



# Minutes

## SafeHair 2.0

---

*2nd Workshop (29.02.-02.03.2012)*

*in Berlin (Germany)*

*University of Osnabrück*

*Fachbereich Humanwissenschaften: Fachgebiet Dermatologie, Umweltmedizin und Gesundheitstheorie*

*Dipl.-Ghl. Flora Sonsmann*

*Dr. rer. cur. Antje Braumann*

*apl. Prof. Dr. med. Swen Malte John*

*apl. Prof. Dr. rer. nat. Britta Wulfhorst*

*Sedanstraße 115*

*D- 49090 Osnabrück*

*Germany*

## Programme

### *29 February 2012 (Wednesday) 14:00 to 17:45*

13:30    **Registration and Welcome**

Moderator: Monique Marti (UNI Europa)

14:00    Introduction and Welcome  
          Guido Schwarz (EU)  
          Monique Marti (UNI Europa)  
          Horst Hofmann (Coiffure EU)

14:30    **Agenda and objectives of the SafeHair 2.0 project and of the workshop**  
          Britta Wulfhorst, Swen Malte John  
          (University of Osnabrück)

**15:00-17:30 EU country experiences regarding online presentations in the hairdressing sector**

15:00    France: Elena Lacroix-Jaeggy

**15:30-16:00 Coffee break**

16:00    Denmark: Heidi Søsted  
16:30    Croatia: Jelena Macan  
17:00    Austria: Astrid Antes

17:30    **Corporate Design of the toolbox**  
          Jan Hendrik Kramer (LoungeMedia Solution)

17:45    Adjournment

19:00    Dinner at the hotel

### *01 March 2012 (Thursday) 09:00 to 17:00*

Moderator: Monique Marti (UNI Europa)

09:00    **SafeHair 2.0 – Expectations of the cosmetics industry**  
          Birgit Huber

09:30    Introduction into the group work  
          Antje Braumann, Flora Sonsmann,  
          Britta Wulfhorst (University of Osnabrück)

09:45    **Development of the SafeHair Skin & Beauty Toolbox**  
          *Targeted group work*

**12:30 – 14:00 Lunch**

14:00    Preparation and presentation of the results of the group work, and discussion

16:30    Summary and Outlook

18:00    **Berlin-Sightseeing Tour and dinner at the restaurant „12 Apostel“, Berlin Mitte**

## ***2 March 2012 (Friday) 09:30 to 13:50***

Moderation: Monique Marti (UNI Europa)

**09:30 Eva Hair: Feedback and Analyses**  
Flora Sonsmann, Antje Braumann ,  
Britta Wulfhorst (University of Osnabrück)

**10:00 SafeHair Skin & Beauty Toolbox –European perspectives**  
Jacques Minjollet (Frankreich)

**11:00-11:30 Coffee break**

**11:30 Legal and other issues concerning Online-Toolbox**  
Till Kreutzer, Berlin

**12.00 Summary and Outlook (3rd workshop)**  
Britta Wulfhorst, Swen Malte John  
(University of Osnabrück)

**13.00 Lunch, adjournment of 2nd workshop**

## ***Participants:***

In total, 43 participants from 13 European countries ( Belgium, Denmark, Germany, Finland, France, Italy, Croatia, Malta, Norway, Austria, Slovenia, Switzerland, Cyprus) attended the workshop. Participants were workers' and employers' representatives of the respective countries and institutions (see also participants list).

**29 February 2012 (Wednesday) 14:00 to 17:45 hrs.**

Moderator: Monique Marti (UNI Europa)

*Experiences from EU countries concerning online presentations in the hairdressing sector*

**1. France**

(Elena Lacroix-Jaeggy)

„Documentunique“ has been introduced in France to evaluate occupational skin diseases. It is a computer programme, which supports the employer when undertaking a risk assessment. The programme differentiates between typical activities of a hairdresser, it wants to raise awareness with regard to possible risks and provides help to prevent work accidents and occupational diseases by means of action plans, including cost plans. In France, it is compulsory for employers to regularly undertake such risk analysis and to set deadlines for the implementation of prevention measures. The objective is to reduce the number of risk situations and to improve working conditions as well as the dialogue between workers and employers.

