

The hairdresser's work environment





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The good work environment

The purpose of the Work Environment Act is to prevent illness and accidents at work.

A good work environment is when hairdressers can go to work, thrive and enjoy their job. A good work environment means that they can do their work even better and continue to work in the profession for many years.

The employer bears the utmost responsibility for the work environment, but it is only when everyone is involved and feels a sense of commitment that we get a good work environment. A functioning work environment and a good working atmosphere increase the chances of health and well-being among the employees.

Today, research shows that a good work environment is also created through the addition of positive factors, such as good leadership, giving employees power and influence over their work, good communication and the workplace being permeated by the shared values. It is a matter of both limiting the risks and developing the positive factors.

The safety representative

The safety representative also plays an important role in the work environment efforts. The safety representative represents the employees at the salon in work environment issues. At workplaces without local safety representatives, it is the regional safety representative that the employer or employees can turn to if problems with the work environment arise. The regional safety representative can be reached through the local section of Handels (the Union of Commercial Employees).

From the Swedish Work Environment Authority's publication with regulations concerning work as a hairdresser: AFS 1985:18

• **7 §** *Employees shall be informed of risks in the work environment for work as a hairdresser. Information shall be particularly provided about the use of a customer chair and hairdresser chair, as well as the risks of an inappropriate working positions and the handling of hazardous substances.*

Studies in the hairdressing industry show that incorrect working positions and the like constitute a dominant work environment problem for both women's hairdressers and men's hairdressers. Ventilation, temperature, lighting, hygienic conditions and risks of accidents also entail problems.

One major problem is the risk of the impact of chemical compounds, such as permanent liquids, sprays, hair shampoo, hair dyeing agents, neutralisation liquids, bleaching agents, setting lotions and so on. Chemical compounds can cause eczema, bronchial symptoms and headaches. Nickel in tools can provoke allergic eczema.

Eczema is common among beginners in the profession, mainly due to a lot of shampooing work. It is important to make sure that no employee only works with “wet” jobs all day.

Hairdressing work outside the salon

• **1 §** *For hairdressing work conducted outside a hair salon, the provisions in Sections 4-7 apply. This can, for example, apply to hair care of the elderly and the ill, who have difficulty going to a hair salon. It is important that the work in these cases is planned and arranged so that the hairdresser’s work can be carried out safely.*

From the Swedish Work Environment Authority’s publication with regulations concerning work as a hairdresser:
AFS 1985:18

The salon as a workplace

Work environment legislation includes regulations and requirements on the premises design and equipment. There shall be space so that the hairdresser can freely move around the customer chair and the shampooing station. The premises shall have a certain ceiling height, adequate lighting, heat and ventilation and a floor that has some elasticity. The noise level shall be as low as practically possible.

Air and ventilation

In a hair salon, the air is very compact. Various kinds of chemical processes emit odours and gases. Good ventilation is therefore important to keep the air in the workplace healthy.

Pain, dryness and itching in the nose, throat and eyes, headaches, nasal congestion, coughing and often recurring colds are common health problems when the air in the workplace is poor. Long-term bronchial problems can develop into asthma, which is a serious disease.

Ventilation installations are generally the property owner’s responsibility and it can be difficult and costly to address poor general ventilation. Local extraction can also be installed, as well as fume cupboards for the mixing of bleaching agents and hair dyes. Local extraction in the form of an exhaust hood can be used over the customer’s head for treatments that emit gases.

Hair that flies around can also cause irritation, which is why it is important to quickly clean away hair on the floor and from furniture.

Good ventilation is important!

The best is to choose premises from the beginning that have good ventilation possibilities.



Ventilation

General ventilation can often be adequate in a hair salon.

What adequate ventilation is depends on how large the premises are, the number of people who work there, what pollutants there are and what kind of work is done.

• **5 §** *As chemical compounds are handled, higher air flow, local extraction or fume cupboards are needed so that the limits according to the Swedish Work Environment Authority's regulations on hygienic limits are not exceeded. Larger air flows may also be needed in hair salons where smoking is permitted.*

The Swedish Work Environment Authority and the National Board of Health and Welfare have issued general guidelines on the limitation of tobacco smoking in premises of a community nature (AFS 1983:10).

