



# EU-OSHA - Developments in Hairdressers' Health and Safety

## Lorenzo Munar

**Safer Salons: Final Conference on the Implementation of the EU Health and Safety Agreement**  
**Brussels, 18 June 2024**

- **Cooperation EU sectoral social Partners – EU OSHA**
- **Social Partner Agreement on OSH in the activities developed by EU-OSHA**
  - HWC 2018/19 on dangerous substances
  - HWC 2020/22 on MSDs (facilitating the dissemination of the ergoHair project)
  - Further develop / improve OiRA tools for the sector
  - OSHwiki article



# Legislation section - “Sector specific and worker related provisions”

The screenshot shows the OSHA website with the URL <https://osha.europa.eu/en/legislation/guidelines/european-framework-agreement-protection-occupational-health-and-safety-hairdressing-sector>. The page features a navigation bar with links to EU-OSHA, Healthy Workplaces Campaign, OSH Barometer, OIRA, OSHwiki, and ESENER. The main content area is titled "Legislation" and includes a sidebar with links to Strategic framework 2021-27, EU directives, EU guidelines (highlighted), EU standards, National legislation, and OSH strategies. The main text area displays the title "European framework agreement on the protection of occupational health and safety in the hairdressing sector" with a latest update of 10/02/2022. It describes the agreement between the EU social partners of the hairdressing sector signed in 2016, aimed at fostering an integrated approach for the prevention of risks and protection of safety and health at work. The primary objectives of the agreement are listed: skin protection, prevention of allergies, and prevention of musculo-skeletal disorders. A search bar is visible on the left side of the page.

European Agency for Safety and Health at Work

Home Themes Emerging risks Publications Facts & figures Legislation Campaigns & awards Tools & resources About EU-OSHA

Home > Legislation > EU guidelines > Sector specific and worker related provisions > European framework agreement on the protection of...

### Legislation

Strategic framework 2021-27  
EU directives  
EU guidelines →  
EU standards  
National legislation  
OSH strategies

### European framework agreement on the protection of occupational health and safety in the hairdressing sector

Latest update: 10/02/2022

Framework agreement between the EU social partners of the hairdressing sector signed in 2016.

The trade union UNI Europa Hair & Beauty and the representative of hairdressing employers, Coiffure EU have reached an agreement with the aim to foster an integrated approach for the prevention of risks and protection of safety and health at work in the hairdressing sector. The parties intend to eliminate or reduce risks by applying the principle of risk assessment, risk management and the hierarchy of prevention measures. The agreement applies to employers, workers and also self-employed hairdressers.

Primary objectives of the agreement are:

- skin protection (e.g. reduction and elimination of wet-work and dangerous chemicals, use of gloves)
- the prevention of allergies (e.g. restricting dust formation, sensitising substances, hand tools containing soluble nickel)
- the prevention of musculo-skeletal disorders (e.g. ergonomic design of workbenches and trolleys, adjustable chairs and stools, comfortable hand tools, diminishing of repetitive tasks)

### Related

#### News

07/06/2024  
➤ Call for experts in Australian global research project on mental health at work legislation

15/05/2024  
➤ Commission launches first consultation on telework and right to disconnect

#### Seminars

21/12/2021  
➤ SYMPOSIUM: Prevention now more than ever

<https://osha.europa.eu/en/legislation/guidelines/european-framework-agreement-protection-occupational-health-and-safety-hairdressing-sector>

# OSHWiki article – Improving OSH in the hairdressing sector. A long-term commitment from the EU sectoral social dialogue stakeholders

