different scenarios:

1. With the agreement applying only to employers and (dependent) workers
2. With the agreement applying additionally to those self-employed renting a chair in a salon
3. With the agreement applying additionally to those self-employed operating their own salons without workers





- Results by the end of the year
- Analysis in form of case studies covering 8 Member States initially:
DE, DK, FR, IT, NL, HU, SI, UK
- Possible expansion of the study in a second phase to additional Member States, to show that the conclusions hold across the EU



Action points for social partners



- Assist the Commission in finalizing the terms of reference for / questions to be answered through the study (15 June)
- assist the contractor in carrying out the study (2nd half of 2010)
 - comments on the above proposal?
 - identification of causal chain and (in)direct effects on social policy objectives
 - support from national social partners to:
 - identify evidence and existing studies
 - provide contacts
 - identify experts and research institutes





- Process and planning of further taskforce meetings
- Participants? COM participation?
- Suggested dates:
 - Tuesday, 15 June (back-to-back to PL)
 - Wednesday, 7 July (possibly in Luxembourg)
 - September/October: tbc
 - one additional meeting in November if needed
- Interpretation & translation: DE, EN, FR, IT

