



Common Health and Safety Development
in Professional *Hairdressing* in Europe
(SafeHair)

Declaration of Dresden

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SafeHair

28th September 2010

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Declaration of Dresden – Common skin protection recommendation for the hairdressing sector in Europe (SafeHair) from September 28th, 2010

Declaration of intent

Preamble

- (1) Occupational skin diseases are the second most common health problem in Europe (according to the European Risk Observatory Report „Occupational skin diseases (OSD) and dermal exposure in the EU (EU-25)“, European Agency for Safety and Health at Work 2008).
- (2) In the EU, the costs of work-related skin diseases account for about 5 billion Euros per year.
- (3) Hairdressers especially are affected by chemical, irritative and toxic skin exposure.
- (4) Prevention reduces evidence-based occupational skin diseases and costs for the health care system.
- (5) The social partners that take part in the „Social Dialogue“ want to contribute collectively to the prevention of health risks in the hairdressing sector.
- (6) The declaration of intent directly refers to „Article 5 – Exposure to hazardous material, protection of skin and anatomical airways“ of the „European framework agreement on the prevention of health risks in the hairdressing sector“.

Article 1 – Aims

- (1) Occupational skin diseases in the hairdressing sector are to be reduced all over Europe.
- (2) Prevention measures to avoid work-related diseases in hairdressing are to be harmonized Europe-wide.
- (3) Based on the „European framework agreement on the prevention of health risks in the hairdressing sector“ by the „Social Dialogue“ and on the Agreement of the social partners in the context of the EU-promoted project „Development of a common health and occupational safety recommendation for the hairdressing sector in Europe (SafeHair 2009-2010)“, implementation standards to be considered as recommendations for action are being determined for the following five spheres of action:
 - Identification and inclusion of key figures and organizations (Article 2)
 - Strategies to disseminate information (Article 3)
 - Advanced and further education, apprenticeship and testing (Article 4)
 - Availability and utilization of personal protective equipment (Article 5)
 - Action directed at the producers and manufacturers (Article 6)

**SafeHair****Article 2 – Identification and inclusion of key figures and organizations**

- (1) National specific stakeholders/organizations (e.g. social insurance, representatives of the cosmetic industry, ministries of education and cultural affairs) should be involved actively in the prevention strategy to avoid work-related skin diseases.
- (2) European networks are to be used to provide information concerning skin protection measures (e.g. European Network Education and Training in Occupational Safety and Health [ENETOSH], The European Cosmetics Association [COLIPA], UNI Europe Hair and Beauty, Coiffure EU).
- (3) All providers of advanced education, further education and apprenticeship measures (e.g. teachers' associations, ministries of education [ministries of education and cultural affairs], employers' and workers' associations, cosmetic manufacturers, etc.) are to be informed about skin protection so as to integrate this topic into their curricula.

Article 3 – Strategies to disseminate information

- (1) Hairdressers should have easy access to information about skin protection measures in the hair salon (e.g. homepages of hairdressers' associations, social insurances, bulletin board for hairdressers, fashion suppliers, cosmetic manufacturers).
- (2) The skin protection information should be short, concise and illustrative so as to ensure that it can be read and implemented during work (also slogans).
- (3) The information should be specific target group oriented concerning the educational level (trainee, assistant, master), the position (employer, employee) and the salon's concept (customer profile).

Article 4 – Advanced and further education, apprenticeship and testing

- (1) The topic "skin protection" should be a fundamental element in apprenticeship, examination, advanced and further education curricula.
- (2) The topic "skin protection" is to be repeated and deepened regularly during the different hairdressing training stages; this topic should influence the assessment of the candidate significantly in exams.
- (3) Emphasis should be laid on the correct use of skin protection measures at all hairdressing and relevant public events and in public relations activities.
- (4) The training of teachers/instructors should be guided Europe-wide by common quality standards according to the four areas of competence of ENETOSH (relevant levels of the European qualification framework).
- (5) The integration of the different stakeholders during the training should be most beneficial. In order to bridge the gap between theory and practice, the involved instructors should work together (theory teachers, practice teachers and mentors) to effectively teach occupational safety and health strategies.

**SafeHair****Article 5 – Availability and utilization of personal protective equipment**

- (1) Individual and specific skin protection products linked to specific activities (appropriate protective gloves, skin protection and skin care creams), including instructions for the use of these, should be made available to hairdressers at different places in a salon at any time, e.g. staff room, staff restrooms, hairdressing trolley (Boy), blending stations and basins.
- (2) Hairdressers should wear protective gloves for wet work; especially when washing hair.
- (3) Hairdressers should wear different protective gloves in accordance with the specific activity undertaken (wet work, use of hairdressing products, cleansing, etc.); hence, any specific hairdressing activity which affects the skin integrity is to be performed with single-use gloves, which should be disposed after use. However, for wet work, shampooing (hair washing) and cleansing, multi-use gloves may be used.
- (4) Skin care products for regenerating the skin barrier are to be applied during breaks and after work; skin care creams do not replace the wearing of protective gloves.
- (5) In order to avoid repeated contact for long periods with water and skin-irritating substances which may cause irritations and allergic reactions, the employer should take individual protective measures and organize a balance between wet and dry work activities. The employees should comply with these safety instructions.
- (6) Staff training, concerning health protection measures at work (especially for wet work and the use of hairdressing products), are to take place when implementing new products and when hiring new employees but at least once a year.
- (7) Salon operators are to be well informed about occupational safety measures

Article 6 – Actions directed at the producers and manufacturers

- (1) The signatories will continue to work with a view to reinforcing the European measures which favour research on products that are less damaging for the skin.
- (2) The signatories suggest that the producers of shampoos and hair dyes provide appropriate protective gloves.