The screenshot shows a web browser displaying the OSHWiki article. The browser's address bar shows the URL: <https://oshwiki.osha.europa.eu/en/themes/improving-occupational-health-and-safety-hairdressing-sector-long-term-commitment-eu>. The page header includes the OSHWiki logo, the European Agency for Safety and Health at Work logo, and the European Union flag. A navigation bar lists various OSHA resources: Our websites, EU-OSHA, Healthy Workplaces Campaign, OSH Barometer, OIRA, OSHwiki, and ESENER. Below the header, a breadcrumb trail reads: Home > Themes > Sectors and occupations > Hairdressers > Improving the Occupational Health and Safety in the Hairdressing sector – A long-term commitment from the EU sectoral social dialogue stakeholders. The main title of the article is 'Improving the Occupational Health and Safety in the Hairdressing sector – A long-term commitment from the EU sectoral social dialogue stakeholders'. Below the title, it states 'Published on: 27/06/2022 Latest update: 29/06/2022'. A note indicates 'This article is not available in other languages'. There is a 'Content of the article' section with a sub-header 'The hairdressing sector'. The text describes the European hairdressing sector, its size, and the challenges it faces. It mentions that the sector is characterized by micro and small enterprises with an average of fewer than three workers in around 400,000 hairdressing salons. It also notes that health and safety risks are a very important issue in the sector and have been identified in past years by European social partners and recognised by the European Agency for Safety and Health at Work (EU-OSHA) as one of the prime issues for improving working conditions in the industry. The text further states that it is for this reason that the promotion of sustainable working conditions in a predominantly young female sector with a high prevalence of work-related illnesses due to occupational health risks would have benefitted many small hairdressing salons and their owners. Finally, it mentions that the work-related health and safety problems within the hairdressing trade, described and supported by a vast body of (medical) research, have prompted UNI Europa Hair & Beauty and Coiffure EU into taking action and making their EU sectoral social dialogue committee one of the most active in the field of Occupational health and safety (OSH) at work. The European Framework

# Non-binding Guidelines for the Hairdressing Sector

The screenshot shows the OSHA website with the following structure:

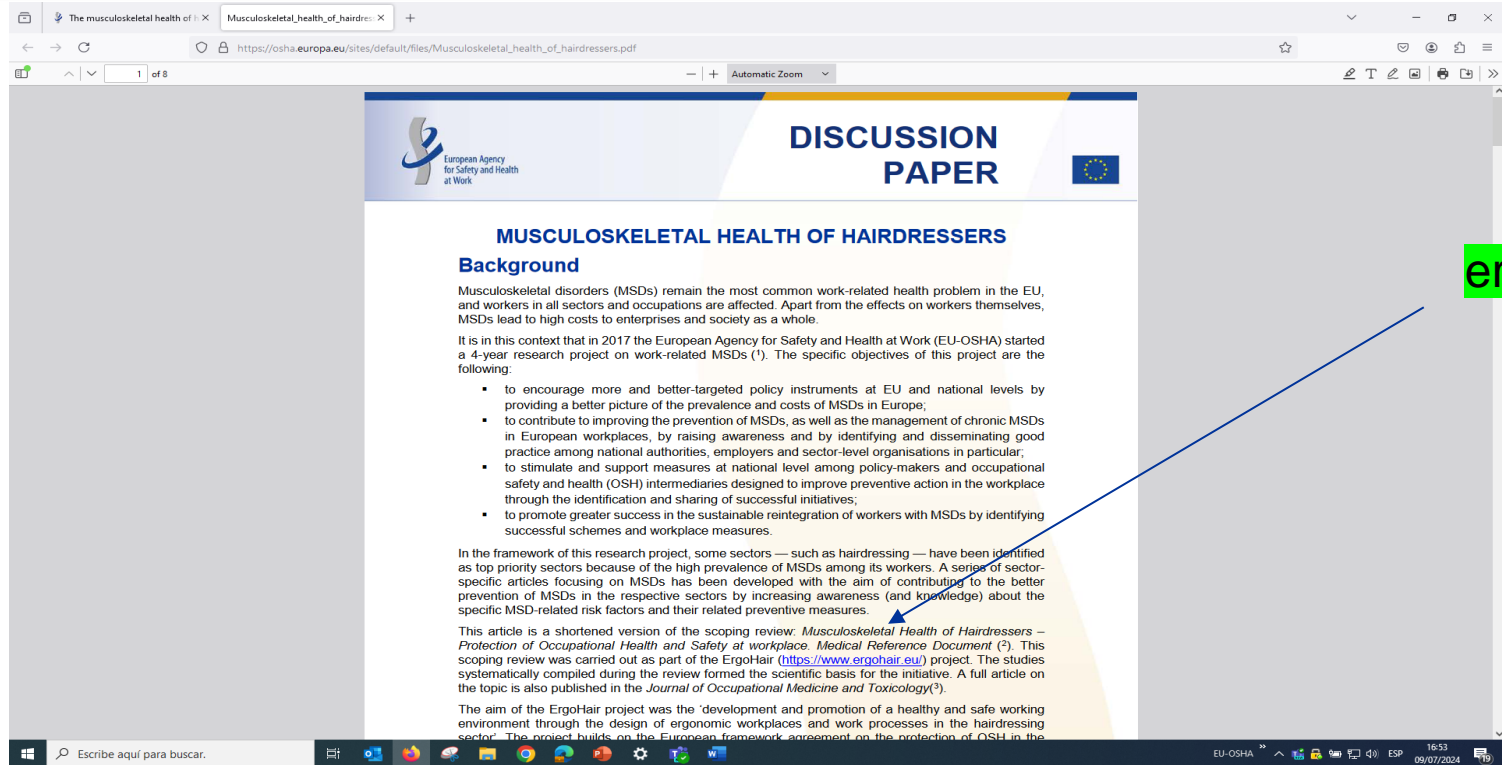
- Header:** "An official website of the European Union" and "How do you know?". Navigation links: "Our websites:", "EU-OSHA", "Healthy Workplaces Campaign", "OSH Barometer", "OIRA", "OSHWiki", "ESENER".
- Logo and Language:** European Agency for Safety and Health at Work logo, EU flag, and a language dropdown set to "English".
- Menu:** Home, Themes, Emerging risks, Publications, Facts & figures, Legislation, Campaigns & awards, Tools & resources, About EU-OSHA.
- Breadcrumbs:** Home > Legislation > EU guidelines > Sector specific and worker related provisions > Non-binding Guidelines for the Hairdressing Sector.
- Legislation Section:**
  - Strategic framework 2021-27
  - EU directives
  - EU guidelines →
  - EU standards
  - National legislation
  - OSH strategies
- Filter results:** A search box with a "Search" button.
- Main Content:**
  - ## Non-binding Guidelines for the Hairdressing Sector
  - Latest update: 28/10/2022
  - The guidelines give advice to employers in the hairdressing sector on occupational safety and health.
  - The *non-binding guidelines for the hairdressing sector* are part of jointly agreed activities to support an autonomous implementation of the [European Framework Agreement on the Protection of Occupational Health and Safety in the Hairdressing Sector](#).
  - The first part of the guidelines emphasises the importance of carrying out a risk assessment in every hairdressing salon. The [European framework directive](#) stipulates that every employer has a duty to ensure the safety and health of workers in every aspect related to the work. Risk assessment helps employers to identify the risks and take appropriate prevention measures. To support employers of the hairdressing sector in carrying out a risk assessment, the guidelines provide links to online tools such as:

