



SafeHair



Minutes of the 2nd Workshops concerning the EU-Project “SafeHair“ in Copenhagen

(17th June 2010; 15:00-18:00 o'clock - 18th June 2010; 9:00-15:00 o'clock)

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A total of 45 participants of 14 European countries took part in the 2nd workshop “SafeHair“ in Copenhagen.

Register of all participants

	Surname	First name	Country
1.	Antes	Astrid	Austria
2.	Bakker	Jan	Netherland
3.	Barth	Enrica	Germany
4.	Boekhorst	Katinka	Netherlands
5.	Boerland	Chris	Netherlands
6.	Braumann	Antje	Germany
7.	Bruno	Maria	Italy
8.	Celebi	Celalettin Rumi	Turkey
9.	Coigné	Stéphane	Belgium
10.	De Rijck	Theo	Belgium
11.	Eikemo	Olav	Norway
12.	Fahrner	Barbara	Austria
13.	Farrugia	Corinne	Malta
14.	Gassert	Herbert	Germany
15.	Gjinali	Vali	Kosovo
16.	Hain	Sybille	Germany
17.	Haugen	Mette	Norway
18.	Hovmand Lysdal	Susan	Denmark
19.	Huber	Birgit	Germany
20.	Hulgaard	Viktor	Sweden
21.	John	Swen Malte	Germany
22.	Kähler	Björn	Germany
23.	Krznaric	Ratimir	Slovenia
24.	Lacroix Jaeggy	Elena	France
25.	Laurent	Francois	Belgium
26.	Lawson	Eileen	U.K.
27.	Monggaard	Paul	Denmark
28.	Müller	Christina	Germany
29.	Nixon	Wendy	UK
30.	Özdemir	Meral	Turkey
31.	Packham	Christopher	UK
32.	Pedersen	Cathrine	Denmark
33.	Pliveric	Marco	Slovenia
34.	Plunkett	Brian William	U.K.
35.	Reisbeck	Rudolf	Germany
36.	Richter	Regina	Germany
37.	Röhr	Rainer	Germany
38.	Scarnati	Luigi	Italy
39.	Schoening	Sabine	Germany
40.	Sosted	Heidi	Denmark
41.	van Iperen	Tessa	Netherlands
42.	Vermeulen	Jef	Belgium
43.	Weinert	Patricia	Germany
44.	Wild	Jakob	Austria
45.	Wulfhorst	Britta	Germany

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All presentations and tasks are available on the following webpage:

www.safehair.eu

1. Pilot study for validation of the evaluation questionnaire (stage 2 of the project)

The evaluation questionnaire was developed on basis of the European framework for the prevention of health risks in hairdressing. It will be tested in selected European countries between July 2010 and August 2010. The participants could already get an insight before the workshop so that the items could be discussed and modified during the presentation. The alteration of question C1 was accomplished by an expert group before the workshop and was presented to the participants, already. Further alteration wishes, suggestions and additions by the participants are supposed to be reported to the project management immediately. The participants were invited to take part in the pilot study.

The pilot study takes place in different European countries from the 15th July 2010 till the 15th August 2010. The University of Osnabrück makes sure that the questionnaires are going to be sent to the participants of the pilot study at the latest of the 15th July 2010. The participants of the pilot study commit to pass each with 50 questionnaires to hairdressers (trainees, hairdressers, managers, master hairdressers) and to send them back to the University of Osnabrück:

Mail:

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2. Results of the group work (18th June 2010)

Team 1: **Personal skin protection measures for hairdressers**
Moderation: **Rainer Röhr (Germany)**
Presentation: **Astrid Antes (Austria)**

The working groups discussed about solutions concerning the preservation and accordingly the establishment of skin protection measures.

Sensuousness and dissemination strategies:

The consensus was that wearing gloves is the most useful skin protection measure (e.g. while coloring), followed by putting on lotion. But concerning the implementation, there is a gap between the theory and the praxis. This is reflected by the rejection of useful measures (protective gloves during washing hair). Further, there are regional and national differences concerning the usage of gloves. Group suggestion: Skin protection topics and especially the issue “wearing gloves” should already be conveyed during the apprenticeship and be regarded as a matter of course (integration to the occupational image and to the self-concept of a hairdresser). The trainees could bring the knowledge about effective skin protection measures, occupational-safety measures and preventive behavior to the hair salons (multiplier function e.g. for hairdresser colleagues).

Costs:

To keep the costs of hair saloons manageable, uniform guidelines e.g. in terms of an accreditation could be helpful. Because of national price differences of protective gloves, one could think about a harmonization (by international and with that transparent competition: „supply and demand define the price“).

