

JOINT STATEMENT



Bucharest, June 20, 2007

ACI-Europe, AEA, CANSO, ECA, ETF and ERA (*), as six of the recognised social partners within the European Union Social Dialogue Committee for Civil Aviation, collaborated to organise a conference on 19 and 20 June 2007 in Bucharest to address the legal and social aspects of Just Culture throughout the 27 member states of the European Union. The conference covered safety critical aspects of civil aviation, concentrating on airlines, airports and air navigation service providers.

The conference focused on improving safety in civil aviation through:

- Increasing mutual trust between staff and management through constructive social dialogue
- Promoting a just culture legal framework.
- Demonstrating the benefits of a just culture to aviation safety
- Creating awareness of the current status for just culture at national level through partnership between aviation stakeholders and legal authorities

The social partners draw the following conclusions from the conference.

Achieving “just culture” within an organisation through best practice

The overall goals of a just culture framework should be agreed by the top management and supported throughout all levels of an organisation. Appropriate systems are necessary to ensure that the maximum use is made of the ability to report actual and potential safety lapses.

The role of social dialogue

Dialogue between employers and employees is essential for the successful introduction of a just culture framework. There are successful models and best practices in place in several organisations in the European Union.

The role of regulators

It is essential to protect the sources of safety information as defined by ICAO Annex 13 and Attachment E. Moreover, for just culture to work there should be a balance between safety and national administration of justice. There are still some barriers to Just Culture. Some European Union Member States still favour punitive approach.

The way forward

The European social partners will continue to work together to achieve a framework of just culture throughout all civil aviation organisations operating within the European Union. In particular, the social partners will:

- Underline the importance of mutual trust between staff and management and between industry, regulators and other authorities to implement Just Culture;
- Use all the means to raise the public awareness of the real safety benefits of Just Culture;
- Urge all 27 EU Member States to fully transpose the Occurrence Reporting Directive into national laws;
- Take steps to improve the EU legislation in line with ICAO provisions;
- Explore the potential for broadening a Just Culture network;
- Support any initiative to contribute to a full implementation of Just Culture.

The European social partners seek the support of the European Commission, the European Parliament and the Council of Ministers to achieve a robust framework of Just Culture throughout the Member States of the European Union.

(*)

ACI-Europe: Airports Council International – Europe

AEA: Association of European Airlines

CANSO Civil Air Navigation Services Organisation

ECA: European Cockpit Association

ETF: European Transport Workers' Federation

ERA: European Regions Airline Association