



Naples, 17 October 2008

JOINT STATEMENT WORKPLACE HEALTH PROMOTION FOR AIR CREW

Four of the recognised social partners within the European Social Dialogue, AEA, ECA, ERA and ETF have jointly organised a conference on 16 and 17 October in Naples addressing the Workplace Health Promotion (WHP) concept for air crew.

The social partners agreed that prevention of work-related illness (including accidents at work, occupational diseases and stress) and increased well-being at the workplace are a benefit to both employers and employees in the civil aviation industry.

The conference covered critical aspects of stress management for air crew, work-life balance and air crew development and training and their impact on work health.

Definition and Statement

The conference analysed and subscribed the World Health Organisation's (WHO) definition of WHP: *"health promotion includes all measures that enable individuals, groups or organisations to have increased control over the determinants of health. The objective of all measures is the improvement of the health of individuals, organisations and communities"*.

The conference also agreed with the Luxembourg Declaration in 2005 in the European Union that states *'WHP is the combined efforts of employers, employees and society to improve the health and well-being of people at work'*.

Promotion within an organisation

Work health should be promoted by the top management, in consultation with trade unions and/or staff representatives, and supported throughout all levels of an organisation. Appropriate systems are necessary to ensure that WHP is addressed at the different levels of the organisations.

The role of the social dialogue

The social partners agree that continuous dialogue between employers and employees is essential for the successful introduction of WHP for air crew.

The social partners believe that the promotion of health and safety for air crew increases the quality of a company, the work carried out within that company, as well as a good working environment. The specific application of all the regulations/agreements that currently exist in the area of preventing health problems within the sector is acknowledged to be an added value for employees and organizations.

The role of the EU Member States

In order to allow the implementation of work health promotion actions, member states need to provide an « enabling legal framework » that recognises the special nature of the work of air crews due to their particular work patterns (variable shifts) and their exposure to specific work conditions.

The way forward

The European social partners will continue to work together on the improvement of WHP in carriers operating within the European Union.

They recognize their joint responsibility in matters concerning WHP. They encourage their affiliates to engage in regular procedures of information and consultation of trade unions and staff representatives, including negotiation where possible, on promoting work health for air crew.

In particular, the European social partners will:

- Jointly identify and promote, simultaneously, best practices:
 - on stress management for air crew and especially on the psychological stressors at work
 - to improve air crews' ability to manage their private and family time, e.g. through influence on rosters and flexible career development
- Jointly promote guidelines on WHP for air crew
- Identify appropriate WHP “enabling legal framework”.

Each year at a social dialogue meeting, the social partners will assess the progress made as regards the content of this declaration.

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