As regards local extraction, there are provisions in the Swedish Work Environment Authority's regulations regarding measures against air pollutants for the prevention of illness (AFS 1980:11).

Draughts are often a problem in hair salons. Especially draughts from the entrance can be troublesome.

Floor and ceiling

Flooring that provides adequate elasticity as well as comfortable work shoes with a suitable heel height and resilient soles can reduce the strain on the feet, legs and back. Preferably have an insole of leather that allows the shoe to "breathe". Plastic heels are slippery and entail an accident risk. Working barefoot or in one's stockings is clearly unsuitable. Besides providing poor support and a risk of slipping, there is the risk that hair can penetrate into the body.

Today, there are also good support stockings, which relieve pain and swelling in the legs and prevent problems later in life.

On knife ground concrete, a plastic mat with welded joints and a semi-pliant underside may be suitable, for example. From a hygienic perspective, the floor needs to be easy to clean.

• **2 §** *For hair salons with a few employees, a room height of 2.4 metres can generally suffice. The same also applies to larger hair salons where the ventilation can be arranged in a satisfactory manner. However, 2.7 metres is often a suitable room height in larger hair salons.*

Relief chair

Sustained standing work entails major strains on the back, hips and legs. The body needs variation in the work and a sitting and standing support chair means that one can switch between standing and sitting work. The chairs are available in many designs and there is a good chance of finding a chair one likes.

From the Swedish Work Environment Authority's publication with regulations concerning work as a hairdresser: AFS 1985:18

Wind shields or other protection from draughts may be needed.

High heels and inclined heels cause tired legs!

Textile mats are therefore unsuitable.

From the Swedish Work Environment Authority's publication with regulations concerning work as a hairdresser: AFS 1985:18

If one has become accustomed to only standing and working, a learning period may be needed before the working position feels natural. During this learning period, new nerve pathways are developed and muscles used for the new movements are trained. During treatment in a hair salon, the customer shall be placed in a customer chair that can easily be adjusted by height and turned so that the hairdresser obtains a suitable working position. There shall be enough space next to the chair. For work that can be done sitting or half-sitting, there shall be access to a hairdresser's chair.

Hairdresser's chair

As early as the 1970s, the parties agreed that a salon must be equipped with vertically adjustable hairdresser's chairs (customer chairs). It is important that this possibility is utilised.

A hairdresser's chair that works smoothly and easily is a good investment.

Today, there are chairs that can be adjusted extra high and low, and thereby well adapted to the hairdresser's height and to certain elements of work. This means that the chair must be re-adjusted several times during a haircut or treatment to avoid cumbersome working positions. When there is a rush, we are not inclined to spend a lot of time on adjustments and technical hassle. If it is not smooth and easy to change the setting, it might be left alone. In some work, such as shampooing and beard trimming, the customer chair may also need to be tilted back.

There shall be room so that the hairdresser can move freely around the hairdresser's chair and the shampooing stations. There shall be 110 centimetres between the hairdresser's chairs and 70 centimetres between the wall and chair. For the shampooing chairs, the distance does not need to be as large. However, it is important that the shampooing station is designed so that the hairdresser can get close to the customer in a suitable working position.



Placement of carts and tools

It is important to place the tools and materials one needs in such a way that there is no need to reach unnecessarily. It is also important that the cart can easily be moved, that the wheels do not jam and that it is stable. The tools shall be light and easy to hold.

Lighting

The light affects how we perceive and understand our surroundings. In a good luminous environment, we feel secure and can do our work in a satisfactory manner.

Daylight is an important part of a good work environment. It is positive for well-being. Sometimes, it is not possible to arrange direct daylight, such as inside a shopping centre, but light may come in indirectly through light wells or the like.

Good light means that there is daylight and lighting so that one perceives the room correctly and sees well. The lighting shall be adjusted to the work to be done and it shall be possible to adjust to the needs of each individual.

In a hair salon, it may be suitable to choose light colours for the walls, floor and ceiling. Large contrasts between dark and light colours are tiring to the eyes.

