

## Research report

### "Future Skills & Sustainable Development in the Green Salon"

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## Introduction and motivation for the research

The aim of the research made in the partner countries, presented in this report, is to create the foundation for developing the learning materials and tools for entrepreneurs in the Hair and beauty sectors, which are planned to be delivered in the ERASMUS+ project "Future Skills & Sustainable Development in the Green Salon".

The background for the present project and thereby this report, is a Leonardo project in creative industries where partners exchanged experiences on Health and safety and implementation for sustainability in hairdressing and graphic industry. During the project, it was obvious that the problems in the sector were cross-national and severe. It is an issue that everyone working in the hair and beauty industry – being in education, salons or as producers – talk about. From the project, it was also clear that many discussions were based on emotions and single cases, which stakeholders have experienced often at a personal level. For more information, please see [www.greenability.info](http://www.greenability.info)

These insights created a strong motivation to get an overview of the actual knowledge on Health and Safety as well as sustainability in the hair and beauty sector.

To get this insight a questionnaire was developed including 10 sets of questions:

1. National research on asthma, allergy and deceases (ex. prevalence of cancer) for people working in hair and beauty
2. National research on asthma, allergy and deceases related to hair and beauty products.
3. National statistics on hair and beauty salons:
4. National requirements for environmental protection hair and beauty salons.
5. National requirements for Health and Safety in hair and beauty salons & how it is monitored
6. Demands in the VET education in Hair and beauty in relation sustainability and H&S
7. Existing national or local tools and methods to analyse and improve sustainability in hair and beauty (or from other trades if applicable)
8. What is the attitude of National producers and their development activities in relation to Sustainable hair and beauty products?
9. What is the general attitude in the hair and beauty sector with regard to sustainability?
10. What is the general attitude of hair and beauty customers regard to sustainability?

4 project partners (IES El Palo, ROC van Amsterdam, Bridgwater College, ARHUS TECH) have made the research and submitted their findings to AARHUS TECH

We had high expectations. As this report will show, the findings vary from country to country and generally shows a picture that the accessibility of information is limited.



## Overview of the sector per country

In the questionnaire, we posed a variety of questions, which should help to give a quantitative overview of the countries involved in the project.

The hope was that by gathering these information we could derive some financial arguments for introducing a more sustainable approach in Hair and beauty.

The available statistics for Hair and Beauty are presented separately. Especially for both Denmark and the Netherlands there is a surprisingly lack of statistical information and even less information on the beauty sector than hairdressing.

### National statistics on hair salons

<i>Hairdressing</i>	<b>ES</b>	<b>NL</b>	<b>UK</b>	<b>DK</b>
<b>Number of salons</b> <b>1-5 employees</b> <b>6-10 employees</b> <b>10 employees</b>	Total salons 50.000.  98% have less than 5 employees (42% of hair salons have just one employee).	25.305	<b>THERE ARE over 40,000</b> hairdressing, barbering and beauty businesses in the UK. A quarter of them are in London and the South East 35,704 hairdressing	No information But an estimated 5000 salons in Denmark
<b>Yearly turnover of salons (total industry)</b>	3.296.880 €		<b>TWO THIRDS</b> of hairdressing, barbering and beauty businesses have annual turnover of less than £99k. A quarter have turnover between £100k and £250k	N/A
<b>Number of self-employed</b>	95548 self-employed in H&B	With turnover less than 175K: 3, >175K 6 Most business are self-employed without personnel	<b>300,000 PEOPLE</b> work in the hairdressing, barbering and beauty industry  <b>44% OF PEOPLE</b> working in hairdressing and barbering and 56% of people working in beauty are self-employed.	N/A
<b>Number of part-time employees in the trade</b>	Total number of employees in H&B: <b>112271</b> people (part and full time)		<b>HALF THE PEOPLE</b> working in hairdressing and barbering work part-time. Part-time working is more common in the beauty industry than in hairdressing and barbering	N/A
<b>Number of full-time employees in the trade</b>	Pending of publishing		56%	N/A



<b>Average number of employees per salon</b>	98% of salons have less than 5 employees	32.900 (of which some 10% students)	<b>93% OF ALL</b> hairdressing, barbering and beauty businesses employ less than 10 people and two thirds employ less than 5 people	N/A
<b>Number of VET students graduating per year</b>	<b>Academic Year 2012/13 ( only statistics available)</b> - 3352 graduated students from VET Schools - 3776 H&B students from occupational training, <b>Total number of H&amp;B students graduating on 2013 year: 9749</b>	Approximately 1000	In 2014/15, there were 499,900 apprenticeship starts in England, 59,500 (14%) more than the previous year. It was the first year since 2011/12 in which apprenticeship numbers increased.	470

<i>Hairdressing</i>	ES				NL	UK	DK
<b>Type and number of registered work hazards in 2013/2014/2015</b>	Type of accidents with sick leaves	2013	2014	2015	Main risks are: 1. Allergenic 2. Physical 3. work related stress	<b>Self-reported work-related symptoms in hairdressers<sup>1</sup></b> <b>Results</b> a. hairdressers reported significantly higher levels of musculoskeletal problems, including work-related shoulder pain work-related wrist and hand pain), work-related upper back pain work-related lower back pain, and work-related leg/foot pain). b. The frequency of self-reported asthma was similar in both groups (hairdressers 16%, controls 17%) as was chest tightness and wheeze. c. Work-related cough was significantly more frequently reported in	N/A
	H&B Working accidents	952	925	Not pub.			
	1PS Working Accidents	33383	33091	40193			
	H&B In itinere accidents	489	519	Not pub.			
	PS In Itinere Accidents	896	888	1070			
	1Cause and number of occupational diseases	2013	2014	2015			
Physical agents	Not av.	100	122				

<sup>1</sup> Research basis: In total, 147 hairdressers, 86% of whom were female (median age 27 years) and 67 non-hairdressing controls, all female (median age 38 years) were recruited. Following adjustment for age, smoking and years worked



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	Inhalation of chemicals	Not av.	25	26		hairdressers than in controls	
	Skin damage	Not av.	54	64			

	ES				NL	UK	DK
<b>Loss of working days due to sick leave in the trade</b>	Average of lost working days	2013	2014	2015		No data. Most hairdressers are self-employed. Therefore would not have sick leave	N/A
	H&B Working accidents	24,5	24,1	Not pub.			
	H&B In itinere accidents	38,9	36	Not pub.			
	Occupational diseases	Not av.	56,27	78			
	TOTAL DAYS	63,4	116,37				
<b>Yearly cost of sickness and accidents in the trade</b>	Not available					As above need to research more	N/A
<b>% sick leave in the trade</b>	% Sick leave in PS	2013	2014	2015		skin disorders comprise more than 45 percent of all Occupationally related diseases. Irritant Contact Dermatitis accounts for 80% of all occupational Dermatitis's alone.	N/A
	Working accidents	1,32	1,18	1,52			
	In itinere	0,34	0,32	0,37			
	%Sick leaves in the trade = Number of Accidents/ Employees and self employed Registered in Social Security <sup>2</sup>						

	ES	NL	UK	DK
<b>3 main reasons to leave the trade</b>	Lack of management of the hairdressing	Main risks are: 1 Allergenic 2 Physical	Skin Disorders	N/A

<sup>2</sup> Non specific statistics for H&B available. Data have been obtained from the general statistics for personal services (PS) which includes hair and beauty, laundry, funeral services and gyms. We've estimated that almost a 70-75% of the figures are related with H&B



