

Declaration of the European Social Partners on Health and Safety in the Hairdressing Sector

- (1) The European Social Partners in the Hairdressing Sector, namely Coiffure EU and UNI Europa Hair & Beauty, convinced of the crucial importance of preserving the good health of all persons working in the hairdressing salons, are negotiating a framework agreement addressing health-related aspects of working conditions.
- (2) The social partners thus intended to contribute together to preventing occupational health risks in the hairdressing sector.
- (3) The social partners hereby adopt the following Declaration. This declaration includes recommendations of the social partners for appropriate practices in the Hairdressing sector.
- (4) The Parties undertake to make this Declaration public in the Member States.
- (5) The Parties will periodically reassess risks in light of technical progress, including scientific developments and findings of relevant bodies.
- (6) Maternity protection
 - a. The employment of pregnant women shall be in accordance with European Union legislation, particularly Directive 92/85/EEC, national legislation and collective agreements. The employer shall take into account the special requirements of pregnant women and nursing mothers when preparing and organising work.
 - b. While respecting existing specific national legislation, the employer and the worker assess whether the working conditions are opposed to having a task carried out by pregnant women. In case of doubts about a possible prohibition of certain work, a doctor has to be consulted.
 - c. The doctor decides which tasks may be harmful. The employer shall respect the decision of the doctor. In case of reasonable doubts the employer can ask the pregnant woman to consult another doctor.
 - d. If the doctor prohibits certain tasks for the pregnant woman, the employer shall take the necessary measures regarding the organisation of work and shall entrust the tasks to other workers.
- (7) Mental health and wellbeing
 - a. The Parties recognise that effective social dialogue at the workplace makes an important contribution to creating a working environment that is conducive to high levels of mental health and wellbeing. They acknowledge that an active dialogue on

the establishment's operations enhances mutual trust, creativity and the performance of the company and its workers.

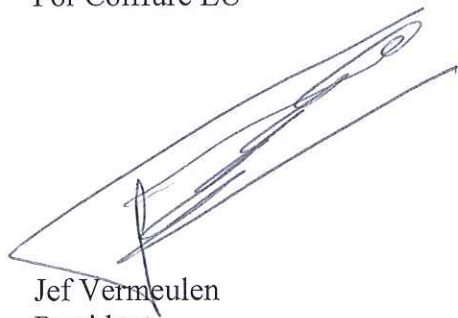
- b. To contribute to a healthy and balanced mental environment, the employer shall ensure a careful preparation of work, an appropriate planning of the working time and work organisation aiming at optimising resource management and preventing emotional collapses.
 - c. The Parties confirm their commitment to fully implement the European Social Partners' Framework Agreement on Work-Related Stress of 8 October 2004 in accordance with the procedures and practices specific to management and labour and the Member States.
 - d. In order to prevent, eliminate or reduce problems of mental health and wellbeing the employer takes measures as soon as possible, especially those recommended in Article 6 of the European Social Partners' Framework Agreement on Work-Related Stress. They include in particular measures regarding management and communication, such as the clarification of business objectives and the role of the individual workers, ensuring appropriate support for the individual and the teams, clarification of responsibilities and decision making powers.
- (8) The Parties will cooperate to reduce health and safety risks in the hairdressing sector at local, national and European levels, inter alia through the dissemination of this Declaration.
- (9) The Parties recognise that there is a need for a common prevention strategy in all Member States, to be pursued as a priority and taking account of the most recent scientific findings.
- (10) Musculoskeletal Disorders
- a. The Parties recognise that musculoskeletal disorders (MSD) mainly occur in the muscles, tendons and nerves in the wrist, fingers, elbows, shoulder and back. They cause pain and limit flexibility, which may lead to impairment in occupational and private life.
 - b. The Parties recognise that MSD are caused by various factors, such as repetitive hand movements, mental load, inadequate rest periods, unsuitable tools or incorrect use of equipment, strain at work, etc.
 - c. The Parties recommend that workers consult a doctor of their choice or an occupational physician as soon as experiencing initial signs of MSD, such as recurrent pain, numbness or tingling. This does not free employers from their existing national obligations regarding prevention.
- (11) In accordance with the provisions of Directive 89/654/EEC, the employer shall equip the salon with floor coverings that are non-slip so that persons can move about safely.

- (12) The employer shall ensure that the electrical, gas and water installations comply with relevant European standards, and that the workplaces are illuminated evenly and glare avoided. The Parties recommend a minimum light intensity of 400 lux at workstations.
- (13) Employers and workers shall comply with the provisions regarding working hours, breaks and holidays as laid down by national law and collective agreements in conformity with Directive 2003/88/EC.
- (14) In addition, the Parties reconfirm the formerly signed agreement "How to get along" code of conduct – guidelines for European hairdressers, agreed upon in 2001 (Annex 1).
- (15) The Parties agree that the "Covenant on Health and Safety, in particular regarding the use and handling of cosmetic products and their chemical agents" (Annex 2), concluded in 2007 by the European social partners in the hairdressing sector, lists a series of obligations that must be met in every country.
- (16) The Parties further refer to the "Declaration of Dresden – Common recommendation on skin protection for the hairdressing sector in Europe" adopted in September 2010 (Annex 3).
- (17) The Parties call upon the hair cosmetic industry and the manufacturers of the other substances used in the sector to step up their research into the use of substances which are less harmful to the skin and respiratory tract.
- (18) The Parties call upon the European Commission to take account of occupational hazards linked to the professional use of cosmetic products when approving substances under the cosmetics legislation.
- (19) The Parties recommend that within a range of similar materials, products and tools the employer shall, where possible, give preference to those which offer the highest level of protection of the health and safety of workers. Where substitution is not possible, the employer shall use materials, products and tools in a form which involves the lowest exposure (dual chamber applicators, pastes, granulates, etc.). In particular, the principle of substitution, shall be applied to the following materials, products and tools: permanent wave compositions containing thioglycolic acid ester (acidic permanent wave compositions); hair cosmetics (e.g. blonding agents, dyes) releasing dust into the air; powdered natural rubber latex gloves; and tools (e.g. clippers and scissors) which can transfer nickel to the skin when in contact with it for a lengthy period of time.
- (20) The Parties urge that staff be given regular training on the correct and safe use of the products. The product manufacturers are called upon to assume their responsibilities by providing the required information on the use of and risks posed by the products.
- (21) The Parties will develop technical rules for the professional handling of cosmetic products and take steps to have those recognised and included in the training of hairdressers.

- (22) The Parties call upon the supplier industry to the sector to take greater account of ergonomic principles in product development and to establish European standards in consultation with the hairdressing sector.
- (23) The Parties call upon the industry to intensify its research in the direction of ergonomics with respect to design, function and layout of hair wash installations which enables the employees and the employer to work in a position that is as ergonomic as possible, taking into account comfort and ergonomics of the customer.
- (24) The Parties will take steps to ensure that the occupational health and safety prevention principles contained in the Framework Agreement under negotiation, are integrated into the training modules for training levels A, B and C in accordance with the "European agreement on the Implementation of the European Hairdressing Certificates" of 18 June 2009.

Done at Brussels on 17.05.2016

For Coiffure EU



Jef Vermeulen
President

For UNI Europa Hair and Beauty



François Laurent
President

Annex 1: 'How to get along' code of conduct, 2001

Annex 2: Covenant on Health and Safety, 2007

Annex 3: Declaration of Dresden, 2010