• **18 §** *When working as a hairdresser, it is generally suitable to have general lighting of at least 200 lux and a lighting on the sight object of at least 500 lux.*

In the placement of light fittings, it is important to avoid indirect glare, such as wall mirrors. It may be unsuitable to place wall fittings next to wall mirrors. From a heat perspective, fluorescent tubes can often be preferable as light fittings over light bulbs. The lighting needs to be able to depict colours properly. Fluorescent tubes often have such characteristics.

Staff and cleaning areas

As a rule, it is not suitable to provide public access to the staff toilet. In a hair salon, a separate customer toilet is therefore normally needed.

Cleaning areas in a hair salon need to have such a size and shape that cleaning materials and appropriately waste bins with lids can be stored without difficulty.

With increasing age, demands on lighting strength and adaptation of the light conditions also increase.

From the Swedish Work Environment Authority's publication with regulations concerning work as a hairdresser: AFS 1985:18

Rules regarding staff areas are in the Swedish Work Environment Authority's regulations on work as a hairdresser: AFS 1985:18 and AFS 2009:2.

Staff areas

From the Swedish
Work Environment
Authority's publication
with regulations
concerning the
workplace design: AFS
2009:2

- **90 §** *The number of staff areas and their placement, size and furnishings shall be adapted to*
 - a) the nature and duration of the work,*
 - b) the number of employees that are regularly employed at the workplace and can normally be expected to use the areas at the same time and*
 - c) the employees' gender distribution.*
- **91 §** *In the staff areas, there may not be furnishings or objects that substantially degrade the area's function. A staff area may not be used for operations that degrade the usability at a staff area.*
- **92 §** *Employees who store personal valuables at their workplace shall have access to a space that has or can be equipped with a lock.*

Clothing spaces

From the Swedish
Work Environment
Authority's publication
with regulations
concerning the
workplace design: AFS
2009:2

- **93 §** *Employees shall have access to spaces for the storage of private clothes and, when necessary, work clothes. The clothes shall be able to be stored so that they do not get dirty or damaged and so that the risk of theft is counteracted. If the work is dirty or causes sweating, there shall be separate storage spaces for private clothes and work clothes. In or next to changing rooms or other spaces for changing clothes and in other clothing spaces, there shall be adequate space for clothing storage for the employees who at the same time need to store their clothes there.*

Health

Hair products

Permanent hair dyes (oxidation dyes) contain hydrogen peroxide, which has a corrosive effect on the skin, eyes and mucous membranes of the airways. In addition, many dye preparations contain substances, such as paraphenylenediamine and paratoluenediamine. Many hairdressers who have eczema have become allergic to these particular substances.

Due to the risk of allergies, it is important that the skin does not come into contact with the dye products. Disposable gloves and single-use tools shall be disposed of directly after use. Mixing of dyes shall be done under local extraction or in fume cupboards and the ventilation at the treatment stations must be good. When you work with hair colouring agents, you must also have a protective apron. The apron can be of a single-use type or washable. After use, it shall be thrown directly in a waste bin or in a laundry bin.

Use a protective
apron!

Mixing sink/product bar

Remember that you must have good ventilation where you mix the dye. This may be a fume cupboard or kitchen fan with a hood.

Gloves and protective clothing

When working with hair colouring agents, permanent liquids, neutralisation liquids, bleaching agents, solvents and the like, gloves, and where necessary, a protective apron or similar articles shall be used. Protective gloves of nitrile shall be of a single-use type when working with hair colouring agents and should also be that in other work.

There are special provisions about hazardous substances in the Swedish Work Environment Authority's regulations on hazardous substances: AFS 1985:17.



Elements of risk in the work

Eczema, allergies and bronchial symptoms

Skin problems often occur in the hairdressing profession. Eczema is common and it is also a direct cause of many being forced to quit the profession. One fourth of all hairdressers say that they have symptoms that can be related to substances that one comes into contact with in the work. Many hairdressing products are chemical products and are mixtures of many different chemical substances. How these substances in different compounds can affect us is a large and important area for medical research. Hazardous substances are banned in products as research results can indicate risks in their use. But chemical substances that are not hazardous in themselves can also cause major problems if one is extra sensitive or if one is careless in their handling.

Common symptoms

Bronchial symptoms are about twice as common among women hairdressers as among other women workers. There is reason to assume that these symptoms develop in an environment where the content of chemicals and particulates is high. Despite work environment legislation and the Swedish Work Environment Authority's regulations on ventilation and air quality, the air is nonetheless often poor in hair salons.