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	salon, lack of business experience. Lack of profitability due to the economic crisis. Occupational diseases	3 work related stress	Muscle and musculoskeletal disorders Low wages at the start	
<b>Number of people leaving the industry yearly</b>	8% of total The average in others sectors is 3.5-5%			N/A
<b>Average number of active years in the trade</b>	13'9 years	For businesses with employees: 14 years, for those without 8 years	Most established hairdressing would stay in industry for a live career. Others between 2-5 years	8 -9 years. The average age is 48, 7 the figure is misleading as students dropping out after 14 days are included in the figure
<b>Number of Salons using common standards or guidelines such as CSR, ISO, Green initiatives or others</b>	<b>Academia Verde</b> by Lóreal According to LÓreal report, only 100 salons worldwide have this kind of certification. None of them are located in Spain		There are new incentives for salons to work within CSR. ISO but it still very much in its early stages with no statistics. Also green initiatives	No statistics on the number of environmental friendly Salons.  27 salons have the Green salon certification which is an estimated 1% of the salons

## National Statistics on Beauty salons

<i>Beauty</i>	<b>Es</b>	<b>Nl</b>	<b>Uk</b>	<b>Dk</b>
<b>Number of salons 1-5 employees</b>	Total salons: 22.000	25.000	13,107	N/A
<b>6-10 employees</b>	95% have less than 10 employees			
<b>10 employees</b>				
<b>Yearly turnover of salons (total industry)</b>	N/A		<b>THE HAIRDRESSING, BARBERING AND BEAUTY INDUSTRY</b> generates almost £7bn in turnover each year	N/A
<b>Number of self-employed</b>	There is not separation between hair and beauty data	N/A		N/A
<b>Number of part-time employees in the trade</b>	There is not separation between hair and beauty data	N/A		N/A
<b>Number of full-time employees in the trade</b>	Pending of publishing	N/A		N/A



<i>Beauty</i>	<b>ES</b>	<b>UK</b>	<b>NL</b>	<b>DK</b>
<b>Average number of employees per salon</b>	95% have less than 10 employees	N/A		N/A
<b>Number of VET students graduating per year</b>	<b>Academic Year 2012/13</b> - 3021 graduated students from VET Schools	Approximately 700		35
<b>Type and number of registered work hazards in 2013/2014/2015</b>	There is not separation between hair and beauty data. Please see previous figures.	Main risks are: 1 Allergenic 2 Physical 3 work related stress		N/A
<b>Loss of working days due to sick leave in the trade</b>	There is not separation between hair and beauty data. Please see previous figures.			N/A
<b>% sick leave in the trade</b>	There is not separation between hair and beauty data. Please see previous figures.		N/A	N/A
<b>Yearly cost of sickness and accidents in the trade</b>	N/A			
<b>3 main reasons to leave the trade</b>	1. Economic crisis 2. Competitiveness of Medical Aesthetic Centers	No hard data yet, research in progress		N/A
<b>Number of people leaving the industry yearly</b>	N/A			N/A
<b>Average number of active years in the trade</b>	N/A	No data found		N/A
<b>Number of Salons using common standards or guidelines such as CSR, ISO, Green initiatives or others</b>	N/A			N/A

The main conclusions, which can be generated from the information, is confirmation of the picture we already had. The large number is self-employed, the risk of work related illnesses is high and the number of years working in the business is quite low.

Generally, the problem is if the information available can even be used for much. For instance in Spain, the figures cover a large group of professions within personal services (PS): hair and beauty, laundry, funeral services and gyms.

## Overview of national requirements for Health & Safety

This section will give an overview of the requirements for Health and Safety in Hair & Beauty in the four countries. The categories are derived from the European Agency of Safety and Health at work report from 2014: Ergonomic factors, Hazardous Substances, Hygiene, Physical factors (microclimate), Electrical risks, Slips, trips and falls, Burns and Cuts, Fire risks, psychosocial factors. Furthermore each country are explaining the monitoring mechanisms in place.

### Spain

There is no specific legislation regulating Occupational Health and Safety in the hairdressing and beauty sectors in Spain<sup>3</sup>. Most of this National Legislation and Requirements are explained and gathered in the Technical Guide to Evaluate and Prevent occupational risks in the workplace, issued by the National Institute for Occupational Safety and Health at Work (INSHT)<sup>4</sup>.

In addition, the National Institute for Occupational Safety and Health at Work (INSHT), has developed a technical GUIDE to promote Prevention Actions within Hair and Beauty Salons

#### Ergonomic factors

To improve ergonomics in the workplace the Andalusian Hairdressers Federation, developed in 2010 a complete Guide to evaluate and prevent Ergonomics and posture factors in Hair and Beauty Salons. Exp. IT-0130/2010.<sup>5</sup>

The main recommendations are:

1. Washbasin, hairdresser chair, customers armchair, stretchers and trolleys must be accommodative.
2. To keep postural Hygiene with straight back, relax shoulders with hand and forearms aligned
3. To avoid long and intense efforts, especially flex-extension and rotation movements
4. To use ergonomics tools and sharp cutting or shaving utensils to reduce strength and bad postures.
5. To exchange tasks and activities to use different muscles and decrease monotony.
6. Periodically, the owner of the salon shall offer medical exams and information about ergonomic risks prevention.

#### Hazardous Substances

Cosmetic product means any substance or mixture intended to be placed in contact with the external parts of the human body (epidermis, hair system, nails, lips and external genital organs) or with the teeth and the mucous membranes of the oral cavity with a view exclusively or mainly to cleaning

<sup>3</sup> We describe the national legislation and legal requirements to start any kind of economic activity in our country according to the royal Decree: **486/1997 14 April on Minimum requirements concerning Safety and Hygiene in the workplace, 485/1997, 14 April, on Minimum requirements concerning Safety Signals in the workplace, 1215/1997, 18 July, on Minimum requirements concerning health and Safety of equipments in the workplace, 1027/2007, 20 July, which approves the regulation for Thermal installations in buildings.**

<sup>4</sup> <http://www.insht.es/InshtWeb/Contenidos/Normativa/GuiasTecnicas/Ficheros/lugares.pdf>

<sup>5</sup> [http://www.aneip.org/NdSite/OnLineCache/FMS/73/09/ef954bcc65dda618cd7120955c9236bc/IT-0130-2010%20\(Web%203\)%20Gu%EDa%20Pt%E1ctica.%20Evaluaci%F3n%20de%20Riesgos%20Ergon%F3micos%20y%20Posturales%20en%20establecimientos%20de%20Peluquer%EDa%20y%20Est%E9tica.pdf](http://www.aneip.org/NdSite/OnLineCache/FMS/73/09/ef954bcc65dda618cd7120955c9236bc/IT-0130-2010%20(Web%203)%20Gu%EDa%20Pt%E1ctica.%20Evaluaci%F3n%20de%20Riesgos%20Ergon%F3micos%20y%20Posturales%20en%20establecimientos%20de%20Peluquer%EDa%20y%20Est%E9tica.pdf)



them, perfuming them, changing their appearance, protecting them, keeping them in good condition or correcting body odours<sup>6</sup>;

For substances which are likely to cause allergy to a part of the population, the presence of these substances should be mentioned in the list of ingredients and restrictive measures such as a ban or a restriction of concentration should be considered.

The use in cosmetic products of substances classified as CMR substances, of category 1A, 1B and 2, under Part 3 of Annex VI to Regulation (EC) No 1272/2008 shall be prohibited. However, a substance classified in category 2 may be used in cosmetic products where the substance has been evaluated by the SCCS (Scientific Committee for Consumer's Safety) and found safe for use in cosmetic products.

In the event of serious undesirable effects, the responsible person, distributors, end users or health professionals shall, without delay, notify the following to the Spanish Agency of Medicaments and Sanitary Products.

