



**SECTORAL DIALOGUE
COMMITTEE**

Minutes

Plenary meeting

20 October 2022

1. Welcome to the plenary meeting

The plenary meeting was co-chaired by ENAA and ECA. The draft agenda was adopted. The minutes of the last meeting were approved.

2. Staff shortages. How do we make the jobs in civil aviation more attractive?

After introductory remarks by ACI EUROPE social partners discussed how to work together after Covid to make the sector more attractive. The issue of the acute staff shortages and retaining trained staff were raised.

The chair summarised that a collective approach is necessary.

3. Gender balance (25 for 2025). Encouraging more female candidates to apply for civil aviation jobs

ERA presented the topic of gender balance (see presentation).

The social partners exchanged views on how to make the sector more attractive for female employees. The following sub-topics appeared during the discussion among social partners: fighting stereotypes, gender pay gap, parental leave, application of non-discrimination policies, gender bias, analyse the root causes in the past why female talents could not be sufficiently attracted, work-life balance, child care responsibilities, harassment, lack of promotion of the sector in the educational system, revision of recruitment criteria in ground-handling, necessity to treat the topic a more complex way.

4. Unruly Passengers – Follow up on compendium

ENAA introduced the follow-up on the adopted compendium.

ETF reported that the issue of unruly passengers and good practices were discussed during the conference in September 2022. Bologna airport and Luxair were identified as good practices. Furthermore, it was stressed that the following areas need to be addressed (1. issue of the

trainings for the air crew and for the ground staff; 2. blacklisting, as sharing information is an issue, to be discussed with the employers to move the issue forward (legal and data issues); 3. legislative, in view of the prosecution of a passenger (jurisdiction of the country).

The social partners discussed the possibility to adopt a declaration towards the EC regarding the one from 2020 to review the protocols that are in place.

5. Follow up on “How to improve social dialogue” exchange during the Conference and building from a “conflict model” to a more constructive and pro-active dialogue (ACI) and taking this further to work on a mission statement for the social dialogue

ECA presented the ‘Follow-up on how to improve social dialogue exchange during the Conference of 15/16 September 2022 and building from a “conflict model” to a more constructive and pro-active dialogue and taking this further to work on a mission statement for the social dialogue’. ECA indicated that social dialogue cannot be reduced to attending plenary meetings and coming to hear what the unions want. Each working group should identify the relevant topics and prepare and advance (through secretariats) the work. The plenary meetings would serve to finalise the work and present it to the other groups.

The social partners gathered ideas on how to improve the social dialogue and the work of the experts groups.

The chair concluded that there is agreement on the way forward. There will be a reflexion of staff shortages where it exist. The mission statement is to be worked horizontally.

6. Work Programme for the coming 2 years (2023 – 2024)

ENAA (Chair) stated that the work programme should be aligned to the EC work programme.

As the draft work programme was already discussed horizontally, it will be now discussed at sector level.

7. AOB

ECA (Chair) stated that aviation should be kept in the list of critical industries.