    - the [OIRA tools for the hairdressing sector](#);
    - tools available in EU member states (Belgium, France, Germany, Ireland, the Netherlands, Spain)
    - tools available in countries outside the EU (Norway, Switzerland, the United Kingdom).
  - The second part of the guidelines focuses on specific issues for the hairdressing sector:
- Related Section:**
  - ### News

    - 12/06/2024**  
Roadmap on Carcinogens' closing event in Brussels
    - 10/04/2024**  
The EU in 2023: General Report on the Activities of the European Union published
    - 02/02/2024**  
World Cancer Day 2024: access language versions of Workers' Exposure Survey results now!
    - 18/12/2023**  
Honouring the contributions of migrant workers on International Migrants Day 2023
    - 11/10/2023**  
World Arthritis Day 2023: understanding, awareness, and support for people with RMDs at work
  - Seminars**
    - 06/12/2022**



# Discussion Paper – Musculoskeletal Health of Hairdressers



ergoHair

[https://osha.europa.eu/sites/default/files/Musculoskeletal\\_health\\_of\\_hairdressers.pdf](https://osha.europa.eu/sites/default/files/Musculoskeletal_health_of_hairdressers.pdf)



# HWC 2018-19 – Good Practice Awards

## Healthy Workplaces Good Practice Awards 2018-2019 CASE STUDY



**Substituting hazardous chemicals and ensuring safe, healthy and sustainable working conditions in the hairdressing sector**



| ORGANISATION/COMPANY | COUNTRY | SECTOR                                  | TASKS  |
|----------------------|---------|---|--|
| Peluquería Elvira    | Spain   | Hairdressing and other beauty treatment | Hairdressing, beauty treatments, colouring, shampooing, preparing hair dyes and bleaches |



Source: Peluquería Elvira.

### Background

Peluquería Elvira is a small hairdressing and beauty business in Villanueva de la Serena, Spain. Workers in this sector are commonly exposed to hazardous chemicals in, for instance, hair dyes, bleaches and shampoos. Such exposure can lead to skin and eye irritation, and respiratory problems.