What's more, the National Institute for Occupational Safety and Health (INSHT), has classified Hairdressing as a dangerous work due to its exposure to chemicals, and according to it, has developed a report with useful information about identification, assessment, prevention and protection against hazardous substances in hairdressing salons<sup>7</sup>.

Key Points of the report:

1. To look for hazardous chemicals reduction. Examples: vegetal dying, dyes with dimeticona, perms with clorhidrato de mercaptamina, bleaching with sodium carbonate, hair smoothing or curling with hairdrying<sup>8</sup>.
2. To use natural cosmetics
3. Avoid the use of cosmetics on dust or spray
4. To follow strictly cosmetics use instructions and to storage them, well closed, in a specific and ventilated area.
5. In case of cosmetics transfers to smaller recipients, these shall be perfectly labelled.
6. Preparation of hazardous products such as dyes or perms, shall be done in a separate zone with localized air extraction. If it is not possible, air renovation should be higher than 100 m<sup>3</sup>/hour per worker. Inside the salon, ventilation can be natural or forced but it must assure a minimum of air renovation of 50m<sup>3</sup> per hour per worker.
7. Empty recipients shall be disposed in covered containers.
8. Be aware of using protecting gloves (no latex) and breathing masks to reduce direct exposure or inhalation of chemicals.
9. To wash and dry hands after each work and to clean and rinse working tools.

## Hygiene

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<sup>6</sup> The regulation on cosmetic products is defined by RD 1599/1997, 17 of October on Cosmetic Products (July 2013 version after transposition of Regulation (EC) No 1223/2009 on cosmetic products).

<sup>7</sup> Link to the report in Spanish: <http://stp.insht.es:86/stp/basequim/013-tratamientos-del-cabello-en-peluquer%C3%ADas-exposici%C3%B3n-agentes-qu%C3%ADmicos>.

<sup>8</sup> Recommendation as to how hazardous substances can be substituted can be found on [www.subsport.eu](http://www.subsport.eu)

Recommendations on safety and hygiene in general for work places<sup>9</sup>:

1. Workplace as well as toilets, equipment and installations should be cleaned periodically to keep them in appropriate hygienic conditions. Therefore, floors, ceilings, walls, furniture, tools... should be suitable for easy cleaning and maintenance.
2. Garbage, grease or any other slippery substance, as well as any other hazardous product which could provoke any risk for humans and/or environmental damage, shall be immediately cleaned.
3. Ventilation Systems shall be controlled for proper functioning
4. Boilers/Heating appliances and air conditioning systems shall be inspected every 2 years (RD 1027/2007, de 20 de Julio, IT4.2)
5. Recycling and no waste of energy and water is recommended but not compulsory. However, Local Administrations are compelled to facilitate and promote recycling procedures among consumers and businesses.
6. Separate storage of garments, cosmetics and cleaning products.
7. Tools and utensils should be disinfected and sterilised.
8. Disposable cutting materials such as razor blades and needles must be disposed in waterproof, hard and closed containers that will be collected by an authorized company

#### Physical factors (microclimate)

The regulations on physical factors are regulated by 4 degrees and can be summed up in 9 points<sup>10</sup>:

1. Temperature in the workplace for non-sedentary works: Between 21 °C and 25 °C in summer time, and between 16 °C and 22 °C in winter. However, the RD 1826/2009, that modifies the Regulation of Thermic Installations in buildings (RITE), indicates that for energy saving reasons, the temperature in heated buildings should not be higher than 21°C. In the case of air-conditioning, the temperature should be no less than 26°C.
2. Relative Humidity: Between 50 and 70%.
3. Airflow: Below 0,75m/s.
4. Ventilation can be natural or forced but it must assure a minimum air renovation of 50m<sup>3</sup> per hour per worker.
5. A technical report before initial opening of a business is required by law to estimate proper physical factors depending on the size, number of users, equipment and installations. This report must be in accordance to the regulations in the RD 1027/2007 of 20 July that approves the regulation for thermic installations in buildings.
6. Lighting levels in hair and beauty salon shall be between 500 and 1000 lux, due to the high visual demand of the tasks. Lighting in the workplace should avoid dazzles and high contrasts.
7. Every tool or equipment that may cause health risks due to high levels of noise, vibrations or radiations, must have barriers or proper devices to limit or reduce this physical factors.

<sup>9</sup> Recommendations described on the basis of: Annex II of RD.486/97 of 14 April on Minimum requirements concerning Safety and Hygiene in the workplace.

<sup>10</sup> Annex III of RD.486/97 of 14 April on Minimum requirements concerning Safety and Hygiene in the workplace. ROYAL DECREE 1027/2007 of 20 July that approves on the Regulation for Thermal installations in buildings (RITE). Annex I of RD. 1215/97 of 18 July about the Minimum requirements for Health and Safety of Working Equipments. ROYAL DECREE 286/2006 of 10 March, on Workers health and Safety concerning protection against Noise.

8. When the level of noise is higher than 80db, different measures must be adopted such as providing ear protection, medical checkups, information and supervision.
9. The size of business premises will be calculated depending on the number of workers and equipment dimensions. However, there are minimum requirements such as: 2,5 meters from floor to ceiling; 2 mts<sup>2</sup> and 10mts<sup>3</sup> of free surface per worker

### **Electrical risks**

There are no specific guidelines for Hair and beauty. The general rules and recommendation should be followed<sup>11</sup>:

1. The use and maintenance of Electrical installations shall respect the Electrical Engineers Regulations and the specific legislation related to Safety signals in the workplace. Therefore, every business shall have a Technical Project designed by authorized technicians and supervised by the Administration which will guarantee that the electrical installation is in accordance to all the regulations.
2. The use of ground wires and electrical panels protected by electrical cabinets are compulsory in order to prevent electrical contacts and short circuiting.
3. Business owners are forced to inform their workers about the electrical risks they are exposed to and how to prevent them, remembering basic rules such as : Do not work with electric devices with defective plugs or wires; Don't unplug by wire pulling ; Don't manipulate electrical devices with wet hands and avoid overloading plugs with multiple connectors.

### **Slips, trips and falls**

There are no specific guidelines for Hair and beauty. The general rules and recommendation should be followed<sup>12</sup>:

1. Floors must be fixed, stable, anti-slip and without dangerous slopes.
2. Apertures or grades on floors or walls must be protected by rails.
3. Stairs and ramps higher than 60 cms shall have a banister at the height of 90cms. Banisters shall be built on rigid materials and with a protection to avoid people stepping or objects dropping.
4. Transparent doors or walls as well as any other areas of the workplace with dropping or falls risks, steps, and ramps must be signalized.
5. Any liquid or slippery product spill must be immediately cleaned.
6. Workers should use anti-slip shoes.
7. Avoid loose electric cords and cutted hair on the floor

### **Burns and Cuts**

There are no specific guidelines for Hair and beauty. The general rules and recommendation should be followed<sup>13</sup>:

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<sup>11</sup> ROYAL DECREE 614/2001 of 8 June, on Worker's protection against electrical risks in the workplace; ROYAL DECREE 842/2002 of 2 August, on Electrical Engineers Regulations for low voltage

<sup>12</sup> Annex I of RD.486/97 of 14 April on Minimum requirements concerning safe and Hygiene in the workplace.

<sup>13</sup> Annex I of RD 1215/1997, of 18 July, on Minimum requirements concerning health and Safety of equipments in the workplace

All working equipments that may cause burns and cuts, shall be protected by barriers to prevent accidental contact.

### **Fire risks**

There are no specific guidelines for Hair and beauty. The general rules and recommendation should be followed<sup>14</sup>:

The design and structural characteristics of the workplace shall facilitate the control of emergency situations, specially fire risk, and assure a quick and safe evacuation.