In some countries, overviews about potential sources of supply of skin protection products already exist (e.g. homepage from Austria about source of supply of protective gloves Switzerland: www.2mains.ch).

Offer of information concerning skin protection measures:

Information about appropriate protective gloves (products, material, chemical persistence, layer thickness, length of gauntlets etc.) should be accessible for hairdressers.

Hairdressers are subjected to fashion. Teenage hairdressers are considered to be multipliers and trendsetters. To raise compliance, protective gloves ought to be fashionable (e.g. color of gloves, look and style). Gloves made of nitrile rubber could be a solution attempt. Nitrile gloves are available in different colors and offer various advantages in handling hairdressing material.

Glove dispensers could get installed in hair saloons to verify a continual availability.

Summarizing, an informing/overview about personal skin protection measures concerning price, consequences of multiple use of gloves as well as the usage of gloves (accurate wearing) should follow.



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Team 2: Action recommendations concerning apprenticeship, further education, informing (general education system)

Guidance, presentation and protocol by Elena Lacroix-Jaeggy (France)

Operating points and leading questioning for the group work:

Which kinds of support should be there and for whom?

- Brochures, internet, videos, teaching unit, methods (case study, role plays, working sheets ...), tool box for prevention (pedagogical material, teachers, trainers, master craftsmen)

Which forms of support should be there?

- tool box for prevention, others...

Which contents should be conveyed and in which amount and in which depth respectively?

- basic education, further education

How should the contents be presented?

- Positive or negative procedure; positive/negative approach

Which target groups?

- trainees, hairdressers, trainers, employees, employers, teachers, customers

How should the prevention measures be financed?

How can the contents be integrated country-specifically into the basic and further education?

How can the contents be integrated into the exam and how can they be assessed?

Which institutions are responsible for the apprenticeship and further education of hairdressers?

Discussion within the group:

Team 2 worked out the status quo, the aspired ideality and conclusively recommendations to implement prevention measures for the skin for the everyday work of hairdressers, the school and the salon.

Aim is the exercise of the hairdressing job as long as possible.

There was a comprehensive discussion about the target groups and receivers of the measures: Who informs? Who is the head/in charge of? Who gives advice?

It was consent, that teaching took place often simultaneously on various levels for different age groups and generations. Further, the activities in a salon are multiplex, different or contradictory to the issues in vocational schools. Accordingly, a useful system (triangle constellation) in basic education between trainer, manager and trainee needs to be developed. This system should allow stakeholder to provide information on the different levels. This work should be supported by an approach of lifelong learning and by the cooperation of managers, trainers and tutors.

There are strong country-specific differences in further education and its financing, so prevention measures have to be adaptable to the different initial situations.

How could we support this ideal in its implementation?

Group recommendation: A "SafeHair-Box" needs to be developed which in addition carries a national-specific subtitle, e.g. in form of a slogan: "Keep yourself beautiful". This box is supposed to contain concrete elements of information as well as a selection of protective gloves, working sheets and information sheets. In addition to that it should be adaptable to the different circumstances and the different receivers.

In the process there should not be provided any long "instructions/textbooks" (that nobody reads), but short and firm information, feelings (by adequate illustrations).

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Other supports, brochures, pages, homepages are only supplements and considered for the different and specific need of the users (implementation examples).

Group consent was that aesthetic aspects will have a positive influence on the efficacy and the acceptance of this tool box which is why this should be considered in the composition of working sheets and the like. The box should be constructed modularly and display 3 levels: trainee, trainer, manager/salon owner.

The basic and further education of each country contains prevention measures but they do not get transferred into praxis. The apprenticeship has to become more effective and has to refer more to the security (theory-praxis-deficiency).

The different national apprenticeship systems show that prevention and security measures in national frameworks (also testing) exist in different dimensions. The measures in teaching and practice are firmly prescribed in Germany. A similar regulation exists in Norway. The Netherlands have measures on three levels A, B and C of the European qualification certificate. In Belgium the regulations are held by the frames of reference but they are not implemented in daily routine. In Austria an obligation exists for all activities with color.

In France a synergy got off the grounds by the INRS, the CRAM and the Academy of Toulouse after stocktaking in Toulouse.

The development of adequate measures (box) is especially applicable for countries that do not have any prevention and security regulations yet.

Further, Germany was recommended to sensitize the customer. This was already performed in the Netherlands but without success. The customers are looking for fashion and beauty. They do not care if the hairdresser is in a healthy position while cutting hair.

In addition, the social milieu, from which most of the hairdressers come from, acts rather counterproductive concerning the implementation of prevention and protection measures for self-protection. Self-protection and care is rated as being less important.

The use of creams should not be unregarded, either, although their use is discussed controversially (see below: Discussion in the plenum).

