

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

The hairdressing social partners would like to restate 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 the past year, the hairdressing social partners have engaged in thorough discussions with the European Commission on a 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 responsible social partners endorsed the activities mentioned 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. The social partners 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 and are hereby engaged in the implementation of the Action plan.

The agreed upon activities are currently being developed by different stakeholders in a consistent and effective way. The social partners confirm 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 proposing and refining the different activities in a constructive and effective way.

As encouraged, the social partners have 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 confirm that European Commission services, the European Agency for Occupational Health and Safety at work (EU OSHA) and the social partners will be jointly monitoring 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. 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.

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

The legal basis for PPE standardisation in the sector has been improved with a specific PPE standardisation request and the Annual Work Programme on Standardisation which mentions the hairdressing sector. 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 are engaged with the Commission services to further input and ameliorate the PPE Guidelines with hairdressing sector examples. Several initiatives around compliance and enforcement are ongoing. The social partners have introduced their request to CEN for the elaboration of a hairdresser glove standard. Furthermore, the sector is referenced as an activity requiring the provision of PPE through the revised Directive 89/656/EEC (Annex III).

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 is currently being drafted in close cooperation between the social partners and the Commission services. 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 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, OSH Wiki, OiRA tool promotion).

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 OHS legislation, SLIC Campaign on MSD 2020-2021 and the development of guidelines for inspectorates at national level.

Brussels, 4 December 2019