Young hairdressers (16-24 years) report five times more work-related injuries in the form of skin diseases than peers in other professions.

If one had asthma and eczema as a child, the risks are elevated. Hand eczema (allergic and iterative eczema) is often a direct reason that many quit the profession. Research has also shown that hand eczema, once the disease has flared up, is very difficult to treat and is prolonged. This means that it is important to learn how one can avoid the risks by acquiring good habits early on.

Hand eczema that does not heal in one week although one has avoided wet work and contact with chemicals and treated the eczema with non-prescription cortisone cream should be shown to a doctor, who can make an assessment of treatment and/or refer to a dermatologist.

Wearing rings, bracelets, watches and the like during the work is inappropriate since chemical compounds can get stuck under them and affect the skin.

The risks of and measures against various kinds of contagions, especially jaundice, are addressed in *Advice and instructions no. 42* from the National Board of Health and Welfare: *During the work, the staff shall be wearing clean suits only intended for this work that are easy to clean.*

The National Board of Health and Welfare has also published an information brochure on how to prevent the spread of head lice.



Group safety data sheets

A large and important effort has been carried out on behalf of the Commercial Employees' Union and in cooperation with the Swedish Cosmetics, Detergents and Toiletries Association to map the contents of the hairdressing products.

The group safety data sheets provide important information on what substances the products contain and how each product shall be handled. They also provide information on how to act if an accident happens. Also get used to reading the producer's product information.

Group safety data sheets are available for the following product groups:

1. Hair shampoo
2. Hairmask, conditioners
3. Styling products: gels, foams, mousse, spray
4. Permanent liquid
5. Fixer to permanent liquid
6. Hair colouring agents – oxidation dyes
7. Hair colouring agents – direct-acting dyes
8. Bleaching powder
9. Products in pressurised containers (aerosol products)

Read more:
[ktf.se/publikationer/
foldrar/](https://ktf.se/publikationer/foldrar/)

Permanent liquid and fixer

There are two main groups of permanent liquid, acidic and alkaline. Acidic permanent liquid feels milder to the skin, but causes contact allergies more often than alkaline. So it is not certain that a *mild* product is less dangerous than one that feels more irritating to the skin.

Use protective gloves!

It is therefore important to read the information about each product and naturally use protective gloves. Splashes in the eyes can have very serious consequences and must be avoided.

Permanent liquid also contains substances that dissolve nickel out from scissors and jewellery, among other things. This increases the risks for hairdressers who have developed a nickel allergy. Using a nickel test available at pharmacies, you can yourself check how much nickel your jewellery and other metal objects emit. Fixing liquids can contain hydrogen peroxide – a caustic substance – that may not come into contact with the eyes!

Hair shampoo and water

The preparation that a hairdresser comes into most contact with is shampoo combined with water. Water combined with grease solvents, such as in shampoo, quickly dry out the skin and can cause cracking.

The skin then becomes susceptible to bacteria and extra sensitive to chemical substances. The best way to protect oneself is to make sure that the hands are not moist for long periods at a time and to restore oils to the hands with hand cream. And of course use gloves!

The products with a lot of conservatives and perfume also increase the risks of allergic reactions.

Blow-drying

Blow-drying contributes to increasing the risks of strain injuries.

The blow-drier is a relatively heavy tool that one handles with lifted arms. In the selection of a blow-drier, one should choose a model with low weight, low noise levels and with the balance point in the middle of the handle.

The balance point can be determined in the following way:

Place the blow-drier on the edge of a table with the nozzle outside the table. Then push the blow-drier slowly until it is about to tip down. The closer to the middle of the handle this tipping point is, the better. Repeat the test, but now place the upper edge of the blow-drier parallel with the edge of the table and the handle inwards. The longer down towards the handle the tipping point is, the better. Special spring suspension devices for blow-driers exist. The blow-drier can then be handled with a minimum of strength. Here to, the rule applies that it takes time to get accustomed to new aids and new ways of working.



Work-related injuries

A work-related injury can be an accident at work or on the way to or from work. It can also be an illness caused by the work environment, such as a strain injury or an allergic reaction due to handling chemical substances.