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The declaration was adopted by 34 representatives (employers and employees organizations, social agencies, research centers) from 12 European countries:

- Austria
- Belgium
- Denmark
- France
- Germany
- Kosovo
- Malta
- Netherlands
- Slovenia
- Switzerland
- Turkey
- United Kingdom

Dresden (Germany), 28th September 2010

**SafeHair****Attachment:****Instruction and form sheets for a national implementation of the Declaration of Dresden**

The form sheets should be handled and efficiently published by competent staffing, e.g. by releasing on a homepage (e.g. employers' , employees' associations) or by displaying in hairdressing related stores/business.

The completed form sheets as a manuscript can be sent to vocational schools for hairdressing and from there the form sheets can be handed out to apprentices in the hairdressing sector. The trainees can take this information to their company that takes on trainees (multiplier model). Furthermore, there should be cooperation with Departments of Employment. The information can be provided as a starter kit at every start-up company in the hairdressing sector.

Overview over form sheets:

- Form sheet 1 Provision of information regarding skin protection products
- Form sheet 2 Provision of information regarding skin protection measures
- Form sheet 3 Identification and recruitment of key figures
- Form sheet 4 Supply of information concerning topic specific apprenticeship and further education offerings
- Form sheet 5 Dissemination strategies



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Form sheet 1 Provision of information regarding skin protection products

Sources of supply

Where can gloves for different activities be purchased?

(tick off applicable, name examples or contact person on the spot)

- retail (drug store, hardware store): _____
- specialist shop for hairdressing: _____
- wholesale: _____
- glove manufacturer: _____
- accident insurer: _____
- health insurance: _____
- pharmacy: _____
- cosmetic manufacturer: _____
- internet shop: _____
- others: _____

Where can skin protection and skin care products be purchased?

(tick off applicable, name examples or contact person on the spot)

- retail (drug store, hardware store): _____
- specialist shop for hairdressing: _____
- wholesale: _____
- glove manufacturer: _____
- accident insurer: _____
- health insurance: _____
- pharmacy: _____
- cosmetic manufacturer: _____
- internet shop: _____
- others: _____

Selection criteria of protective gloves

(1) Applicable protective gloves need to be provided by the employer and be worn by the employees during the following activities:

- Coloring, tinting and dying – including a checkup of the results,
- Emulsifying and rinsing -,
- Perm – including probation packs – and fixing,
- Preparing, blending and decanting of hazardous substances,
- Washing hair,
- Wet cleaning or disinfection of working appliances, instruments, tools and rooms



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(2) When selecting and using protective gloves the following criteria need to be paid attention to:

- Protection against hairdressing chemicals: DIN EN 374 (tumbler pictogram or Erlenmeyerflask pictogram)
- Breaking strength
- Fit
- Length (long enough to protect the wrists)

(3) During activities with hairdressing chemicals, single-use gloves need to be used. Single-use gloves after a one-time use have to be disposed and are not allowed to be used anymore.

Form sheet 2 Provision of information regarding skin protection measures

Use of protective gloves:

- Single-use vs. reusable glove
- putting on and taking off
- activity specific selection
- prevention of negative occlusive effects

Application of skin protection and skin care creams (image instructions)

Risk assessment:

- Which sources of supply regarding information about risk assessment are there?

- Naming of exemplary, applicable corporate institutions, external service or internal specialists (specialists for occupational safety) to assist with the implementation of a risk assessment:



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Form sheet 3 Identification and recruitment of key figures

Whom can/should I motivate to support and sell protective measures? Which protective measures are well established?

Key figures	Possible function	Naming
Employer's association	Spread of information and creation of acceptance in the target group	
Employee's association	Spread of information and creation of acceptance in the target group	
COLIPA	Contact person for the European cosmetic industry; attempt for cooperation in order that skin protection becomes a standard in product descriptions and is offered as a further education possibility by manufacturers; Appeal through Pullmarketing	
ENETOSH	Assistance in creating/presenting/offering unified European teaching modules in regard of the topic, dissemination of information through networking	
Cosmetic manufacturer	Sensitization for the topic and attempt for cooperation in order that skin protection becomes a standard in product descriptions and is offered as a further education possibility by manufacturers; Appeal through Pull marketing	
Teacher's associations	Sensitization for the topic skin protection in teacher training	
Ministries of Labor, Health and/or Education	Assistance in implementing (e.g. Ministry of Education → e.g. opening of curricular guidelines to include skin protection)	
Carrier of further education	Sensitization for the topic	
Accident insurer	Offering of trainings for different target groups, creation of information material, direct interest because of cost savings	
Role models/famous people	Dissemination of information, advertisement, role model function; creation of acceptance in the target group (example Boris Entrup BGW)	



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Form sheet 4 Supply of information concerning topic specific apprenticeship and further education offerings

What kinds of apprenticeship and further education offerings regarding protective measures in the hairdressing sector exist in our country?

Where are deficits?

Are there synergy possibilities, e.g. with accident insurer, associations that have already developed information brochures etc.?

Form sheet 5 Dissemination strategies

How does information of protective measures reach the target group hairdressers?

With the provision of information media for persons from the hairdressing sector, the following guidelines should be paid attention to:

- KISS: Keep it short and simple
- Slogan: No gloves no glory
- Age group specific
- Considering employer's and employee's side
- Balance between content and entertainment, well readable and understandable
- Concentration on positive aspects

The contents are to be updated steadily and are to be measured up to the stage of scientific research.