The company was inspired to improve working conditions for its employees — and become a 'healthy hair salon' — by the efforts of Esther Martí Barrios, a former hairdresser who has been developing ways of improving working conditions in the sector since she

gave up her job in 2009 because of asthma developed as a result of workplace exposure to persulfates and heavy metals.

By adopting the healthy hair salon philosophy, the company is committed to ensuring safe, healthy and sustainable working conditions and environmentally friendly practices that differentiate it from other salons in the market.

European Agency for Safety and Health at Work – EU-OSHA | 1

[https://osha.europa.eu/sites/default/files/HWC2018-19\\_GPA\\_Case\\_ES\\_Peluqueria\\_Elvira.pdf](https://osha.europa.eu/sites/default/files/HWC2018-19_GPA_Case_ES_Peluqueria_Elvira.pdf)

# Practical tools and guidance on dangerous substances – Hairdressing sector

The screenshot shows the OSHA website interface. At the top, there's a navigation bar with links to 'Our websites', 'EU-OSHA', 'Healthy Workplaces Campaign', 'OSH Barometer', 'OIRA', 'OSHWiki', and 'ESENER'. Below this is the European Agency for Safety and Health at Work logo and a search bar. The main navigation menu includes 'Home', 'Themes', 'Emerging risks', 'Publications', 'Facts & figures', 'Legislation', 'Campaigns & awards', 'Tools & resources', and 'About EU-OSHA'. The 'Tools & resources' section is expanded, showing a breadcrumb trail: 'Home > Tools & resources > Practical tools and guidance > Dangerous substances > Practical tools and guidance on dangerous substances'. The main content area is titled 'Practical tools and guidance on dangerous substances'. It includes a sidebar with filters for 'Country', 'Language', and 'Sector / Industry'. The 'Sector / Industry' filter is expanded, showing a list of sectors with their respective counts: '(-) Hairdressers & beauty salons (38)', 'Not sector specific (495)', 'Construction & maintenance (115)', 'Agriculture, forestry and fishing (44)', 'Cleaning services (37)', 'Human health and social work activities (32)', 'Woodworking & related activities (28)', 'Manufacture of chemicals and chemical products (28)', 'Working with metal (27)', 'Motor vehicles, repair & related activities (22)', 'Manufacture of food products (20)', and 'Human health activities (16)'. The main text area contains a paragraph about the tools and guidance documents, followed by a section titled 'Practical tools and guidance on dangerous substances' with a search bar, sort by (Relevance), and order (Desc) options. Below this is a 'Resources available (38)' section.

Practical tools and guidance on dangerous substances

A number of tools and guidance documents have been developed by Member States, European institutions, business associations, social partners and other actors to help enterprises to carry out comprehensive and effective risk assessments. These tools represent a broad variety of approaches to managing dangerous substance effectively. Often they cover specific work operations, such as filling and pumping liquids or welding processes. Other sources give a comprehensive overview of a certain group of substances, such as sensitisers, or they highlight typical risks in certain sectors.

Moreover, in addition to supporting high-quality risk assessment, most of these tools include good practical solutions, explaining how to reduce risks in common work situations involving exposure to dangerous substances. There are also tools to support specific actors, such as labour inspectors, small and medium-sized enterprises, and workers' representatives, among many others. So it's well worth exploring the site to find out about the help that is on offer.

Practical tools and guidance on dangerous substances

Search  Sort by Relevance Order Desc

Clear filter [CSV](#)

Resources available (38)



# Practical tools and guidance on MSDs – Hairdressing sector

The screenshot shows the OSHA website interface. The browser address bar displays the URL: [https://osha.europa.eu/en/themes/musculoskeletal-disorders/practical-tools-musculoskeletal-disorders?f%5B0%5D=sector\\_practical\\_tools\\_msd\\_%3A310999](https://osha.europa.eu/en/themes/musculoskeletal-disorders/practical-tools-musculoskeletal-disorders?f%5B0%5D=sector_practical_tools_msd_%3A310999). The website header includes the European Agency for Safety and Health at Work logo, navigation links (Home, Themes, Emerging risks, Publications, Facts & figures, Legislation, Campaigns & awards, Tools & resources, About EU-OSHA), and a search bar. The main content area is titled 'Practical tools and guidance on musculoskeletal disorders'. It features a 'Filter results' sidebar on the left with categories: Country, Language, Type, and Sector. The 'Sector' filter is expanded, showing a list of sectors with their respective counts: Hairdressers & beauty salons (19), Not sector specific (815), Human health and social work activities (101), Construction & maintenance (66), Agriculture, forestry and fishing (46), Transportation and storage (44), Manufacture of food products (36), Manufacturing (32), Wholesale & retail trade (23), Cleaning services (22), and Residential care activities (20). The main content area includes a search bar, a 'Sort by' dropdown (set to 'Publication year'), and an 'Order' dropdown (set to 'Desc'). Below the search bar, there is a 'Clear filter' link and a section titled 'Resources available (19)'. The first resource is 'Ergonomics: also the psyche may cause backproblems', which includes a link to 'Guides & Tools' and a list of related resources: Germany, German, Hygienewaschen - Electrolux Professional GmbH. The second resource is 'Interview with an ergonomic-expert about the holistic understanding of the development of back pain.' The third resource is 'Cut to the Chase! Ergonomic Tips'.

