



Conference

"The role of the European social dialogue in the implementation of the Single European Sky"

16-17 November 2011

Venice, Italy



## Social Partners Joint Statement from the Venice Conference 16 and 17 November 2011

### Introduction

1. The European Social Partners from the ATM Working Group (ATCEUC, CANSO and ETF) jointly organised, with the financial support of the European Community (DG Employment, Social Affairs & Equal Opportunities), a conference on 'The role of the European Social Dialogue in the implementation of the Single European Sky'.
2. The European ATM Social Partners have a number of aims to address the social challenges that the ANS/ATM industry is facing:
  - To maintain and enhance safety across Europe.
  - To ensure a sustainable European Aviation industry through the implementation of the SES, and to make it a success story.
  - To improve industrial relations through the continued improvement of social dialogue based around agreed principles.
  - To contribute to deliver an efficient ATM industry.

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3. The European Social Partners agree that the European Social Dialogue has to date delivered a number of joint conclusions and achievements, encouraging relations at national and FAB level. All Social Partners agree that further progress is necessary. There remain areas to work on, to address challenges and current issues. Also needed are continued dialogues to support the next phases of SES implementation; where the role of the Social Dialogue has been strengthened in the SES II regulations with respect to the social aspects of SES implementation.
4. The European Social Partners accept that it is essential that unions and employers should continue to work together to address social issues whilst improving overall performance, including safety, cost efficiency, capacity and the environment. The Social Partners will also consider social issues arising from the need for increased interoperability.
5. The European Social Partners agree that it is important to strengthen Social Dialogue within all levels (national, FAB, European) to meet the challenges ahead. The European Social Partners recognise that there is a need to enhance the Social Dialogue processes.
6. The European Social Partners acknowledge that some progress has been made in establishing consultation arrangements at FAB level. Social partners agree that there is a need to strengthen the consultation and social dialogue processes in FABs; in order for staff to be fully engaged and result in a successful outcome. December 2012 is a key date in the implementation of FABs and Social partners agree that there is a need to accelerate the Social Dialogue processes.
7. The conference endorsed the 5th Pillar as a critical success factor for the SES.
8. The European Social Partners endorsed the fact that Just Culture is a critical component of achieving the safety objectives of the SES and will work together, and with relevant European bodies, to achieve gradually the objectives outlined in the Just Culture Guidelines.

## Action plan

1. European Social partners will jointly review and update the current CANSO/ETF guidelines on consultation arrangements for FABs. In particular they will agree specific measures to build commitment by Social Partners to the new guidelines.
2. The EU Social Dialogue ATM Working Group will discuss any barriers regarding the facilities to the participation of Trade Unions for the consultation arrangements at FAB level and to see what solutions could be put in place.



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3. In the context of the 5th pillar, Social Partners will work together on the following areas: Just Culture; professional competence of those delivering safety (training and qualifications); promoting the involvement of staff in the Single European Sky; change management; staff mobility; and staff shortages. European Social Partners agree that this list is not exhaustive and will agree to discuss further items as they arise.
4. The European Social Partners commit themselves to continue to promote the Just Culture Guidelines to their members, providing them with concrete steps to introduce Just Culture principles at company level. Social Partners will continue to raise the issues with national and European institutions about legal frameworks in line with the 2007 Bucharest Statement on Just Culture. European Social Partners urge the commission to introduce legislation on Just Culture as soon as possible.
5. European Social Partners confirm that effective social dialogue is essential in order to engage staff and their representatives in the implementation of the Single European Sky. The Social Partners will identify the conditions and the tools to establish a successful social dialogue, whilst acknowledging no single approach to social dialogue. In the spirit of transparency and openness, this will cover the range of issues from provision of information, consultation, negotiation, respect of agreements and the risks and consequences of a breakdown in social dialogue and specifically negotiations. The intention is to offer a list of practices that facilitate the effective social dialogue and reduce the risk of industrial conflict situations. The Social Partners will then conduct research into the mechanisms that are used at ANSP level and in other industries that contribute to effective social dialogue.
6. The European Social Partners recognise that it will be necessary to discuss what interactions there may be between the different levels of Social Dialogue (national, FAB and EU).
7. The European Social Partners agree that in order to encourage effective Social Dialogue they should develop joint approaches to social issues arising from the SES. Once decisions have been reached, they should jointly uphold them in discussions with EU Institutions and/or Stakeholders.
8. The European Social Partners agree that they should inform each other when publishing an expression of opinion on economic and social issues impacting on European ANS/ATM.
9. The European Social Partners will ensure that there is a follow up to this action plan, by measuring and communicating progress. They will ensure the dissemination of guidelines on consultation arrangements for FABs and Just Culture, arrangements and jointly agreed solutions. The European Social Partners agree that the EU Social Dialogue ATM Working Group should assess the progress made towards achieving this action plan every two years.
10. The European Social Partners agree that the actions identified in this action plan will require a work schedule, which will be developed by the EU ATM Working Group.