

EU Research and agreements

on Health and Safety in the hairdressing sector
European Agency for Safety and Health at Work 2014



Occupational safety and health in the hairdressing sector



The Hairdressing sector in Europe

- ▶ 1 million people working in 400.000 salons
- ▶ 80 % are women
- ▶ 80 % of recruits are under 26 years and 56 % are under 19
- ▶ self-employment is up to 10 times higher than the whole economy
- ▶ Social partners are working towards a framework agreement on the protection of occupational health and safety - to be made legally binding by the European commission and the council in all member states
- ▶ https://osha.europa.eu/en/highlights/occupational-safety-and-health-in-the-hairdressing-sector?utm_source=oshmail&utm_medium=email&utm_campaign=oshmail-141

Some statistics

- ▶ Cost of skin diseases is estimated to be about 5 billion Euro per year in EU alone
- ▶ UK: 70% of Hairdressers suffer from work-related skin disorder
- ▶ DK: for every 10.000 workers 57 cases of skin diseases among hairdresser against 6 in average.
- ▶ F: Hairdressers represent 1% of the workforce, but 20% of women with work-related asthma are hairdressers
- ▶ The occupational exposure of hairdressers to chemicals increases the risk of cancer (International research Agency for Research on Cancer)
- ▶ 5 times higher prevalence of musculoskeletal disorder

9 Main risk factors

1. Ergonomic factors - mainly back and neck problems.
2. Hazardous substances - water; products; cleaning and disinfecting. Main risk activities being: 1) Hair shampooing 2) colouring 3) permanent waves 4) styling 5) wet cleaning and disinfection work
3. Biological factors - disinfection, ventilation and aircondition
4. physical factors/microclimate - noise, light, ventilation
5. Electrical risks - electricity and water
6. Slips, trips and falls
7. Burns and cuts
8. Fire risk - hot electrical surface, flammable products and air
9. Psychosocial factors - stress, verbal and physical assaults

Initiatives to improve



common health and
safety development in
professional hairdressing in europe

- ▶ Safehair 1.0 - focus on achieving scientifically guided consenses on prevention og occupational skin diseases in hairdressing
- ▶ Safehair 2.0 - webbased toolbox containing didactical material and information for skin protective measures for salons and educational institutions
- ▶ <http://www.safehair.loungemedia.de/safehair/homepage.html>

Desk research on good practices

- ▶ Employer association
- ▶ Overview of existing materials
- ▶ Identification of needs



- ▶ http://www.enwhp.org/fileadmin/user_upload/pdf/ESF-PROJECT-FNI_OSH_among_hairdressers.pdf