It is compulsory to have fire extinguishers each 15 mts or even 10 mts in the case of workplaces with high fire risk.

Evacuation corridors and exits shall be signalled and have emergency lights. Minimum width of corridors and doors will be of 80 cms and 1 meter respectively. Doors will open outwards only if the number of occupants is higher than 50 persons.

All businesses must have an Emergency Plan describing the different procedures to be followed for handling sudden emergency situations (especially fire), evacuation maps and first aid measures.

### **Psychosocial factors**

The Hair and Beauty Collective Labour Agreement establishes several requirements related to working hours, timetables, breaks, hollidays, paid leaves, tasks and salaries that improves National Legislation:

- Working hours per year: 1750 hours. However, 28% of this hours can be distributed depending on salon needs as far as workers have the compulsory breaks .
- Workers are entitled to 30 days of vacations per year; 12 hours between working days; 1,5 days between working weeks; and 1,5 hours at split shifts.
- Extra hours are forbidden and only in case of delayed clients, workers can increase their working time half an hour after the closing. That extra time shall be compensated with money or relax the following days.
- Paid leaves: 16 weeks for maternity and 13 days for paternity; 15 days for marriage or union, 1 day for children´s marriage; 2 days (4 if they live away) for relatives´s illness, death or birth; 1 day for house moving; 2 days for private issues and 1 hour per day for lactation of babies under 9 months.
- Unpaid leaves: Minimum of 4 months and maximum of 5 years for private issues. They can also reduce their working time (a maximum of 50% and a minimum of 10%) every day to take care of children under 12 years old or disabled or very sick relatives.

### **Additional aspects**

### **Monitoring mechanisms**

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<sup>14</sup> RD 314/2006 of 17 March, that approves a Technical Building Code for Fire and Security (CTE); RD 1942/1993 of 5 November, that approves the Regulation for Fire Protection Installations; RD.485/97 of 14 April on Minimum requirements concerning Safety and Hygiene in the workplace; RD 485/1997 of 14 April on Minimum requirements concerning health and Safety signs at work.

There are two different moments where Health and Safety Requirements are supervised:

- A) While the construction or alteration of workplace.
- B) When the business is already functioning.

**A) While the construction or alteration of the workplace<sup>15</sup>.**

In accordance with the foregoing, a Technical Project made by competent Technical Authority (engineers, architects...) must be approved by the Local Administration to guarantee that all regulations are duly followed, including local laws on urban planning, accessibility, environmental impact...depending on the type of economic activity.

Once the construction works are finished, City Hall Technicians will supervise the premise and its installations, and if everything is right, they will extend an Activity Opening License.

**B) When business is already functioning<sup>16</sup>.**

Every business owner are compelled to protect their workers against occupational risks and they are responsible for all the damages and accidents at work. Employers/owners have the following duties:

- The elaboration of a Risk Prevention Plan and provision of First Aid and an Emergency Plan.
- Ensure that employees who carry out activities in his workplace receive information and adequate instructions, regarding the existing risks at the workplace and the appropriate measures for protection and prevention and also the emergency measures to be applied.
- The provision of formation, training activities, free and suitable protection equipment and medical check-ups to workers.
- Respect working time and conditions content on the Hair and Beauty Collective Labour Agreement .

Labour and Social Security Inspectors will monitor all these duties.

## England

### Ergonomic factors

a) proper design of the work environment

The hairdresser must have sufficient space around him- or herself to move freely and change body position so that he or she can reduce excessive reaching and bending. All workbenches must be constructed at appropriate heights and hairdressers' chairs must always be height adjustable. Not only must equipment and materials be within easy reach, but considerations should also be taken for their weight and bulkiness. This can be facilitated by the use of trolleys with wheels.

b) appropriate work practices.

It is important that the tasks vary as much as possible, so that the employee uses different muscles and allows muscles to recover (rotation of tasks). This can be accomplished by alternating between sitting and standing, for example when cutting hair, or alternating between different tasks such as sweeping and shampooing hair. Clearly defined responsibilities, equitable distribution of tasks,

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<sup>15</sup> RD 314/2006 17 of March, that approves a Technical Code for Building and Fire Security (CTE).

<sup>16</sup> Occupational Risks Prevention Act 31/1995 of 8 November and RD 39/1997, of 17 January on Prevention Services Regulation.

proper time allotments and rest breaks can help to diminish ergonomically induced symptoms. Health surveillance is a prerequisite for prevention.

#### c) Appropriate equipment

The purchase of ergonomic tools with bended or adjustable grip keeps the wrists straight. Ergonomic issues should also be considered when new hair wash installations are purchased. The same applies for handheld hairdryers and scissors.

### **Hazardous Substances**

An analysis of typical hairdressing activities revealed that the following activities in particular must be taken into account in the hazard assessment<sup>17</sup>:

- hair shampooing and application of hair care products;
- hair colouring;
- permanent waves;
- styling; and
- wet cleaning and disinfection work.

It is of major importance that the products used have been designed and manufactured in compliance with the EU Cosmetics Regulation (EC Regulation No 1223/2009) and the instructions of use must be followed. In the case of cosmetic products, warnings and/or use instructions on labels or package inserts will also provide valuable information.

Based on the information obtained on the substance risks arising from the products used and the type and nature of the envisaged activities, the related inhalative, dermal and physico-chemical hazards (fire and explosion hazards) are to be assessed independently of one another and compiled in the hazard assessment.

Some basic measures for the prevention of exposure to chemicals are checking that the containers are immediately capped after use, disposing of empty containers appropriately and storing products as directed by the manufacturer.

Proper ventilation of the hairdressing salon is vital to minimise exposure.

The employer is obliged to ensure that any hazard for staff in the salon is appropriately identified and assessed by specifically educated experts.

### **Hygiene**

Routinely brushes, combs, scissors, razors, clippers, towels, blow wavers, etc. must be washed in hot, soapy water followed by immersion in disinfectant solution for 15–20 minutes. Cuts and abrasions should be covered with waterproof dressings. Equipment should not be reused on the next client until it has been thoroughly washed and disinfected.

Hands should be washed regularly with antibacterial soap. Here the use of gloves can also protect from diseases.

As for all workplaces, washrooms and toilets must also be kept clean and disinfected.

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<sup>17</sup> The source of the analysis is not indicated



Air conditioners should be properly maintained and serviced to prevent the incubation and spread of microorganisms.

### **Physical factors (microclimate)**

The microclimate parameters (room temperature and humidity, rate of indoor air exchange, etc.) should be adjusted to provide the maximum comfort for both employees and clients.

Proper maintenance of the air-conditioning system is therefore important. The work areas must be adequately illuminated by natural or artificial light.

### **Electrical risks**

Employers are responsible for ensuring the safety and health of their employees and also the public, if they are at risk from those work activities. This includes electrical safety<sup>18</sup>.

A hairdressing salon is equipped with a variety of electrical devices used in the proximity of wet conditions. If they are not cared for, there will always be the danger of electric shocks. Maintenance of electrical equipment is vital. A qualified electrician must inspect the electrical infrastructure and equipment regularly.

Important safety points to remember are:

- Always store electrical equipment away from moist or wet areas
- Never to touch electrical devices with wet hands
- Switch off and unplug devices before cleaning.
- The use of extension cords and multiple plugs should be avoided.
- All electrical equipment must be certified and all safety requirements for their use should be fulfilled.