Summarizing, special efforts should be undertaken to convey good/healthy exercise to schools, to offer the salon new and healthy behavior patterns, to motivate mentors and salon owners and to produce/develop well applicable as well as attractive tools and to integrate them into the national occupational organizations.



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Team 3: Identification of helpful key figures and implementation advice of operation recommendations

Moderation and presentation: Poul Monggaard (Denmark)

Which key figures/institutions are there that could alleviate the implementation of operation recommendation? – Accident insurances, cosmetic manufacturers, COLIPA, ENETOSCH, employee/employer associations, teacher associations, famous people from the hairdressing sector

All responsible institutions for the prevention of occupational skin diseases in the hairdressing business are supposed to get linked with each other to improve communication and with that to alleviate the guideline. So, a standardization of political regulations on a national and international level is to aspire (key figures like doctors, politicians, industry associations). Aim is to improve the working conditions of hairdressers.

How can the key figures get implicated and why should they support the project aims? - Contact person? (Stimuli)?

- Insurances and public administrations
- Cosmetic industry (mutual support)
- Research institutions (mutual support, bringing in scientific knowledge into praxis)

Which key figures/institutions are opposed to a successful implementation of the operation recommendations – What can be done against it? - Guidelines, industry

- Lack of awareness is still a problem for the use of prevention measures for the decision makers (e.g. industry, employers, employees; customers).
- EU guidelines normally refer to customers (cosmetic guidelines), specific occupational groups like hairdressers are not addressed
- Request: improved contact to EU institutions
- Request to politic: „Will to support us“ (all decision makers should get on board)

Central question concerning praxis tips:

Where are tips for an implementation of a risk assessment?

On a national level, ministries, accident insurances, employer/employee associations are addressed

When should a risk assessment be implemented (frequency; after special occurrences e.g. new staff)

A risk assessment should be implemented when new staff (employer/employee) gets employed, when new products are getting established and when reopening salons

Where could skin protection products be positioned in hair salons?

They could get set up at every working place, blending station, toilets as well as places that should refer to skin protection

Who can a harmonic change between wet and dry work be organized?

Every hairdresser should take care of the customer completely (all steps by one person): the trainee should also pass through these “complete steps” by working with a hairdresser.

How can the staff/the boss be motivated to implement the skin protection measures? At which point should staff training be offered?

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The employer should be motivated by positive examples (example: „beautiful skin of the staff“). An employer's training before the training of the employees seems to be reasonable, too.

Concerning which topics and how often should staff training be offered?

At least once a year. Always when new products get established or new staff gets employed: The topics can refer to established products, the use of those, work and skin protection measures in salons, especially during wet work as well as the use of hairdressing chemicals.

Which barriers are there when carrying gloves and which solution strategies are there? (– arguments in front of the customer, different materials for different activities..)

Which barriers are there when applying skin protection and care products and which solution strategies are there?

A change of the protecting gloves for the different activities is often forgotten. One idea is to use different colors for different activities (washing and coloring in two different colors). However, the quality of the protecting gloves is still significant (break through times of chemicals; chemical resistance).

Which barriers are there when implementing mixed applicators and which solution strategies are there?

Mixed applicators should be blended before the appliance. Since the packages are often too big, an adjustment to smaller packing units is reasonable.

**SafeHair****Team 4: Strategies of spreading information for hairdressers (behavioral change)****Moderation: Francois Laurent (Belgium)****Presentation: Tessa van Iperen (Netherlands)**

To spread information, brochures and flyers suit well, but they can rarely address the target group. Group request was a solution for all groups of receivers. Success/outcomes of propagation strategies should be evaluable and quantifiable, thereby. Propagation is a continual process.

It is well known that hairdressers prefer attractive images (also animated) rather than reading long text passages. So, regional shows, salon visiting, internet in combination with a movie, video and/or show (e.g. celebrity hairdresser during work) are very appealing. Origin, age, culture of the target group should be paid attention to, thereby. Presents (pull-marketing) can function as an incentive.

The customer himself should bring the adherence of skin and work protection measures to the hairdresser's attention. A reward procedure for the best salon concerning protection measures is also thinkable.

Another point is issue-marketing: An actress with an allergy gained increased attention by the press (Italy).

How the contents should be presented:

- KISS - Keep it short and simple
- Slogan: No gloves no glory
- Age group compatible
- Account for employers' and employees' side
- Balance between content and entertainment, well readable and understandable
- Concentration on positive aspects
- Health means trust („A hairdresser that keeps himself healthy, conveys trustfulness to his customers“)

To perform permanent updates, glove manufacturers should get involved next to further institutions (associations, industry...).