

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

The hairdressing social partners reaffirm 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 (May 2019). During 2021, the hairdressing social partners pursued the implementation of the jointly agreed activities to support the autonomous implementation of the European Framework Agreement, through engaged discussions with the European Commission and specific services. The social partners hereby re-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 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 the funded project implementation is progressing well. The hairdressing social partners, together with the European Commission services and the European Agency for Occupational Health and Safety at work (EU OSHA), will pursue the joint 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 consider applying for funding in the form of a follow-up project in this context.

The social partners hereby 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 remains 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 organise the Workshop in the course of 2022. The preparation of the Workshop is already significantly advanced. Stakeholders have agreed the agenda and format of the Workshop. Because of Covid-19, it was mutually agreed to organise the Workshop in a physical presence format to enable maximum traction and exchange amongst stakeholders. The social partners, in collaboration with DG GROW and upon request by the SCCS, have engaged research to identify and prioritise harmful cosmetic **substances** in cosmetic products through the funded social dialogue project. The research

results will inform the SCCS with the aim to ameliorate the risk assessment evaluation (processes) of certain hairdressing cosmetics. The research consortium is engaged and in the first half of 2022, it will be possible to deliver the project outputs and 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 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". Once the official texts are published, the social partners will communicate and disseminate further this significant achievement in terms of occupational health and safety prevention and protection. 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. Work within the CEN Working Group is advancing well. 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 2019¹.

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

The sector-specific guidelines on the implementation of the hairdresser agreement was prepared by the Commission's services with inputs from Coiffure EU and UNI Europa. The guidelines are addressed to national administrations (including National Labour Inspectorates) to enable adaptation at national level and to reach the hairdressers. The aim of the social partners is to publish the guidelines still during 2021, but this may be delayed into early 2022. The SPA has been translated in all EU languages and it is foreseen that the guidelines, once adopted and published, would also be translated to maximise its effects.

¹ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A01989L0656-20191120> (Annex III, Point II Chemical Risks)

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. The drafting of the OSHwiki and its publication is almost finalised. The Sector Guidance will also be referenced in the OSHwiki.

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 and the development of guidelines for inspectorates at national level. The hairdressing sector is one of the sectors chosen for the 2021 MSD campaign organized by the SLIC. 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. The social partners will, once published, transmit the sectoral guidelines to the SLIC and seek a meeting to discuss next steps of awareness raising at the level of the national labour inspectorates with the support of the SLIC network of national correspondents.

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 is structured around three themes: (1) to identify and prioritise by risk category hazardous and harmful chemical substances contained in cosmetic products; (2) to issue a methodological note on the risk assessment methodology used by the Scientific Committee on Consumer Safety (SCCS) concerning the professional use of cosmetic products rather than a consumer's use of those products and (3) the follow-up, promotion and monitoring of the autonomous implementation of the revised European Framework Agreement on occupational health and safety in the hairdressing sector at national level. The social partners consider applying for funding during 2022 in the form of a follow-up project in this context.

7. Monitor the implementation of the activities

The social partners, in close cooperation with the European Commission services, regularly review the progress achieved on the basis of the agreed Action Plan in the framework of their dedicated SSDC meetings.

The social partners call on the European Commission and EU OSHA to pursue and renew their engagement to support the implementation of the European Framework Agreement on the protection of occupational health and safety in the hairdressing sector by up-dating the set-out measures when relevant to improve protection of the skin and respiratory tract, to promote ergonomic workplaces, and to improve accident prevention and safety at work in the sector.

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