

Hairdressing Social Partners Joint Statement on the autonomous implementation of the Hairdressing Social Partner Agreement in the hairdressing sector.

The hairdressing social partners reiterate their commitment to implement the set of jointly agreed activities to support the autonomous implementation of the European Framework Agreement on the protection of occupational health and safety in the hairdressing sector on the ground. Over 2020, the hairdressing social partners engaged in thorough discussions with the European Commission and specific services on the set of jointly agreed activities to support the autonomous implementation of the European Framework Agreement.

The social partners hereby confirm their engagement to implement the set-out measures to trigger several tools to achieve the goals set out in the Agreement: improved protection of the skin and respiratory tract, ergonomic workplaces and accident prevention and safety at work.

The personal services representative social partners had endorsed the various activities in the reply by Mr. Joost Korte, Director-General for Employment, Social Affairs and Inclusion dated 28 May 2019 in a joint letter of 27 June 2019. As the social partners had confirmed their endorsement of the described activities and associated processes with regard to the proposed Action plan foreseen to support the autonomous implementation of the agreement by the social partners, they pursued the implementation of the Action plan over the course of 2020.

The agreed upon activities were developed by different stakeholders in a consistent and effective way. The social partners reiterate the good degree of cooperation between the representative social partners and the colleagues in DG Employment, Social Affairs and Inclusion and DG Internal Market, Industry, Entrepreneurship and SMEs, OSHA, CEN etc. The good cooperation has allowed progress on the different activities in a constructive and effective way.

As encouraged, the social partners applied for funding available under the call for proposals for supporting social dialogue to foster the autonomous implementation of the Agreement and the related activities. The social partners hereby confirm that European Commission services, the European Agency for Occupational Health and Safety at work (EU OSHA) and the social partners will jointly monitor the implementation of the agreed upon activities, according to their respective competences and in a spirit of cooperation, in the framework of the Sectoral Social Dialogue Committee on personal services to make sure that the measures are on track and to make the necessary adjustments, if relevant.

The social partners confirm that the following actions have been engaged in good cooperation with the relevant stakeholders and these actions will be pursued over time:

1. Improve the effective enforcement of the EU Cosmetics Regulation and raise awareness to ensure safety of cosmetics used in the hairdressing sector

The aim is to organise a workshop on the issue with the full involvement of all stakeholders (SCCS, DG GROW, DG EMPL, DG SANTE, ACSH, social partners, researchers, scientists) and steps are engaged to fine-tune the content and organise the Workshop. The preparation of the Workshop has started. A draft agenda has been agreed between DG EMPL and DG GROW with the inputs of the social partners. The social partners would like to hereby confirm the joint decision to proceed with the organisation of the workshop in the second half of 2021. Furthermore, the social partners, in collaboration with DG GROW have committed to identify and prioritise harmful cosmetic **substances** in cosmetic products through the funded social dialogue project and inform the results to the SCCS with the aim to ameliorate the risk assessment evaluation (processes) of certain hairdressing cosmetics. The social partners have engaged a research consortium through the funded project and the project will deliver the outputs to inform the SCCS.

2. Improve occupational health and safety situation in the hairdressing sector by reviewing/updating/clarifying the rules on Personal Protective Equipment (PPE)

The improved legal basis for PPE standardisation under Regulation (EU) 2016/425, through the Commission's new specific PPE standardisation request aiming to provide the legal base for future standardisation developments was adopted by the Committee on Standards. On 1 September 2020, the Committee on Standards gave its positive opinion on the draft PPE Standardisation Request. This version did not contain a reference to a specific standard for hairdresser's gloves. The list of standards will nonetheless be revised at regular intervals to reflect the progress of the standardisation activities in the sector. Therefore, depending on the progress of the elaboration of the standard in the framework of CEN, the reference of a potential future standard on hairdressers' gloves will also be added to the list in the Annex of the PPE Standardisation Request on the occasion of one of its subsequent revisions.

The social partners take stock that there have been clarifications in the Guidelines for the PPE Regulation 2016/425 justifying that hairdressing gloves are to be considered PPE of category III to protect from chemical risks. The social partners provided inputs (PPE meetings of 7/10/2019 and PPE meeting of 13/11/2020) to justify the categorisation of the hairdressing glove as PPE of category III for chemical risk protection for further submission to the members of the PPE Working Group, and to achieve modifications and improvements in the "PPE Regulation Guidelines". The social partners are engaged with the Commission services to contribute to the ongoing initiatives around market surveillance, compliance and enforcement (Regulation EU 2019/1020). Additionally, the demand from the social partners was transmitted for comments to the national authorities in charge of market surveillance in their Administrative Co-operation (AdCo) Group. The social partners have introduced their

request to CEN for the elaboration of a hairdresser glove standard. CEN has established the Working Group for this specific standardisation request and the WG has started its examination work. Furthermore, the sector was referenced as an activity requiring the provision of PPE through the revised Directive 89/656/EEC (Annex III) as published on 24 October 2019.

3. Develop sector guidance to support the practical application of the SPA for workers and employers in the hairdressing sector, particularly in micro and small enterprises

A sector-specific guidance implementing the hairdresser agreement was prepared on the basis of inputs from Coiffure EU and UNI Europa by DG EMPL.B3. The guidelines are addressed to national administrations (for example National Labour Inspectorates) so as to adapt the document at national level to a specific context and to reach the hairdressers. The draft was sent to the social partners prior to the meeting held on 15 September 2020. The Commission services asked for written comments from social partners

The aim is to publish the guidance in the first half of 2021. The SPA has been translated in all European languages and it is foreseen that the guidance, once adopted and published, would also be translated to maximise its effects.

4. Consider the SPA in the activities developed by EU OSHA

The social partners are recognised stakeholders in the EU OSHA Healthy Workplaces Campaign on dangerous substances and on MSDs (2020-2022) to support the hairdressing sector. The Campaign on MSD will use the deliverables of the joint Social Dialogue Project and will through various means promote sectoral outputs (ERGOHAir). The social partners recognise that EU OSHA has supported the sector in several ways and that this cooperation will be pursued. The social partners cooperate with EU OSHA on the development of an OSHwiki on the sector allowing a single document containing all the information produced by EU OSHA, European Commission services and other EU Agencies on the hairdressing sector as well as social partner deliverables (SafeHair, ERGOHAir, OiRA tool, etc.) that will be regularly updated.

5. Actions by Senior Labour Inspectors' Committee (SLIC)

The social partners are engaged together with the Commission services to cooperate with the instances of SLIC to raise awareness regarding the specific hairdressing sector concerns with a specific focus on enforcement of EU OSH legislation and the development of guidelines for inspectorates at national level. Social partners are ready to raise awareness and transmit all relevant information regarding enforcement actions in their sector to the SLIC and engage more collaboration with the SLIC.

6. Funding for social dialogue projects

The project to support the implementation of the Framework Agreement on health and safety was granted through the social dialogue call for proposals: “Promoting the autonomous implementation of the European framework agreement on occupational health and safety in the hairdressing sector”. The project has two main strands: i) research for the identification and prioritisation of hazardous and harmful chemical substances contained in cosmetic products; ii) promoting and monitoring the autonomous implementation of the Agreement at national level.

7. Monitor the implementation of the activities

The social partners regularly review the progress achieved on the basis of the agreed Action Plan in the framework of their dedicated SSDC meetings.

Brussels, 2 December 2020