The programme is available on a CD. In addition to it, employers attend a one-day seminar, during which knowledge to avoid work accidents and occupational diseases is being taught.

A similar tool to simplify a risk assessment exists in the Netherlands. It is planned that the tool is adapted and made available to all European countries by means of the EU-funded project „OiRA - Online interactiveRisk Assessment“. The tool aims at simplifying and putting into practice regulation 89/391/ of the EU (12 June 1989) “on the introduction of measures to encourage improvements in the safety and health of workers at work (89/391/EEC)”. Contacts have been established with the project management of OiRA and networking between both EU-funded projects „OiRA“ and „SafeHair“ is envisaged.

**2. Denmark**

(Heidi Søsted)

Heidi Søsted presented an intervention study with apprentices in hairdressers in Denmark. Based on specific skin protection rules, the apprentices were asked to apply and to establish skin protection measures. To begin with, teachers were first trained, who then informed/trained the apprentices in the schools. After 1,5 years it was then examined how many apprentices were using gloves during their hairdresser activities. It could be stated that those apprentices who were taught by the previously trained teachers about skin protection rules, did use more often gloves and had less skin eczema compared to those apprentices who are trained by the uninformed teachers.

The training programme for teachers is quite substantial and summarized on a CD, which is available. Apart from skin protection measures, the training also focused on providing information on chemicals.

Due to the large interest for the presentation, Heidi Søsted promised to translate the slides and make them available to the workshop participants. Literature on the studies has been published.

References:

Bregnhøj A, Søsted H, Menné T, Duus Johansen J (2011a): Healthyworkereffect in hairdressingapprentices. Contact Dermatitis, 64: 80-84

Bregnhøj A, Søsted H, Menné T, Duus Johansen J (2011b): Exposures and reactions to allergens among hairdressing apprentices and matched controls. Contact Dermatitis, 64: 85-89

Bregnhøj A (2011): PhD thesis: Prevention of occupational hand eczema among Danish hairdressing apprentices. Unter:

- <http://www.videncenterforallergi.dk/userfiles/files/ph.d-afhandler/phd-bregnhoej.pdf>

Croatia

(Jelena Macan)

In Croatia over the past 10 years, not more than 40 cases of occupational skin diseases (contact eczema) have been registered and recognized. The number of unreported cases is thus estimated to be quite high.

During the presentation an overview of the hairdressing sector was provided: the number of salons, number of apprentices and training schools, training curriculum and content of training.

The questionnaire „EvaHair“ was sent by Jelena Macan to representatives of the hairdressing sector with a return of 170 replies until the workshop in Berlin, out of which the results of 55 returned questionnaires were presented in Berlin: gloves are mainly used for hairdyeing, bleaching and hairwashing. Over 80% of the replies indicate that hands are washed after a contact with irritants. Overall, 75% wear gloves and use skin products. Generally speaking, while valued as useful, it was commented that training and support with regard to skin protection measures is nevertheless lacking. One important focus at training sessions for apprentices and teachers should be to explain the need for skin protection measures and the impact of specific harmful chemicals contained in some hairdressing products. To attain these objectives, the Institute for Medical Research and Occupational Medicine in Zagreb works closely together with the employers' association and the training centers. As computers and internet are seldomly used in Croatia by the hairdressers, information is provided by means of printing material (e.g. information leaflets and posters).

### 3. Austria

(Astrid Antes)

Astrid Antes provided a brief overview on the information dissemination of skin protection in Austria. Concrete information on skin protection measures for hairdressers is posted on AUVA's homepage [www.auva.at](http://www.auva.at). Employers for instance can download a poster and a folder with the corporate design. Support for the risk assessment in salons is made available at [www.eval.at](http://www.eval.at). When required, AUVA ensures in addition occupational health care for very small enterprises. Another focus of the overview related to the regional differences of training of teachers in the schools.

### *Corporate Design of the toolbox*

(Jan Hendrik Kramer)

In November 2011 different design proposals concerning the homepage and the corporate design were presented by Jan Hendrik Kramer. After an in-depth discussion in November it was suggested to revise two proposals and to submit them to the participants for their acceptance. Proposal no. 3 was accepted in Berlin by all participants.