### **Slips, trips and falls**

To prevent slips a) all floor surfaces must be dried and immediately cleaned from spills and hair constantly swept away. B) The floor surface must be horizontal, void of cracks or tile breakages and slip proof. C) Ladders and steps must also be slip proof. Employees should wear non-slip footwear. Proper storage and easy access of utensils, liquid or semi-liquid package products are essential to avoid accidents from falls.

### **Burns and Cuts**

Contact with hairdryers and steamers that may have hot surfaces can cause burns. Care must also be taken to avoid continuous contact with excessive hot water. It is important that all utensils such as scissors, razors or clippers are handled carefully, kept in good condition and stored with protective coverings

### **Fire risks**

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<sup>18</sup> Under UK law the Health and Safety at Work etc Act 1974 (HSW Act) in Great Britain or the Health and Safety at Work (Northern Ireland) Order 1978 in Northern Ireland

All three parameters necessary to initiate and propagate a fire coexist in the work environment of a hairdressing salon: hot electrical surfaces, flammable products and air. In order to minimise the risk of fire, one must isolate one parameter from the other

The salon should be equipped with fire extinguishers, fire blankets, sprinklers and a fire alarm. An emergency plan should be designed and all employees should become familiar with it and participate in any emergency drills.

### **Psychosocial factors**

Under *European OSH* regulations employers have a duty to provide information on these issues, a safe work environment and training. It is particularly important to establish, from the outset, a workplace policy on sexual harassment and bullying. The employer must continuously consult and cooperate with his or her employees and not burden them with excess work that can lead to stress. In order to avoid the above conflicts and misunderstandings, the employer should prepare a clear plan on work times, tasks, responsibilities and decision-making powers, as stipulated in *Article 6 of the European social partners' Framework Agreement on Work-related Stress (October 2004)*.

In the agreement in the hairdressing sector, both sectoral social partners confirm their commitment to this European agreement on work-related stress.

### **Additional aspects**

The doctor's opinion with regard to whether a pregnant employee should be exempt from some tasks should always be followed. Provisions in legislation and collective agreements for the protection of maternity should be adhered to. Risk assessment in a hairdressing salon should take into account

### **Monitoring mechanisms**

If you own or manage a hair or beauty salon you have a duty to ensure you safeguard the health and safety of your staff, your customers, yourself and any self-employed people or contractors working at your premise. Further guidance can be obtained from the National Hairdressers Federation, The Hair and Beauty Industry Authority (HABIA) or the Health and Safety Executive (HSE).

## **Netherlands**

### **Ergonomic factors**

Primarily the regulations focus on avoiding RSI (repetitive strain injury), by stating that there should be a mixture in activities, from welcoming the client, through the treatment and cashier activities. Also employee should be able to move freely and naturally given specific guidelines for the furniture and layout of the salon. With regard to equipment used, there are many recommendations, for example, to use scissors with a little finger support.

### **Hazardous Substances**

All hairdressing salons are required to have a chemical 'corner' and appropriate air management.

### **Hygiene**

Eating and drinking is not allowed in the salon.

### **Physical factors (microclimate)**



No special requirements other than 'a good ventilation of the workspace'. Air suction is required above the 'chemical corner'.

**Electrical risks**

No special requirements.

**Slips, trips and falls**

All employees must be educated in the specific risks of the workplace and be given instructions what to do in case of an emergency.

**Burns and Cuts**

A first aid kit must be on the premises.

**Fire risks**

A fire extinguisher needs to be easily accessible on the premises.

**Psychosocial factors**

After a two hour work period a 10 minute break is required.

**Additional aspects**

Pregnant employees may not (in the last three months of the pregnancy) squat, bend or kneel. Walking of stairs is to be avoided.

**Monitoring mechanisms**

Governmental inspection in the workplace is carried out by the 'Arbeidsinspectie'. They may visit any workplace unannounced. They may give a warning (and will check at a future date to inspect if measures have been taken) or a fine in case of gross violations.

## Denmark

**Ergonomic factors**

The guidelines for ergonomics in salons follow the general guidelines of Danish Working Environment Authority (WEA). Ceiling height should be at least 2.5m and space should be at least 12 m<sup>3</sup> per employee.

It is the responsibility of the employer that each workstation is safe and fits each worker with regard to equipment, tools and appropriate work methods and variation of activities. There should be sufficient space around the workstation to move around freely.

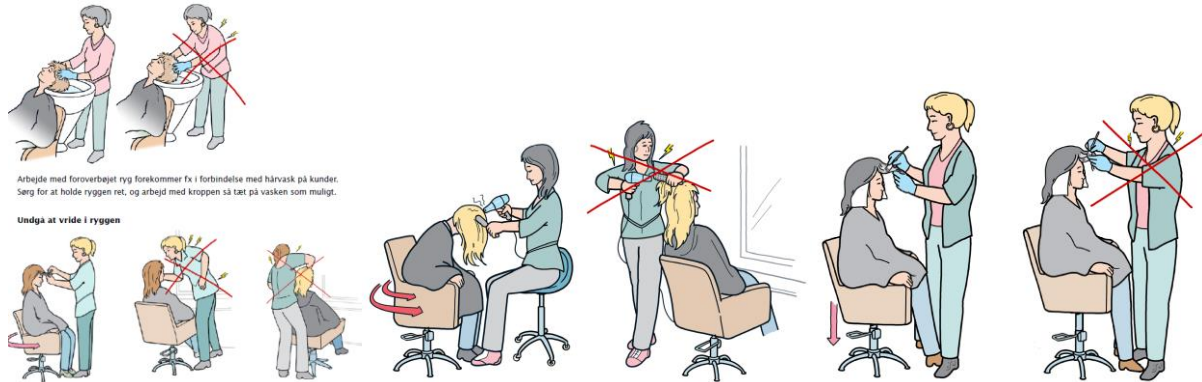
Chairs and tables used for different types of activities and/or by different employees should be easily height adjustable. Lighting should be appropriate for the specific task.

In 2015 *The Fund for Better Working Environment and Labour Retention* under the Ministry of Labour ran a campaign targeting Hairdresser on improving the work environment especially on ergonomics and and psychosocial workenvironment.



On ergonomics they focused on: 1) work with your back straight 2) work with yours close to your body 3) Use a variation of tools 4) change your work positions.

A guideline with instructions was developed in Danish, which also describes the proces how to chance and implement new practices.



Pictures from the guideline: 'Sundt klip'

## Hazardous Substances

Salons present a wet work environment, which increases the risk of being affected by the substances used. The Danish Working Environment Authority, section for Hair and Beauty have published a guideline for Salons including an overview of the risks and effects of the different substances. It is a 36 pages publication with specific explanations and recommendations<sup>19</sup>.

Main recommendations are:

1. substitution of products with a high health risk with products with less health risk or even better avoid the use of products with health risk
2. Change work methods to reduce/avoid contact with the substance
3. Use bottles with a pump instead of aerosol/spray bottles
4. Mix colours in a separate cabinet with dedicated suction
5. Install both ventilation for the room and dedicated suction for each workstation
6. Use personal protection equipment (ex. Gloves)
7. Store cosmetics and products safely

## Hygiene

All businesses with employees must prepare an APV. APV is one company own tool to identify, prioritize and solve Health and Safety problems. The checklist contains a series of questions, which the company should answer yes or no to. The issues that the company answers yes to represents a working environment problem that must be solved and the company must prepare an action plan.

<sup>19</sup> The publication is only accessible in Danish:

<http://www.frisorudsugning.dk/SiteConnect/Customers/Frisørudsugning/Archive/443/frisoerprodukter.pdf>

**Physical factors (microclimate)**

The hairdressing sector is the sector where the rules on local exhaust ventilation is most explicit. It is a requirement that there is a local exhaust ventilation where colors, bleach or perm is being used. There should be at least one extraction arm for every two chairs or wash basins. Every extraction arm should be able to serve to workstations. The extraction volume should be a minimum of 100 m<sup>3</sup>/h.