Always visit a doctor as soon as possible if you suspect that your symptoms are due to your working conditions!

Work-related injuries shall be reported to both *Försäkringskassan* and *AFA Försäkring*. The report can be made directly at the stated websites, but it is also possible to download forms. Feel free to consult with your safety representative in connection with the report being made.

Read more:
forsakringskassan.se
and afaforsakring.se





Hygiene

It is important to clean the tools between each customer to avoid the risk of contagion and the spread of lice, etc. The cleaning shall be done with disinfectant.

The tools the hairdresser uses need to be kept in good condition and cleaned often. This is true of scissors, combs and brushes. Clean them for both your customer's sake and your own sake so that they are not sticky and have product remains on them where microorganisms can thrive. Well-cleaned and maintained (lubricated) tools also work better and last longer.

Cutting tools when shaving

Since you work so close to the customer's skin, small sores can arise and it is important that the tools do not spread contagions. When shaving, *single-used blades shall be used* and replaced between every customer.

Vermin

In the spring and autumn, there are often lice epidemics in schools and at day-care centres. Lice/nits and scabies are spread through direct contact between people. At a hairdresser, they can be spread via combs, brushes or head rests.

If you discover lice or nits in the hair of a customer, you should immediately stop the treatment and recommend a special shampoo at the pharmacy. When the customer has treated and gotten rid of the vermin, you can continue the treatment. Be careful to clean/disinfect the tools and the trimming gown you used. You can, for example, place them in a plastic bag in the freezer for a few hours and then clean with water and dish washing liquid.



Hand tools and other equipment shall be light and comfortable to use. The risk of nickel allergies shall be taken into account in the selection of tools. Equipment used in hair dying shall be formed to the furthest possible extent so that the skin of the person working does not come into contact with hair colouring agents. Such equipment shall be cleaned or disposed of after use.

Careful personal hygiene shall be observed. Liquid hand soap, disposable towels and perfume-free and moisturising hand cream shall be available.

From the Swedish
Work Environment
Authority's publication
with regulations
concerning work as
a hairdresser: AFS
1985:18

Ergonomics

The body as a tool

There should be no doubt that the profession of the hairdresser is a physically demanding profession. Studies have shown that anyone who has built up muscle strength in time has a good protection against most kinds of strain injuries that a hairdresser can be struck by.

So staying in good physical form is necessary. How one does this is up to the individual. Do you like to run on the exercise path or would you rather swim, or do you workout or train with exercise equipment – one can maintain one's good condition in many ways. A callisthenics session every morning does wonders.



Working atmosphere

Creating and maintaining good relationships between workmates and between managers and employees becomes especially important at a small workplace. In a stressful environment, it is easy to magnify small problems and let conflicts grow under the surface. One builds up an irritation that one does not have time to or cannot vent when the problem is current.

Creating a good atmosphere, supporting and encouraging, giving responsibility and ensuring that everyone develops in the work is just as important a task for the manager as planning and distributing the work in consultation with one's employees.

As a hairdresser, one is primarily a skilled professional, but perhaps not as equally trained as a manager. At a small workplace, everyone becomes dependent on functioning together and a poor working atmosphere worsens and also creates physical problems.

Stress

Many hairdressers work with time booking that means that one shall manage a customer in a certain set time, otherwise it is not profitable. Those who are fast seem to manage it somewhat. But others have a different pace and become stressed by trying to stick to the time.

Time pressure is something that we primarily associate with stress and stress symptoms, but there is a lot of other things as well, which can trigger stress reactions in us – unaddressed conflicts, irritation over workmates, not being able to make one's own decisions and so on.

As a hairdresser, one is expected to be as pleasant and creative from the first customer of the day to the last.

Body, behaviour and psyche

Stress exhibits itself in three areas: in the body, the behaviour and the psyche. Research shows that around 70 per cent of all physical problems have psychological causes, often some form of negative stress. So a hairdresser's common physical problems like muscle pain, stomach problems and





Read more in
"Organisational
and social work
environment:"
AFS 2015:4

skin problems can be related to how one perceives and handles stress. The immune system is also affected. One more easily catches cold, for example.

Stress can also appear in our behaviour in many different ways: one eats poorly, only a cup of coffee is had on the go between customers, one does nothing fun when off from work, watches a lot of TV and so on.