# OiRA tools – Hairdressing & beauty salons

- Belgium (BE & NL);
- 3 Croatia
- Cyprus
- Czechia
- **EU Level**
- 3 France
- Greece
- Iceland
- Latvia
- Lithuania
- 2 Portugal
- Slovenia
- Spain (ES & Catalan)

The screenshot shows the OiRA Tools website interface. At the top, there's a navigation bar with links like 'Home' and 'OiRA Tools'. Below this, a search bar and filters are visible. The 'Country' filter is set to 'Portugal'. The 'OiRA Tool language' filter is set to 'Portuguese, Portugal'. The 'Sector' filter is set to 'Hairdressers & beauty salons (20)'. The search results show two entries: one for '09/03/2023' and another for '24/03/2022'. Both entries are for 'Hairdressers & beauty salons' and 'Personal & other service occupations'. The first entry is associated with the 'Working Conditions Authority' and the second with the 'Ministry of Labour, Pension System, Family and Social Policy'. Both entries have a 'Start the risk assessment' button.

**OiRA Tools**

The OiRA sectoral tools provided here are to enable micro and small enterprises to carry out risk assessments. The tools are free to download and can be easily accessed by clicking on the relevant link. Tools can be searched by country, language and/or sector.

Country: Portugal

OiRA Tool language: Portuguese, Portugal

Sector: Hairdressers & beauty salons (20)

Showing 1 - 10 of 20

**09/03/2023**

Hairdressers & beauty salons

Portugal

Portuguese, Portugal

**Beauticians**

ACT

Working Conditions Authority

Start the risk assessment →

**24/03/2022**

Hairdressers & beauty salons, Personal & other service occupations

Croatia

Croatian

**Pedicurist**

Ministry of Labour, Pension System, Family and Social Policy

Start the risk assessment →

# EU Hairdressing OiRA tool

Coiffure EU and UNI europa Hair&Beauty

The screenshot displays the web interface of the EU Hairdressing OiRA tool. The browser address bar shows the URL: <https://oira.osha.europa.eu/oira-tools/eu/eu-hairdressing/eu-hairdressing/+session/+2314887/@start>. The interface includes a sidebar with navigation options: Preparation, Introduction, Identification + Evaluation, Action Plan, Report, Training, Status, and Exit. The main content area is titled 'SOLUTIONS' and contains the following text:

**SOLUTIONS**  
The solutions provided in this tool should be considered as **suggestions**.

**CONFIDENTIALITY GUARANTEED**  
All information you enter, is kept confidentially and cannot be accessed by any other parties.

**DEVELOPMENT**  
'OiRA Hairdressers' has been developed with the support of the [European Agency for Safety and Health at Work](#) (EU-OSHA) and in collaboration with and under the supervision of the social dialogue partners: [Coiffure EU](#), employers and [UNI europa Hair & Beauty](#), trade unions.

**EU TOOL**

- This tool is developed at EU level and may serve as a basis when developing an OiRA hairdressers tool at national level. This implies that specific adaptations will be needed.
- The content is based on European legislation and particularly on the provisions of the [European framework agreement on the protection of occupational health and safety in the hairdressing sector](#).
- The European social partners of the hairdressing sector encourage their national member organisations to elaborate the tool in accordance with national law and practice. Please contact the secretariat of your national social partner for more information.

**How to use this tool**

**Starting a new session**

From the dashboard

At the bottom right, there is a 'Start' button.

The content is based on European legislation and particularly on the provisions of the [European framework agreement on the protection of occupational health and safety in the hairdressing sector](#).