Local exhaust ventilation should be mounted with an alarm which will indicate if it is not working as it should. The alarm can be sound or light indicating if the exhaust efficiency decreases.

**Electrical risks**

Electrical risk in hairdressing and beautician is subject to customary law.

**Slips, trips and falls**

Following general rules and recommendations by the Danish Working Environment Authority (WEA).

**Burns and Cuts**

Following general rules and recommendations by the Danish Working Environment Authority (WEA).

**Fire risks**

Following general rules and recommendations by the Danish Working Environment Authority (WEA).

**Psychosocial factors**

It is responsibility of the employer to ensure a good planning of schedule. During a campaign in 2015 the Danish Working Environment Authority visited hair salons focusing on especially the psychological work environment, interviewing employees and employers and giving recommendations how to improve. There is not yet published any results from this intervention.

**Additional aspects**

None

**Monitoring mechanisms**

Every company with employees must prepare a health and safety (H&S) risk assessment. This is an EU rule that applies all over Europe. The H&S risk assessment process helps determine whether you have any problems relating to health and safety and helps you draw up a plan for addressing any problems before someone gets injured.

The H&S risk assessment can therefore contribute to a good working environment. Important requirements for the H&S risk assessment:

- The risk assessment must be prepared jointly by the employer and the health and safety organisation or the employees.
- The risk assessment must be written down either on paper or electronically.
- The risk assessment must be available at the workplace such that management, the employees and the Danish Working Environment Authority (WEA) can read it.
- The risk assessment must contain a survey of the company's health and safety initiatives and a description of any problems. You must also include the company's sick absence statistics. If there

are health and safety-related problems, the risk assessment must also include an action plan for addressing any problems that cannot be solved immediately.

- The risk assessment must be revised at least every three years.

Danish Working Environment Authority (WEA) plan to visit 621 companies within the hair dressing and personal welfare sector a year. Each selected company will be visited twice within a 6 months period.

### Conclusion and recommendations

There are a lot of knowledge especially on ergonomics and hazardous substances. In Spain and Denmark there are similar guidelines on ergonomics focusing on working with a straight back, paying attention to arm and shoulder positions, using ergonomic tools and change the work positions and activities regularly. England is presenting more details on ergonomics at the partner meeting.

When it comes to hazardous substances, there is a close link with to the prevention of Asthma and eczema. Working in a wet environment increases the risk of developing eczema. The recommendations specified in guidelines in both Spain and Denmark are quite similar and can be summarised in the following points:

1. substitution of risk products;
2. use natural products;
3. Change work methods to reduce/avoid contact with the substance;
4. Use bottles with a pump instead of aerosol/spray bottles;
5. Mix colours in a separate cabinet with local exhaust;
6. Install both ventilation for the room and local exhaust ventilation for each workstation;
7. Use personal protection equipment (ex. Gloves); Store cosmetics and products safely.

A strategy for the project could be to get permission to translate the guidelines developed nationally and use this in the diagnostic scan and other products to be developed.

For hygiene, Electrical risks, Slips, trips and falls, Burns and Cuts air and beauty generally follow the same guidelines as everyone else. For microclimate hair and beauty also generally follow the same regulations as other companies, except that all countries recommend that the mixing of colours, perms etc. is done under exhaust facilities. In Denmark, as the only country, the regulations on local exhaust facilities is quite demanding. This is being presented at the partner meeting.

Concerning monitoring Health and Safety all countries should have a mechanism in place as it is under EU law and should be equal for all. All employers should have a plan, which is updated regularly. In some countries, there is a mechanism of a self-assessment and all countries have government inspection. The information shows that it is unclear in some countries how often this inspection is.

## National requirements for environmental protection in Hair & Beauty

This section is aiming to give an overview of environmental requirements and regulations, which are specific for the Hair and Beauty sector.

	ES	NL	UK	DK
<b>Water</b>	There is no specific legislation regulating environment protection in the hairdressing and beauty sector in Spain. Instead, there are guidelines and bylaws developed by regions and municipalities – such as developing water-saving mechanism <sup>20</sup> .	No requirements	Water authorities are responsible for the public water supply. There are no limits or restraints for salons	No specific regulations. It follows the general rules
<b>Electricity</b>	Development of energy saving practices.	No requirements	No specific regulations	No specific regulations. It follows the general rules – including assistance for reducing electricity consumption
<b>Waste management</b>	“The final holder of packaging waste and used packaging must deliver, in proper separation conditions, to an economic operator for recovery, reuse or recycling, unless a specific provision requires a particular method of management.” <sup>21</sup>	Waste needs to be separated – paper/glass/ plastics/chemicals/ waste/ rest waste	All employers are responsible to separate waste in the provided bins. This is monitored by the disposal team	Each county has different rules

<sup>20</sup> National, published by the Ministry of Agriculture, Food and Environment:

[http://www.magrama.gob.es/es/calidad-y-evaluacion-ambiental/temas/red-de-autoridades-ambientales-raa/servcomunidad\\_tcm7-15053.pdf](http://www.magrama.gob.es/es/calidad-y-evaluacion-ambiental/temas/red-de-autoridades-ambientales-raa/servcomunidad_tcm7-15053.pdf)

Navarra (Comunidad Foral de Navarra): <http://www.navarra.es/NR/rdonlyres/624A5BD9-8E3C-4118-98B3-9E12D0B95FEB/322719/Peluqueria.pdf>

Alicante (Comunidad Valenciana):

<http://www.alicante.es/sites/default/files/documentos/normativa/ordenanza-reguladora-condiciones-tecnicas-e-higienico-sanitarias-peluquerias-institutos-belleza-y/ordenanza-peluquerias.pdf>

Alcobendas (Madrid):

[https://www.alcobendas.org/recursos/doc/Documentales/Ordenanzas/1579285129\\_251201195212.pdf](https://www.alcobendas.org/recursos/doc/Documentales/Ordenanzas/1579285129_251201195212.pdf)

Valencia (Comunidad Valenciana):

[http://www.valencia.es/ayuntamiento/Sanidad.nsf/0/B4D59F6DF95222D3C12577D0003C76B2/\\$FILE/REQUISITOS%20PELUQUERIAS%209-9-10Nuevo.pdf?OpenElement](http://www.valencia.es/ayuntamiento/Sanidad.nsf/0/B4D59F6DF95222D3C12577D0003C76B2/$FILE/REQUISITOS%20PELUQUERIAS%209-9-10Nuevo.pdf?OpenElement)

<sup>21</sup> Law 11/1997, of 24 April, on packaging and waste packaging (Article 12).



<b>Chemicals</b>	No regulation on chemicals, only the advice to choose chemicals and cleaning products among those less aggressive with the environment.	Chemical waste needs to be presented separately from regular waste	All colours and perm solution should be diluted down the sink	Regulations for exhaust systems and mixing chemical products
<b>Financial</b>	No information	No requirements	All business will have to pay business rates this figure will depend on the building this will be revised every 5 years. Also your business turn over. Your local council will evaluate all these factors.	No specific regulations. It follows the general rules
<b>Control</b>	No information		The environmental agency would monitor. Also Local council.	No specific control on environmental aspects only on H&S
<b>Other</b>	Regulation on noise pollution <sup>22</sup>	Hair and Beauty salons are not considered to have a high impact on the environment. Requirement for special license only applies to companies with high impact on the environment.		
<b>How is it monitored</b>	As there is no regulation, there is no monitoring except for waste management, done by Health Inspection (needles, etc.) and Environment Councillorship of each Town Hall through local police.		Waste management, and H&S is monitored by respective authorities	H&S is monitored

### Conclusion and recommendation

Generally, it is safe to say that there are no requirements and regulation on environmental aspects, which applies only to hair and beauty salons. There are some general regulations, which vary from country to country, that also apply to Salons. From the information, it seems that the Netherlands are prioritising waste management.