This way, stress can also express itself psychologically. One becomes irritable and easily irritated, cries easier, lacks energy, sleeps a lot (or a little), forgets things and is generally restless.

As an employer, one has a responsibility to create a good work environment and prevent illness. It is important to prevent or resolve conditions that give rise to work-related stress and achieve a functioning balance between requirements and resources. Using systematic work-environment work, employers together with the safety representative and employees prevent work-related stress. It is a matter of studying and assessing what risks and deficiencies exist in the work environment, resolving the deficiencies and following up that the measures have the intended effect.

Organisational measures can prevent stress

Employers can prevent work-related stress through organisational measures. It may involve increasing resources to carry out the work or reducing the requirements in the work. That the employer is clear in terms of operating goals and work requirements can prevent burdens that are linked to ambiguity and save the employees cumbersome extra work.

It may also be about changing the staffing for lone work or taking security precautions for the risk of violence. The work load can be reduced by more people helping out with a task or by the employer increasing the staffing. One can also take away certain tasks or postpone the performance of the work. Support in prioritising provides conditions for being able to reduce the workload when necessary. It is also important that there are clear procedures for how to act in the event of conflicts and discrimination at the workplace.

Examples of signs of high work loads and stress are:

- overtime work, that one takes work home or skips breaks or lunches
- high work intensity during long periods
- perception of inadequacy
- deficient motivation, depression
- psychosomatic symptoms: pain, sleeping difficulties, gastrointestinal symptoms
- low quality of or late delivery of work results
- sickness absences, sickness attendance
- high staff turnover
- conflicts, difficulty cooperating, discrimination
- near accidents.



Planning and development

A good work organisation is everything for satisfaction, health and efficiency. The work shall be formulated so that it provides room for variation and differentiation and possibilities for recovery. The work schedule may not be so full that there is no room for breaks, where one can be undisturbed. The Working Hours Act sets rules for breaks and meal breaks. Many hairdressers say that they do not stick to mealtimes during the day. A cup of coffee on the move often replaces lunch. Soon, the negative effects are apparent and affect both health and mood. At a break, one should be able to leave the workplace.

Break = unpaid working hours. After five hours work, one is entitled to a break of at least 30 minutes. A break is often longer than a pause.

Pause = shorter, but paid working hours.

Safety

Fire safety

Education:
prevent.se/
brandihandeln

The training course *New fire safety training* has been developed for all employees in retailing. The fire safety course is a web-based training course that is completely free to take.

The course is compulsory for all employees as it is a matter of pure safety training. After one has passed the knowledge test, one should take out a certificate to show that one has completed the training. The employer shall pay for this training and it take around 40 minutes to complete. The employer shall do everything to prevent fire in the work environment. This applies to all companies and organisations, regardless of how small or large they are. In an organised manner, the employer shall plan, train, control and follow up that the fire protection is good.

Education:
prevent.se/

All companies that handle flammable goods must ensure that there is a person at the company with basic knowledge in flammable goods in particular. The employer must also assess what special risks exist and ensure that they are addressed. There is free training on Prevent's website and is called *Managers for flammable goods*.

Of course, there shall be fire extinguishing equipment, but it is equally important that the employees be trained in how the equipment shall be used. For larger workplaces and for workplaces with special risks, plans shall be made up for how to evacuate the premises if a fire were to start.

Do this if a fire breaks out:

- Save yourself and others nearby, but do not take risks that are too great.
- Warn others who may be in danger.
- Alert the rescue services by phoning 112 and be prepared to say:
 - if there are people who are closed in or in danger
 - where the fire is (address)
 - who you are and where you are calling from.
- Extinguish the fire if possible.



To whom do I turn?

If there are deficiencies in the fire protection at your workplace or if you discover a special fire risk, speak to your immediate manager.



If the problem is not addressed, contact your safety representative. If there is no safety representative at your workplace, you can contact Handels.

As a business operator, you can turn to occupational health services or other work environment consultants to get help and support in the fire protection work. You can also turn to your employer organisation.

If you have questions about rules and laws that concern fire safety, you can contact the Swedish Civil Contingencies Agency.