Mr. Kramer informed the audience that in accordance with European standards, the Content Management System TYPO 3/TYPO 4 are being used for the development of the homepage. With this system flexibility and multi-language pages, as required for establishing online the toolbox (e.g. compatibility with smartphone, conversion into .pdf with a specific corporate design, and so forth) are possible.

At [www.safehair.eu](http://www.safehair.eu) documents, texts, tables, links, pictures, illustrations, surveys, memory Games can be downloaded and made available to all users. We still need to clarify in how far the dissemination can be ensured in all member countries (language barrier). It is recommended to centralize the administration of the homepage so as to guarantee a scientific and coherent appearance.

### ***01 March 2012 (Thursday) 9:30 Uhr to 17:00 hrs.***

Moderator: Monique Marti (UNI Europa)

#### ***SafeHair 2.0 – Expectations of the cosmetics industry***

(Birgit Huber)

After a brief digression on the cosmetics regulations, Mrs. Birgit Huber, representative of the German "Industrieverband Körperpflege und Waschmittel e.V." (IKW) draw attention to the responsibility of the cosmetics industry at the production of hair dyes and of the hairdresser when dyeing hair. She emphasized the importance of the professional use of tints by the hairdresser. With regard to oxidative hair dyes there is a risk of allergies. The professional hairdresser has hence the task to a) to read the information sheet of the hair dyeing product, b) to protect him/herself with appropriate gloves and c) to ask the client if (s)he has any allergies against the products contained in the hair dye and to provide advice.

Birgit Huber emphasizes the cooperation and inter-dependency between the cosmetics industry, of the professional hairdresser and the client. It is expected from industry, that it develops and produces safe and effective products. The hairdresser has to protect him/herself from these products when using these. The employees should be made aware of the correct use of these products for the daily professional use. Information material, provided by the statutory accident insurance, could be of great advantage. Specific information material for young hairdressers would be an asset.

To summarize, the quality of the products and the correct handling is a decisive factor for the satisfaction and health of the client.

Thanks to the good offices of Birgit Huber, who provided it electronically, the information leaflet about hairdyeing is available at [http://www.ikw.org/pdf/broschueren/haarfaerbung\\_2011.pdf](http://www.ikw.org/pdf/broschueren/haarfaerbung_2011.pdf)

The English translation will be mailed to all participants.

The above-mentioned group information leaflets, which replace the safety cards for hairdressers are available at: <http://gmb.ikw.org/>.

#### ***Results of the group work***

On the second day of the workshop, a number of working groups, which reflected the perspectives of the employers, the workers, the apprentices and the teachers, were created. Each working group had work items to cover.

***Results of the working group „apprentices“ (Speaker: Susan HovmanLysdal):***

1. Quiz:
  - Simple language
  - 3 different levels of difficulty : easy – 5 questions; medium – 7 questions; hard – 9 questions (with the possibility per each answer: go back and / or continue)
  - Additional topics:
    - o Chemicals or contact with chemicals
    - o Identification of skin lesions/detection of skin changes
  - Methods
    - o Variety of pictures, text and so forth
  - Feedback ideas
    - o Competition between different schools/ vocational schools
    - o Skin protection certificates
    - o Various in between incentives
    - o Immediate feedback when wrong answer

2. Counter arguments „Pros and Cons for wearing gloves“

Cartoons could be helpful so as to influence the learning effect with the apprentice. For instance, a hairdresser could spell out one argument and after a „click“, the second hairdresser retaliates.

3. Feedback options

One idea here could be to have a competition between different vocational schools at national and/or international level.

4. Slogans

Here the challenge with the language should be at the forefront. Very good ideas already prevail, but might not be transposable into another language.

***Results of the working group „employer“ (Speaker: Antje Braumann):***

1. Counter arguments „Pros and Cons for wearing gloves“:

There was unanimous agreement, that glove use should not be questioned. Different counter-arguments were discussed and documented by the working group. With an optimal organisation of the workplace, where a clear separation between wet and dry work is taking place, the time spend wearing gloves is predefined.