<sup>22</sup> Ley 37/2003, de 17 de noviembre, del Ruido.

The questions in the survey does not ask specifically for best practices in the countries on reducing water and electricity consumption, this seem to have been more relevant questions to pose. For the partner and expert meeting there will be presentations, which can supplement the limited data gained from the research.

## Research on Health & Safety through national research institutes

A lot of research has been done especially on asthma and eczema. Spain will make a presentation on their inclusive findings and experts will also present their research findings in the expert meeting. Therefor this section of the report will be developed after the partner- and expert meeting

## Certification

This section should give you an overview of the certifications used in the Hair and Beauty sector in the 4 countries in this research.

### Common certifications - The EU Ecolabel



The EU Ecolabel<sup>23</sup> is a voluntary scheme, which means that producers, importers and retailers can choose to apply for the label for their products.

The life cycle of a product begins with extraction – the mining or cultivation of the raw materials, such as cotton (for textiles) or wood (for paper products). It continues with manufacturing and packaging, distribution, use and finally the “end of life” stage, when the product is disposed of or recycled.



When developing EU Ecolabel criteria for products, the focus is on the stages where the product has the highest environmental impact, and this differs from product to product. In addition, product-specific criteria ensure that any product bearing the EU Ecolabel is of good quality with high performance.

Criteria are developed and revised in a transparent way by a group of experts and stakeholders.

### Country Certifications – Spain

Spain as described numerous certification and quality assurance system. There is not described a certificate specifically for sustainable salons. In this report, only those found most relevant for the project are presented.

<sup>23</sup> [http://ec.europa.eu/environment/ecolabel/index\\_en.htm](http://ec.europa.eu/environment/ecolabel/index_en.htm)

**ACENE. Asociación de Cosmética Ecológica y Natural de España.**

Ecologic and Natural Cosmetics Association. Acene is a Spanish non-profit Association that guarantees that cosmetic products with their seal have passed the verification by an independent auditor (<http://aceneasociacion.org>)

**The QHair.**

Spanish hairdressing quality certification. There is no explicit specification about environment <http://www.theqhair.com>

**PAK professionalism, art and quality.**

Spanish hairdressing quality certification. There is no explicit specification about environment (<http://bipebizkaia.com/index.php/inicio>) .

**Personas + Sostenibles.**

Empresas + Sostenibles is a branch of the collaborative project promoted by Cabildo de Tenerife together with business organizations like the Chamber of Commerce of Santa Cruz de Tenerife, to integrate training and certificate green economy and sustainability business ([www.personasmassostenibles.es](http://www.personasmassostenibles.es)).

## Country Certifications – Denmark

**The Nordic Ecolabel & The Climate**

The Nordic Ecolabel is a comprehensive ecolabel. This means that, in developing criteria, we look at the whole life cycle of the product and all its related environmental issues. Climate considerations are thus a key element of the assessment.

There are developed specific criteria for cosmetic products following the strictest recommendations from scientist<sup>24</sup>.

**Green salon/Safe hair Salon Certificate<sup>25</sup>**

Safe Hair Salon is a Scandinavian certification system for hairdressers who want to get rid of the most health and environmentally harmful dyes and other hair products. The purpose of Safe Hair Salons is

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<sup>24</sup> [www.nordic-ecolabel.org/criteria/product-groups](http://www.nordic-ecolabel.org/criteria/product-groups)

<sup>25</sup> [www.groensalon.dk](http://www.groensalon.dk)



to help the hairdressers phase out the most allergenic and harmful chemicals and at the same be able to work creatively and manage an economically viable business. Safe Hair Salon also advises suppliers and manufacturers who want to develop green products. The system is managed by Copenhagen Green Business Network, The City of Copenhagen and Energitjenesten.

### Conclusion and recommendation

Of the four countries providing information for the research, only Denmark has a specific certification for Salons. There are European and Nordic labels, which are used also for cosmetics and perfumes following European standards. As a conclusion, it is possible to find safer and environmentally friendly products to be used in hair and beauty.

From the research there seems to be a foundation to build on with the ecolabel systems already in place. If it is possible to develop a certification which potentially could fit all EU countries is difficult to say from this limited desk research. Only about 1% of Salons in Denmark are certified making you question if the Safe Hair certification fits with the sector or if a new approach is needed?

### Attitude Hair & Beauty sector

This section should give an impression of the attitudes in the sector when it comes to sustainability and H&S. In the research both the attitude of global and local producers are presented and will be reflected. Client's perspective is mainly reflected in articles of magazine and similar sources.

#### Global producers

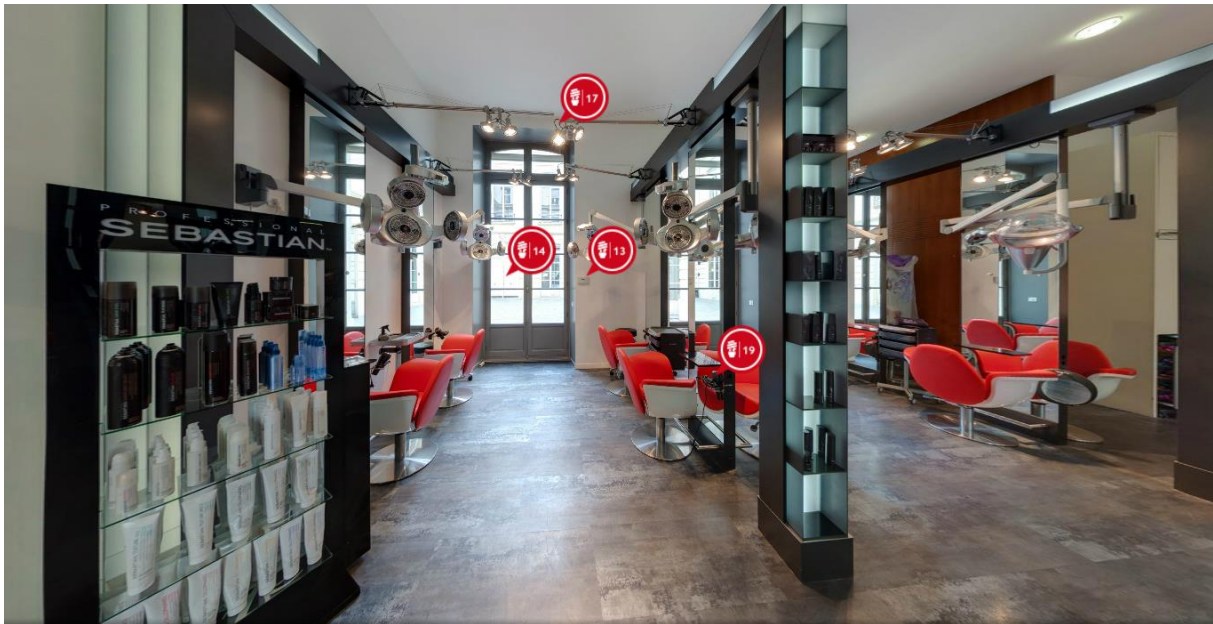
**L'Oréal** is the biggest producers of cosmetics and hair products. They are dedicated to increase sustainability focusing on for aspects: innovating, producing, Living and developing<sup>26</sup>. With regard to sustainability their main focus is on raw materials substituting components with ecological ingredients as Palm oil for instance. Another focus is improving and reducing packaging.

