

---

## ITALIAN REPORT

ENAV is the Italian air navigation services provider which ensure the services in Italy throughout 43 airports and 4 ACCs. The company is operating today in several countries in the world, has 4.235 employees, of which more than 60% are directly connected with the operative services.

Within the Company, there have always been a wide variety of workers unions, representing all the professionals and categories of the employees. Recently, from the referendum called from union federations to confirm the new Sector-Contract signed at the beginning of 2014, new rules for formal representation has been promoted, and the required quorum to be legally able to sign contract has been finally calculated on the whole air transportation sector, which the contract refers to, so that the panorama of workers representation got reduced to a more efficient and effective dimension, responding to the up-growing demands of quick solutions and stability in social dialogue between the Company and the Social parts.

ENAV, since it was created in 1979, has always been a public Company. In 2011, Italian Government decided to start a process to bring ENAV onto the market, selling up to 49% of the stock, basically aiming to reduce the deficit rate to match the european standards of economics. It is a challenge that represents a big revolution, something that the workers federations are strictly monitoring, with a kind of concern. It would be the first time for an ANSP to be listed on stock exchange. Nevertheless, negative externalities that must be contained along the process, are occupation level, salary, working time, and in general all those subject that are normally concerned by an aggressive private management of a Company that “sells” a product (the main one) that is hard to measure and quantify: the safety.

A new level of social dialog, a strict control over the administration council, a workers' co-participation of the economic life of the Company, are the main achievement that this Federation is trying to hit, and we would really like to give a virtuous, positive and replicable example of pragmatism and competence in ruling all those new processes that an advanced european society has to face.