Examples

- A responsible employer shall always be an example for the employees (incl. apprentices)
- The employer is responsible for putting at disposal adequate protection material (e.g. appropriate gloves in different sizes)
- The employer could recommend medical advice.
- Role play (incl. videos, languages): based on the arguments and counter-arguments; based on based experiences, interaction between employer – client; employer - employee

2. Slogans (most of them are in german, therefore the translation could be difficult)

„Close to your beauty“; „Gloves are your second skin“; „Protect your hands – wear gloves“; „Skin protection lies in your hand“; „Protect your (skin) capital“

### 3. Skin protection plan

Available national plans should be used as a basis to develop a „SafeHair“ skin protection plan.

#### *Results of the working group „employee“ (Speaker: Barbara Schroeding):*

##### 1. Quiz:

The replies should be simpler and clearer. The support of pictures and pictograms might be advisable. The quiz should be fun. Hairdressers are artists. They do not like long texts. The questions in the quiz presuppose that the correct information has already been disseminated. Each correct or false answer should be explained immediately in order to increase the learning effect. It is difficult to have national regulations reflected in the questions. Proposals from the different countries would be most welcome. The working group will simplify the replies and send them to the project management.

##### 2. Memory game

Two languages should appear on the memory game (national language and English). To keep interest for the game, the cards could be exchanged after 6 months (rotation system). Some ideas to add more cards: washing gloves; cleaning gloves; removing gloves; winter gloves; preparation of hair colouring/ventilation; pictograms; removing jewelry

##### 3. Counter arguments

Attention was drawn to the fact that expenses for personal protective equipment do not exceed 1% of the total turnover of a salon. Both the owner of the salon and the employees should stand as a positive example (well cared for hands) as this is regarded to be a kind of “business card”.

##### 4. Role play

Pictures, which reflect specific situations:

- Risk assessment
- Briefing session between hairdresser – client on skin protection
- Protection measures when shaving (risk of infection)
- Washing without/with gloves
- Applying hair colour, hair perm liquid without / with gloves
- Permeation of dangerous substances on a damaged skin
- Integration of further protection regulations (in addition to skin protection measures): maternity protection, work accidents due to falls (e.g. high heels)

A combination of „dos“ and „don'ts“ would be appreciated.

##### 5. Slogan

Comparison with other occupations: e.g. a construction worker is not allowed to work on a construction site without his/her helmet.

„Safety is our profession“

„My health is your health“

#### *Results of the working group „teachers“ (Speaker: Corinne Farrugia):*

##### 1. Games:

Use prepared questions and develop new ones, e.g. by apprentices, which could then be tested by their peers.



2. Information on protection gloves

The information should be less technical and comprehensive.

3. Arguments and counter arguments

The arguments have been noted down in the materials and handed over to the project management.

4. Role play and experiments

The group found that these are easy to implement.

5. Training of teachers

Additional comprehensive information, which furthers the knowledge of teachers, seems necessary. The messages should be the same for all target groups (teachers, salon owners and employees).

General discussion on the results of the working groups:

As risk assessment is applied already in a number of countries, a simplified short version could be developed in the context of the „SafeHair 2.0“ project. This version could be then recommended to those countries, which do not yet have a national risk assessment tool in the hairdressing sector. The cost-benefit analysis of skin protection measures in the hairdressing sector shall be integrated as one argument.

Guido Schwarz draws attention to the agreement of the social partners, which will be signed on 26 April 2012 in Brussels. It is a very important milestone for the safety and health of hairdressers in Europe and forms an important basis for further actions (in particular regarding the safety and health agreement for hairdressers in Europe).

Britta Wulforst draws attention to the website [www.safehair.eu](http://www.safehair.eu), which forms a uniform basis for the skin protection of hairdressers in Europe. While legal aspects are not the main focus here, it however draws on the commitment of the social partners within the framework of the project.

All participants are requested to send any pictures (bear the copyright in mind), examples and so forth to the University (e-mail: [safehair@uos.de](mailto:safehair@uos.de)) so as to post them on the website when needed.

***2 March 2012 (Friday) 9:30 to 13:00***

Moderation: Monique Marti (UNI Europa)

***EvaHair- Survey***

(Flora Sonnsmann)

The preliminary results of the „EvaHair“ questionnaire pertain to the deadline of 23 February 2012. In total, 283 questionnaires were included in the analysis, while mostly the questionnaire from Germany were analysed. Questionnaires were filled in mainly by salon owners (67,6%).

