

Brussels, 17/04/2019

Activities to support the autonomous implementation of the European framework Agreement on the protection of occupational health and safety in the hairdressing sector (SPA)

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

- Raise awareness of Member States' competent authorities and stakeholders about the social partners' concerns with regard to cosmetics used in hairdressing sector and related regulatory measures and market surveillance issues. [DG GROW / Social partners]
- Inform the social partners about the work of the Scientific Committee on Consumer Safety (SCCS) through its newsletter. [DG SANTE]
- Provide evidences to the SCCS for a case study concerning risk assessments on the safety of certain cosmetics products that are currently placed on the market [Social partners / DG GROW]
- Organise a workshop covering the above mentioned issues and the application of the EU Cosmetics Regulation [DG EMPL / GROW / SANTE / Member States (e.g. ACSH) / Experts Social partners]

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

- Assess the relevance of the current guidance on PPE in the sector and provide evidence on the need to revise or issue additional guidance. [Social partners / DG GROW / CEN / CENELEC]
- If relevant, up-date the Guidelines for the PPE Regulation 2016/425 to further clarify that hairdressers' gloves (and masks if appropriate) are covered though the PPE Working Group (involving Member States, EU-wide organisations of standardisers, conformity assessment bodies, industry, etc.) [Social partners / DG GROW]
- Improve market surveillance on the use of PPE in the hairdressing sector by raising awareness of the competent national authorities, to ensure that only compliant PPE are in the EU market, and to remove those uncompliant. Market surveillance authorities are members of the Administrative Co-operation (AdCo) Group under the PPE Regulation. [DG GROW / Social partners]
- Make a specific proposal for a harmonised standard on hairdressers' gloves to CEN/TC 162 "Protective clothing including hand and arm protection and lifejackets" and possible development of a EU standard on tools and equipment / or work station (legal base OSH Directive on Work equipment or relevant Product Directive(s)) [Social partners]
- Clarify that the Directive 89/656/EEC on the use of PPE covers the hairdressing sector through the ongoing technical review of the Directive to include a reference to the hairdressing sector in Annex III regarding the non-exhaustive list of activities and sectors of activity which may require the provision of personal protective equipment). [DG EMPL]

- Inform about when, how and under what circumstances the gloves as PPE should be used. This could be included in the other activities developed (such as the Sector Specific Guidance and the OSHA activities). [Social partners / DG EMPL / EU OSHA]

3. Develop sector guidance to support the practical application of the Social Partner Agreement for workers and employers in the hairdressers sector, particularly in micro and small enterprises

- Develop a specific guidance to facilitate the effective implementation of the provisions laid down in the SPA. This guidance would include relevant legal and scientific references related to the aspects of the SPA and take stock of all existing materials (such as A Close Shave, Safehair, ETUI, previous projects, OSHA guidance etc.) through an accessible, user-friendly and user-adapted guide providing practical information in a visual and easy reading manner. [DG EMPL / EU OSHA / Social partners]
- Translate the SPA into the European languages to facilitate awareness raising and the adaptation of the different tools and publicise it on Europa web site. [DG EMPL]

4. Consider the Social Partner Agreement on health and safety in the activities developed by the EU OSHA

- Address / support the hairdressing sector in the EU OSHA Healthy Workplaces Campaign on dangerous substances (2018-19) through specific actions, such as a dedicated session on the sector at the closing conference.
- Foresee specific actions in the EU OSHA Healthy Workplaces Campaign (2020/22) on MSDs to address / support the hairdressing sector, notably by facilitating the dissemination of the outcomes of the social partners' ERGOHAIR project and by associating the social partners to the organisation of national events.
- Further develop / improve the existing hairdressing OiRA tools for the sector.
- Develop an OSHwiki on the hairdressing sector allowing a single document containing all the information produced by EU OSHA on the hairdressing sector available online and regularly updated.

[EU OSHA / Social partners]

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

- Cooperate with the SLIC regarding the specific concerns from the hairdressing sector to be taken into account during the preparation of the campaign through a special focus on enforcement of relevant EU OSH legislation in the sector (for instance in which sectors inspections will be carried out, draft SLIC common background documents such as questionnaires, guidelines for inspection, etc.). [DG EMPL / Social partners]
- Transmit all relevant information and documentation relevant to enforcement actions in the field of OSH to SLIC Working Group. [Social partners]

6. Funding for social dialogue projects

- A specific project could be submitted under the call for proposals published for the “support to social dialogue” to support the autonomous implementation of the Agreement. This funding support could be used to finance measures such as researchers, experts to gathering additional evidences, activities relating to the implementation of negotiated measures, mobilisation of national affiliates / actors, awareness raising, training, etc. [Social partners / DG EMPL]

7. Monitor the implementation of the activities

- Monitor the implementation of the activities in the framework of the Sectoral Social Dialogue Committee on personal services to review the implementation of the measures. On that basis, within two years, it would be feasible to make the necessary adjustments, if relevant. [European Commission services / EU OSHA / Social partners]