<https://oira.osha.europa.eu/oira-tools/eu/eu-hairdressing/eu-hairdressing>

# EU Hairdressing OiRA tool

Test session 1

OiRA

Preparation

Involve

Identification + Evaluation

1 Hairdressing cosmetics

- 1.1 All cosmetics are stored suitably and safely.
- 1.2 Only acid-balanced permanent wave lotions are used.
- 1.3 Only dust-free hair cosmetics are used.
- 1.4 There is a special mixing station.
- 1.5 Concentrated products, such as shampoos and dyes, are diluted properly.
- 1.6 Staff are given regular training on the correct and safe use of products.

2 Skin protection

3 Layout & maintenance of the salon

4 Furniture & work posture

5 Hairdressing equipment & clothing


6 Mental health & wellbeing

7 Personnel & prevention

8 Custom risks

Unvisited Postponed Risk not present Risk present

## Hairdressing cosmetics



1.6. Staff are given regular training on the correct and safe use of products.

Hair dye, colour rinses, perming lotions, bleaches, etc.: hairdressers handle a wide range of hair cosmetics on a daily basis and therefore often come into contact with the chemical substances in those products. And that can lead to skin complaints (skin eczema) and/or respiratory disorders. Exposure to irritating and harmful substances should therefore be avoided as far as possible.

Next

https://oira.osha.europa.eu/oira-tools/eu/eu-hairdressing/eu-hairdressing

# EU Hairdressing OiRA tool

Test session

OIRA

Preparation

Involve

Identification + Evaluation

1 Hairdressing cosmetics

2 Skin protection

2.1 Gloves

2.1.1 Staff wear suitable protective gloves when colouring, decolouring, straightening and perming.

2.1.2 Staff wear suitable protective gloves when washing hair.

2.1.3 Staff wear suitable protective gloves when cleaning and disinfecting.

2.1.4 Staff remove jewellery from their hands and arms before working.

2.2 Skin care

3 Layout & maintenance of the salon

4 Furniture & work posture

5 Hairdressing equipment & clothing

6 Mental health & wellbeing

7 Personnel & prevention

Custom risks

Unvisited Postponed Risk not present Risk present

Staff wear suitable protective gloves when colouring, decolouring, straightening and perming.

☐ Yes

☐ No

☐ Not applicable

Information

Protective gloves are the most important measure for preventing hairdresser eczema. Suitable protective gloves, provided by the employer, should therefore be worn when:

- applying dyes, tints and blonding agents, including when checking the results, emulsifying and rinsing
- applying permanent waves, including trial curling and setting
- preparing, mixing or transferring chemical substances.

In particular, **disposable single-use gloves** should be used for operations involving hairdressing chemicals, including rinsing of dyes.

www.safehair.eu

Skip Save Save and continue

SafeHair

# OiRA – Support dissemination of OiRA tools

## Promotional material:

- Infographic: <https://osha.europa.eu/en/tools-and-publications/infographics/cut-out-risks-oira-tool-hairdressers>
- Video: <https://www.youtube.com/watch?v=xr-42GbQkiM> (with subtitles in the respective languages)





# OiRA – Development of Icons



# HWC 26-28 “Together for Mental Health at work”

Our websites:

EU-OSHA

Healthy Workplaces Campaign

OSH Barometer

OIRA

OSHWiki

ESENER



English



Search



Home

Themes



Emerging risks



Publications



Facts & figures



Legislation



Campaigns & awards



Tools & resources



About EU-OSHA



[Home](#) ▶ Campaigns & awards

## Healthy Workplaces Campaigns

### EU-OSHA awards

Good practice awards



Film award



## Healthy Workplaces Campaigns

The Healthy Workplaces Campaigns are our flagship awareness-raising activity. They are the main way of getting our message to workplaces across Europe.

The Healthy Workplaces Campaigns' message is — **Safety and health at work is everyone's concern. It's good for you. It's good for business.** We help you to promote it by making practical guides and tools freely available. Each campaign also features the [Good Practice Awards](#) and the [Healthy Workplaces Film Award](#).

The campaigns are now the largest of their kind in the world. Why not join us and use our online [OSH Campaign Toolkit](#) to run your own campaign?

The Healthy Workplaces Campaigns have been running since 2000, formerly under the title 'European Weeks for Safety and Health at Work'.

Find out more about the campaigns below.

2026 – 2028 Together for Mental Health at Work



# Thank you!

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