The survey will continue until 30 April 2012. All workshop participants are requested to identify potential participants (hairdressers) in their respective country and to motivate them to fill in the questionnaire, which is also available online at [www.safehair.eu](http://www.safehair.eu). Printed version can also be included in the analysis if they are sent to the University. These versions will be included online into the questionnaire.

#### Discussion:

In order to increase the motivation, small gifts can be an incentive, as reported by Mrs. Farrugia and Mr. Hofmann kleine Geschenke (e.g. a small sample of a cream).

It was argued that the questionnaire is very long and that some hairdressers therefore were not motivated in filling it in. Mrs. Lacroix proposed that possible duplicated questions appearing already in national (french) questionnaires and which are compulsory, could be deleted, as they influence the motivation of the hairdressers. Nach Abschluss dieser Erhebung wird eine Kurzversion erarbeitet, die dann diese Problematik aufgreift.

#### *SafeHair Skin and Beauty Toolbox – Perspectives of European networking*

(Jacques Minjollet (General Director of Institutions de la Coiffure, sectorial wide insurance institution France)

Jacques Minjollet informed about the already existing prevention measures in France. He also emphasized that employers and employees are both in the „same boat“ and therefore have both responsibility for the health. After providing some figures (160 000 hairdressers in 60 000 salons with 100 000 employees and 25 000 apprentices, who serve 1 000 000 clients per day), the three prevention approaches applied in France were presented. This includes the medical approach, whereby cases of occupational diseases are being reported, the economic approach arguing with the costs resulting from absenteeism and the human approach, which refers to the social and mental aspects. It can be stated that since 2008 a societal commitment has increasingly developed to obtain sustainable development. The different areas such as society (client), responsible hairdresser, the protection of the environment, health protection/prevention are being considered to be a task of society. Hence, nowadays 75% of the clients expect from the hairdresser to act environmentally and health responsible. A charter was developed by the social partners and supported by Industry with the objective to obtain a long-term commitment of all parties involved with a view to implementing all measures and to obtaining well-informed hairdressers and clients through targeted and continuous communication.

#### *SafeHair Skin and Beauty Toolbox – Perspectives of European networking*

(Dr. Till Kreutzer, Rechtsanwalt, Berlin)

Till Kreutzer informed about intellectual property rights concerning the use of an internet platform. In general, national regulations prevail with regard to users rights. A copyright automatically exists without a previous registration.

„Open content“ is one form of using documents without previous request. However, an „Open Content License“ should exist beforehand. For non-legal persons, information on the subject-matter can be found at [www.irights.info](http://www.irights.info). Models of licence agreements can be found at [creativecommons.org](http://creativecommons.org) as well as other useful information.

#### *Outlook and ToDos*

(Britta Wulforth)

The administration of the homepage [www.safehair.eu](http://www.safehair.eu) will be ensured by both umbrella organizations Coiffure EU and Uni Europa. Country specific translations lay within the responsibility of each member association.

The introduction into the Content management system TYPO 3 by means of a manual will be prepared by Jan Hendrik Kramer (Fa. LoungeMedia Solution). It is believed that the maintenance and

administration can be done by knowledgeable staff in the different countries, due to the well-known and much used CMS TYPO 3.

To summarize, the following work items need to be executed until the next workshop in Malta (24-25 September 2012):

1. Additional recruitment of participants for the EVA-Hair-questionnaire by the workshop participants and project partners until 30 April 2012.
2. Further development of the [www.safehair.eu](http://www.safehair.eu) homepage based on consensus reached in Berlin (proposal no. 3) concerning design and structure developed by Jan Hendrik Kramer.
3. Further development of an administrator's manual by Jan Hendrik Kramer for the maintenance at national level.
4. Development of an administrative concept for the sustainable maintenance of the SafeHair-Homepage after finalization of the project.
5. Implementation of the results originating from the group work; content of the website is generated by the University team.
6. Evaluation of the homepage-tools (apprentices, teachers etc.) by the University of Osnabrück team in cooperation with partners and participants.
7. Medical background document /reference document: after last corrections and publication on Safe-Hair Homepage, layout by the team of the University of Osnabrück.
8. Agenda Proposals for the workshop in Malta: ALL.