In Spain L'Oréal has a 'green academy' concept 'La nueva Academia Verde'. This seems to be a national initiative and information are not available if this is a concept which will be transferred to other countries.

**Wella** is another of the major global producers. Their dedication to sustainability is also visual – a good example being that they have developed a virtual salon, where Salons can find inspiration and advice as to how they can improve their sustainability

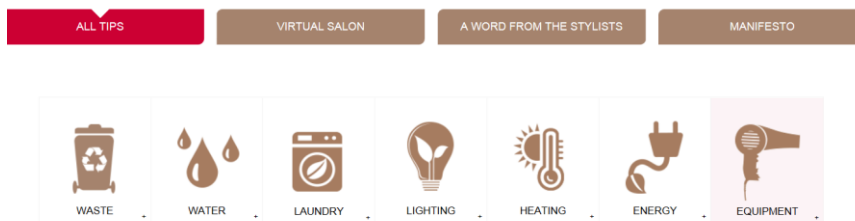
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<sup>26</sup> <http://www.sharingbeautywithall.com/en>



<http://www.wella.com/professional/en-EN/virtual-salon#page>

On their website, you can also find an inclusive list of green tips on waste, water, laundry, lighting, heating, energy and equipment.



## EQUIPMENT TIPS

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Wella has also developed Koleston Perfect INNOSENSE which was launched in 2014. ME+ allows Koleston Perfect INNOSENSE to combine a significantly reduced allergy risk with unlimited and long-lasting hair colour intensity and variability and perfect coverage of grey hair. The color system has the ecarf-label which indicates it is allergy friendly tested. Koleston Perfect INNOSENSE with ME+ reduces the risk of allergies occurring. It is free from the active ingredients PPD and PTD.

**Schwarzkopf** is the third of the global producers. They also give salons access to advice, education and tips to become greener<sup>28</sup>. As the only producer, they include marketing advice when becoming a more sustainable salon. Schwarzkopf focus on providing access to education and training also in sustainability.

Also Schwarzkopf has developed a colour system which has the Ecarf-label - Igora Royal Senea. The color formulation of IGORA SENEА combines both, perfect color intensity and good skin compatibility, even for people with sensitive skin. The highly intensive color pigments allow for

<sup>27</sup> <http://www.wella.com/professional/en-EN/tip-gallery#page>

<sup>28</sup> <http://www.schwarzkopf-professional.com/skp/com/en/home/education/ask/consultation/0614/tips-to-make-your-salon-greener.html>



fascinating, intensive colors, which are long-lasting and provide perfect grey coverage. Furthermore they have developed the brand ESSENSITY, which includes both color and other hair cosmetics free from ammonia, silicones, mineral oil, sulfates\* and artificial fragrances.

None of the products described above is approved as safe products to be used in the Danish Safe hair salons.

The only global producers with colours approved for Safe hair Salons are **Goldwell** and their colour system Elumen and bleach from **Farouk**<sup>29</sup>

### Local producers

**Davine** is an Italian brand with a strong sustainability profile: Our ideal of beauty works through practical and "sustainable" efforts. For us, sustainability deals with the responsibility we owe to ourselves, the people with which we work, our customers, and the world in which we live and operate. Davine has an inclusive approach to sustainability and have tips to improve sustainability in the daily practices, though events and in your private life<sup>30</sup>.

#### SUSTAINABILITY PROJECTS

RENEWABLE ENERGY

SUSTAINABLE BEAUTY DAY

ZERO IMPACT PRODUCTS

ZERO IMPACT SALONS

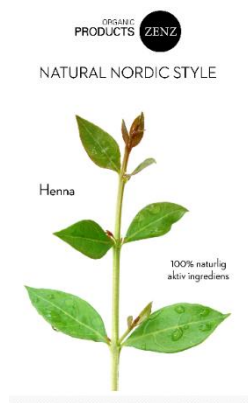
SALON ECO-TIPS

ECO SALON BOOK

ECO SALON CONTESTS

ECO-PACKAGING

**Ingridién** is a Danish brand of shampoo, treatment, conditioner, styling and skincare products with the Nordic Ecolabel. Ingridién is a close partner of AARHUS TECH and was involved in the previous Leonardo project.



**Zenz Organic** is a Danish brand, which stated has organic/sustainable Salons and since developed into web shop of organic products including their own colour system based on Henna. The colour system has the Nordic Ecolabel.

The list of products which can replace traditional hair and styling products are increasing presenting an accessible alternative to products with hazardous substances.

The founder, Anne-Sophie Skjødt Villumsen, has won several awards both as a hairdresser and as a producer of cosmetics.

### Salons and Clients

In the UK **Ray Seymour**, secretary general of the National Hairdressers' Federation, says there are plenty of small changes salons can make. "As well as looking at areas like lighting, water consumption and recycling, you should make sure the products you are using are environmentally friendly," he says. "Be a little frugal with stock – as it's not only better for the environment but will save you

<sup>29</sup> <http://www.goldwell.us/products/color/permanent/elumen/> , <http://farouk.com/>

<sup>30</sup> <http://www.davines.com/en/about-davines/sustainable-beauty>

money. Two squirts of shampoo won't give you a better coverage than one. Think about how much stock is being wasted – and how much extra stock you really need,” says Ray.

In Denmark the number of organic or environmental friendly hairdressers are increasing showing that being Safe Hair certified does not represent the only way to become more sustainable. There is an increasing market and the general public is becoming more conscious about the effects of hazardous substances in hair and beauty products.

In the Netherlands the general attitude is on price and quality. Although there are some Green Salons, the vast majority of salons offer traditional treatments rather than natural ones. Some salons provide green treatments only.

In Spain there is a growing interest for natural cosmetics and ecological cosmetics is a growing subsector<sup>31</sup>

### Conclusions and recommendations

Sustainability can be addressed in many ways. Some for the largest producers approach it from an inclusive angle and provides a variety of tools and access to tips and advice how to increase sustainability in the Salons. These tools are valuable and useful – both for Salons and for educational purposes.

On the other hand the global producers are not the first movers when it comes to creating safer products without harmful substances. The exception being Goldwell's colour system Elumen. Local producers in Italy and Denmark are more advanced when it comes to developing products with Eco-labels.

### Demands of VET institutes in relation sustainability and H&S

In all countries Health and Safety is part of the curriculum. This Includes all aspects of H&S reflected in section 5 'National requirements for Health and Safety in hair and beauty salons & how it is monitored'. For both Denmark and the Netherlands it is mainly the responsibility of salon owners to train and supervise their apprentice in H&S practices.

In Spain, depending on the region, VET education also includes Environmental Awareness, Waste, energy and water management and Chemistry Effects. The subjects are validated through reports integrated in other main subjects.

In England on top of the H&S the question of environmental protection and sustainability is integrated in the workstations, such as shampooing and colouring/perm. Questions as minimizing the use of products, water and energy is integral part. This approach is also applicable to Denmark.

In Denmark students also have to pass an exam in chemical work environment. Furthermore they have a module of about 1 week on 'New Generation', which is focusing on Green/Sustainable Hair and 1 week on ergonomics and the use of tools.

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<sup>31</sup> <http://vidasana.org/noticias/cosmtica-ecolgica-un-subsector-al-alza-y-subiendo-subiendo>



## Conclusions and recommendations

Health and safety is an integrated part of all educations focusing on ergonomics and chemicals/products.

Environmental protection and sustainability is only an add on subject which is integrated in other subjects, probably mostly based on the interest and motivation of the teacher.

## Overall conclusions and recommendations

Final conclusions and recommendations will be included after the partner- and expert meeting.