TRANSNATIONAL ESF PROJECT

D. Folders and educational material about 'Protection of muscles and joints'	23	K. Brochure <i>15 propositions pour rester fidèle au métier de la coiffure (15 suggestions for remaining loyal to the hairdressing profession)</i>	29	D. Arbo Catalogue for the Hairdressing Sector	35	H. Brochure <i>Hairdresser. Straightforward information and practical tips to help you sort health and safety</i>	42
E. Educational material about 'Stress management' (under development)	23	L. Financial help for salons	30	E. TV-show 'Looking Good'	35	I. Guides for the hairdressing sector	42
F. Scoring method for repetitive tasks (under development)	23	M. Website: The site with Medical-Professional Sheets	30	F. Website 'Kapperscosmetica – Is dit product veilig?'	35	POLAND	42
GERMANY	23	1) 'Fiches de prevention Coiffeur' ('Prevention sheets for hairdressers')	30	G. Description of good practices for physical strain	36	Training provisions	42
Training provisions	23	2) 'Fiches métiers - Coiffeur'	30	H. Website of FNV MOOL	36	A. 'Vocational 'Health and Safety' training programme	42
GENERAL	23	3) 'Fiches métiers détaillées Coiffeur'	30	SWITZERLAND	36	B. 'Health and Safety' training for starters	42
SPECIFICALLY FOR HAIRDRESSERS	24	4) 'Fiche de poste Coiffeur'	30	Training provisions	36	C. 'Health and Safety' vocational training	43
1) All training programmes	24	5) 'Fiche matrice emploi-exposition potentielles Coiffeur'	30	A. Training via the professional organisation	36	Other information material	43
2) Specific safety training programmes	24	6) 'Fiche de caractéristiques Coiffeur'	30	Other information material	36	IRELAND	43
a) 'Mit Sicherheit zum perfekten Look'	24	AUSTRIA	31	A. Manual	36	Training provisions	43
b) 'Retten Sie Ihre Haut'	24	Training provisions	31	LATVIA	37	Other information material	43
c) Basic seminar: 'Haut-nah erleben'	24	A. 'SafeHair goes to school'	31	Training provisions	37	A. Workshops	43
d) Follow-up seminar: 'Stress juckt mich nicht mehr'	24	1) Issue 1: 'Skin protection'	31	Job training/training programme 'Health and safety' for schools offering vocational education	37	B. Taking Care of Business initiative	43
Other information material	25	2) Issue 2: 'Healthy diet'	31	Other information material	37	C. BeSMART.ie	44
A. A skin protection plan: 'Hautschutz- und Händehygieneplan'	25	3) Issue 3: 'Sufficient exercise'	31	A. Manual	37	MALTA	44
B. Instructions for use: 'Betriebsanweisung'	25	B. Project 'Startklar'	31	B. 8 PowerPoint slides	38	Training provisions	44
C. A brochure for healthy hands: <i>Schöne Hände - gesunde Haut</i>	25	1) Hairdressing schools	32	C. YouTube	38	A. Seminar on health and safety risks for hairdressers	44
D. A brochure for risk management: <i>Gefährdungsbeurteilung im Friseurhandwerk</i>	25	2) Trainee hairdressers	32	D. Checklist for risk assessment for the hairdressing sector	38	B. Seminar on health and safety risks for hairdressers	45
E. A brochure for better hygiene: <i>Hygiene im Friseursalon</i>	25	3) Hairdressing salons	32	GREAT BRITAIN	38	Other information material	45
F. A brochure for better prevention: <i>Prävention lohnt sich</i>	25	Other information material	32	Training provisions	38	Inspection campaign – hairdressing sector	45
G. Campaign for healthy, beautiful hands (2009 - 2012)	25	A. Flyer: 'Deine Haut ist Dir am nächsten'	32	Other information material	38	SPAIN	45
H. "Traum-raum" on Facebook	25	B. Diagram: 'Hautschutz und Hygieneplan Für Friseurinnen und Friseur'	32	A. The general website of HSE (different sectors)	38	Training provisions	45
I. Website with relevant themes regarding work safety for the hairdressing sector	26	C. Folder: 'Wir beraten Sie gerne'	32	1) Support information (guidance)	38	Other information material	45
J. Website: 'Health and safety in the hairdressing sector'	26	D. Folder: 'Hautnach an der Schönheit. Die gepflegten Hände Ihrer Mitarbeiterinnen sind die Visitenkarte Ihres Salons'	32	2) Modules in the section on support information 'Young people at work'	38	A. National survey of working conditions in the hairdressing sector	45
K. Free online database: 'KomNet Arbeitsschutz'	26	E. Summarized overview: 'Hautnach an der Schönheit'	32	3) Link 'New to the job' with 6 steps for protecting new employees	38	B. Prevention guide/risk analysis tool for hairdressing salons	46
L. Starting up European initiatives	26	F. Skin protection plan: 'Bezugsquellen zum Erstellen eines Hautschutzplanes. Schutzhandschuhe für Friseurinnen beim Waschen und Färben'	32	4) Link Skin at work	39	CYPRUS	46
M. Publications	26	G. Questionnaire for evaluating the implementation of skin-protection measures	32	B. HSE Hairdressing website	39	Training provisions	46
FRANCE	26	THE NETHERLANDS	33	C. Campaign 'Bad Hand Day? Let's cut out dermatitis'	39	Other information material	46
Training provisions	26	Training provisions	33	1) Trial with gloves	39	A. Creation of the first OIRA-tool	46
A. ErgoCoiffure Class and Practical Workshop – Cut and Hairstyle	26	A. One-week programme	33	2) Seminars	40	B. OIRA Case Study	46
		B. A short programme (45-60 minutes)	33	3) Information material	40	FINLAND	46
				a) Example of a risk assessment for a hairdressing salon		Training provisions	46
				b) Checklist for a hairdressing salon for preventing hand eczema		Other information material	46
				4) Advertisements	40	Assessment schedule 'Ergonomic Workplace Method'	46
				a) Campaign flyer			
				b) Press advertisement			

Research questionnaire

suggestion deadlines

- ▶ Timeframe for research:
 - ▶ Input to questionnaire - deadline December 23rd 2015
 - ▶ Final questionnaire forwarded to partners 15th of January 2016
 - ▶ Deadline for returning questionnaires 1st of April 2016
- ▶ Presentation of results - partner meeting in DK, June 2016.
 - ▶ DK will present the results and conclusions from the research
 - ▶ Some partners might be asked to do presentations on specific national findings

Expert meeting

Need to have and Nice to have

- ▶ Researchers on Health and safety
- ▶ Researchers on new and safer products
- ▶ Experts on Environment (energy, water, waste management,)
- ▶ Expert on EU research/hairdressing industry, idea:
- ▶ Expert(s) in Management and certification systems (ISO; CSR)
- ▶ Hairdressing Entrepreneur's / change agents
- ▶ Producers
- ▶ Social partners

Expert ideas

- ▶ National research center on Allergy, Denmark (on H&S, Allergies in hairdressing, chemistry and protection)
- ▶ Danish technological Institute - the challenge developing chemical free hair dye, results from a research project with AARHUS TECH.
- ▶ Expert on EU research/hairdressing industry, **Miet Verhamme**, coiffure.org, Presenting Safehair.eu
- ▶ Swarna Prasad - Skotland - Hairdressing Heroes. Hair dressers as agents of changes (How can hairdressers inform and change customer awareness on sustainability)
- ▶ Hairdressing Entrepreneur's/ change agents (Ingridient - a producer from DK, Diane - a hairdresser from NL, Christine - a college change agent from Scotland)

When - Calender exercise 😊

- ▶ ½-1 day of expert meeting
- ▶ 2 days of partner meeting

Suggestion: 28th to 30th of June 2016