



EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

Social Dialogue, Social Rights, Working Conditions, Adaptation to Change
Social Dialogue, Industrial Relations

SECTORAL DIALOGUE COMMITTEE CIVIL AVIATION

Just Culture working group meeting

19th February 2008

Concise minutes (adopted on 29 September 2008)

The meeting was jointly chaired by Mr Josefsson (employers) and Mr Clarkson (workers) who had previously co-chaired the ATM subgroup on Just Culture.

1. Adoption of the terms of reference of the working group

The working group, in which now all parties of the sectoral dialogue committee were involved, met for the first time officially. The draft terms of reference were thoroughly discussed and eventually adopted. It was decided that the next co-chairs would be designated in 2009 already.

2. First item of the work programme

The first item of the work programme was to develop a joint statement and propose guidelines on the implementation of Just Culture at company level taking full account of social issues. As far as the review of the existing definitions of Just Culture was concerned, the workers' side pleaded for avoiding using the term of "gross-negligence" because it was nowhere defined. ECA proposed to take the definition as proposed by Eurocontrol (and by the European Community and its Member States¹) as a working basis. The co-chairs agreed to put all five existing definitions on paper. ERA informed the meeting that they had also adopted a definition.

Regarding concrete activities and follow-up of the joint statement adopted in Bucharest on 20th June 2007, the participants reported of some of their follow-up activities. The organisations were asked to further disseminate the statement. The meeting held a brainstorming session on the pre-requisites for a Just Culture reporting system: ease of reporting, trust, independence, motivation & promotion, feedback, acknowledgement (figure 4 of the slide presentation). The trust box turned out to be crucial. It was agreed to prepare a paper in a subgroup which would focus on good examples of Just Culture implementation at company level

¹ http://ec.europa.eu/transport/air_portal/international/doc/icao/paper3.pdf

3. Second item of the work programme

The second item of the work programme was to take steps to improve the EU legislation linked to Just Culture. CANSO gave a résumé of the consultation meeting on the possible revision of directives 94/56/EC on accident/incident investigation and 2003/42/EC on occurrence reporting, organised by DG TREN on 31st January and 1st February 2008. DG TREN would probably organise a second consultation meeting before the summer break.

In response to the letter co-signed by ACI-Europa, AEA, CANSO, ECA, ERA and ETF and sent to Vice-President Barrot, the social partners had been invited to a preparatory meeting with his cabinet. The parties now prepared the meeting which would take place on 12th March. The following points would be addressed:

- Need for Member States to fully implement Directive on occurrence reporting into national law
- Need of campaign of public awareness
- Need for the EU to establish an open dialogue with the
- Role of the aviation industry to help the EU to get to the implementation of Just Culture

4. Any other business

ETF did not exclude to organise an event next year if the parties achieved to finalise a joint statement and propose guidelines (see point 2 above). As far as the public awareness campaign was concerned, the workers' organisation suggested looking at other sectors (medical, oil, nuclear). ETF was not sure whether the message would be well received.

The next meeting was planned for 29th September 2008 at 11.30 hrs, provided that progress would have been made by the end of August.

List of participants 19th February 2008

<p>Employers:</p> <p><u>ACI-EUROPE:</u> Mr van Zuijlen</p> <p><u>AEA:</u> Mr Husain Khan Ms Hamann</p> <p><u>CANSO:</u> Mr Josefsson Ms Rullier</p> <p><u>ERA:</u> Mr Clarke</p> <p><u>IACA:</u> apologies received</p> <p><u>IAHA (observer):</u> Mr Bellon</p>	<p>Workers:</p> <p><u>ECA:</u> Mr von Schöppenthau</p> <p><u>ETF:</u> Francois Ballestero Mr Carmona Mr Clarkson Mr Coutelier Mr D'Iddio Mr Rubini</p>
<p>European Commission: Ellen Durst (DG EMPL/F/1)</p>	