Read more:
[msb.se](https://www.msb.se)

Robbery, threats and violence

The development in retailing looks dismal. Despite work with security for many years, robberies are now on the rise again, mainly robberies with firearms or other weapons. The robberies have also become more brutal.

We notice that the amount of cash in the till is not of any greater importance to whether one is robbed or not – many robberies are unplanned and are committed by very young people or persons under the influence of drugs or alcohol.

When the security of the stores is improved, the hair salons must also follow suit. Otherwise, we are at risk of seeing that where it is the easiest to acquire money will be where the robberies will take place.

Recommendations in the 13-point programme

“Protection from robbery in hairdressing operations:”

Here are free
online courses:
sakeributik.se

1. Every salon shall have a security manager that can provide advice on how possible robbery can be prevented.
2. All employees shall attend a training course in security issues. The course is free and takes around 40 minutes.
3. Salons shall have procedures and an action plan for security that is followed up annually.
4. The tills shall be equipped with code or key locks.
5. Cash boxes or closed cash management systems shall exist in connection with every register.
6. Salons shall have a protected counting location for handling cash and valuables.
7. Cash shall be stored in safes.
8. Alarm possibilities. After a robbery, the police shall be contacted as quickly as possible. An extra phone and panic alarm should be available.
9. The doors and locking procedures shall be secure
10. Staff entrance and goods reception shall be properly lighted.
11. A coloured tape band for different heights shall be at the entrance for height marking – perpetrator description.
12. The value transports shall be well-conceived and follow the Swedish Work Environment Authority’s regulations “Violence and threats in the work environment”.
13. The preparedness for crisis management and how robbery victims shall be taken care of shall be properly developed in the salon.

Read more:
handels.se

This is the minimum recommendation for a salon that Handels and SFF set for the salon to be able to be *security protected against robbery, threats and violence*.



Camera surveillance

All public spaces in a salon may be subject to camera surveillance (including with recording) after a registration has been made with the county administrative board. This is on condition that the surveillance takes place for the purpose of preventing, revealing or investigating crime.

Recording may be made in the entire salon. To record sound, a permit is required.

Remember that the introduction of camera surveillance in a salon constitutes an important change that entails a primary negotiation obligation according to the Codetermination in the Workplace Act.

Also pursuant to the Work Environment Act, safety representatives and the safety committee shall be informed of important changes in the work environment.

Note that camera surveillance may only take place in the salon – not in storage or staff areas.



Environmental waste

Products

Hair products such as shampoo and hair dye shall be labelled according to the *Regulation (EC) No. 1223/2009 on cosmetic products*.

This requires the following information on the packages:

- Name and address of the responsible person in the EU or EEA
- Package contents by weight or volume
- Expiration date according to the principle month-year or day-month-year and alternatives
 - 1) hour-glass symbol or alternative
 - 2) the text “bäst före utgången av ...” (best before the end of ...), if the product has a shelf life shorter than 30 months unopened, or
- Expiration after opening, which is given with the so-called *open bottle* symbol and expiration in an opened package stated in months (figures and letters *M*). For aerosols and disposable packages, the expiration date does not need to be stated.
- Any precautionary measures (instructions, warnings). Permanent liquid, fixer, hair dye and oxidation agents are a few product types where precautionary measures are required. Cautionary measures shall be stated in Swedish when the product is sold in Sweden. It is permitted to refer to precautionary measures elsewhere through the so-called *hand in book* symbol on the package.
- Batch number.
- The cosmetic product’s function.
- Complete declaration of contents that shall comply with the European name system, International Nomenclature of Cosmetic Ingredients, INCI. It is permitted to declare the contents only on the (outer) package. Aerosol products shall also be equipped with marking about special precautionary measures. These shall be given in Swedish. They shall also portray pictograms that indicate a fire hazard.

Read more: |
lakemedelsverket.se

Read more: |
msb.se & kemi.se

Recycling

Sweden’s parliament has decided that empty packaging shall be sorted and gathered for reuse or recycling. Larger residual amounts, such as dye remnants or expired products are to be turned over to a recycling centre.

There are two ways for business operators to handle used packaging for recycling:

1. Engage a waste contractor that collects the packaging for recycling for a fee.
2. Transport sorted packaging to the municipality’s recycling centre. A drop-off fee may be charged.

At a hair salon, there is a large amount of packaging material that can be recycled. Aluminium foil is also packaging and can be turned in to recycling if the dye is not sticky. Clean the packaging when necessary; they shall be empty and dry.

Contact the recycling service in your municipality for details.

Tips

- Feel free to use economic taps in the shampoo stations; up to 30% less water is used without the quality of rinsing being harmed.
- Use gloves whenever you come into contact with water or chemicals.
- Pack all pricking waste such as scissors and razor blades so that nobody is harmed in the environmental sorting.
- Do not rinse out extra remains of left-over dye or permanent liquid. Instead, turn over to a waste company or recycling centre.
- Review the ventilation so that it is as good as possible, especially where dyes are mixed, etc.
- Reduce energy consumption by replacing bulbs and turning off all standby devices such as computers/printers/etc. The salon lower its electricity cost and it is better for the environment.
- Sort your waste as much as possible and recycle metal/paper/plastic/glass, etc. Keep in mind that it is meaningful to environmental sort.
- Establish an environmental policy together at the salon. Communicate to your customers what you are doing. If there are any extra costs for the salon you can justify it in possible price increases. The customers will have understanding for this.
- Contact your landlord and/or municipality to see what they offer in terms of sorting or if you can improve anything together.

The company's policy for environmental work and recycling

Together with the staff, prepare an environmental policy that applies to the company/salon regarding sorting of waste. It is more fun to sort waste if everyone is involved!

| Tip!





Tips

Standing item

Everyone gains from a good work environment. Therefore, lift up the work environment issues at the workplace meetings at your salon. You can also propose that the work environment point be a standing item on the agenda!

Discussion input

Sometimes it can be hard to fill the workplace meetings with good content. A tip can be to use this text as a basis for discussion. One week, the topic can be *health*, the next week *safety* and so on.

Helpful links

AFA försäkring

Agreement insurance through AFA provides an extra financial security in the event of illness, work-related injury, work shortage, death and parental leave.

www.afa.se

Work Environment Authority

Good work environment for hairdressers.

<https://www.av.se/arbetsmiljoarbete-och-inspektioner/publikationer/broschyror/bra-arbetsmiljo-for-frisorer-adi456-broschyr/>

AFS – hairdressing work, lighting, workplace, etc.

www.av.se/arbetsmiljoarbete-och-inspektioner/publikationer/foreskrifter/afs-register-register/

Frisörföretagarna

Website of the Swedish hairdressers' trade association.

www.frisor.se

Försäkringskassan

Information about grants and allowances from the Swedish Social Insurance Agency (Försäkringskassan).

www.forsakringskassan.se

Handels

The website of the Union of Swedish Commercial Employees.

www.handels.se

Swedish Chemicals Agency

Start page for safety data sheets.

www.kemi.se/sakerhetsdatablad

Swedish Cosmetics, Detergents and Toiletries Association

Guide for hairdressing products.

ktf.se/files/2015/03/KTF_Vagledning-om-frisorprodukter.pdf

National Food Administration

Information on health and the environment.

www.livsmedelsverket.se



Swedish Medical Products Agency

Hair colouring and allergy risk.

lakemedelsverket.se/harfarg

How you can reduce the risk of allergies when dyeing hair.

lakemedelsverket.se/upload/allmanhet/kosmetika/harfarg/folder-harfarg.pdf

Requirements on hair colouring agents.

lakemedelsverket.se/malgrupp/Allmanhet/Kosmetika-och-hygienprodukter/harfarg/Harfargningsmedel/

Swedish Society for Nature Conservation

Here, you can find tips on ecolabelled products and services.

www.naturskyddsforeningen.se

Swedish Environmental Protection Agency

Information on environmental work in society.

www.naturvardsverket.se

The OiRA project

A digital risk assessment tool based on studying and assessing risks and following up and addressing them according to an action plan (SAM).

www.oiraproject.eu

Prevent

In collaboration with the labour market parties, Prevent conveys knowledge about the work environment.

www.prevent.se

National Board of Health and Welfare

General guidelines on professional hygienic operations.

www.socialstyrelsen.se/sosfs/2006-4







HA20031



Handels
handels.se



Frisörföretagarna
frisor.se