

## Points of consensus <sup>1</sup>

### Point 1: Recent changes in the civil aviation industry

1. Safety remains the first priority and is governed by a high level of safety regulations.
2. Despite the economic crisis and other crises, the civil aviation industry has continued to grow. Growth has been uneven in different geographical markets. However, growth may have been hampered by a number of factors such as the level of taxation and different taxation regimes, and complex and sometimes unnecessary regulations and limitations in aviation infrastructure. The technology-driven industry will continue to change and therefore continuous social dialogue is essential while governments need to focus on ensuring a level playing field to enhance fair competition among all industry sectors.
3. Liberalization in the civil aviation industry with its multitude of different actors involved in a complex supply chain, has increased competitive pressure and this could have led to enhanced challenges for decent and productive work.
4. Globally, regulations should be applied consistently and transparently to establish level playing fields for the different segments of the civil aviation industry. Furthermore, there is a concern about the complexity of determining legal jurisdiction particularly over labour issues.
5. The market share of the “new model carriers” has increased globally and has contributed to the innovation of the industry and is a response to market demand and customer needs.
6. Fair competition and the observance of the rights at work as stipulated in the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up should be applied by all actors in civil aviation industry regardless of their business model.

<sup>1</sup> These points of consensus, included in the report of the Forum, will be submitted to the October 2013 session of the Governing Body of the ILO for its consideration.

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## **Point 2: Identifying the most important safety and health issues**

7. Occupational safety and health should be considered a shared responsibility between employers, workers and governments. Occupational safety and health is seen as an important investment in productivity and not only as an expense. Cooperation and communication between management and workers are essential within the whole industry. Risks/hazards should be identified, controlled and reported within jointly established occupational safety and health management systems that are developed in the context of “just culture”.
8. There are occupational safety and health issues in the industry. A global approach to these issues could provide clarity.

## **Point 3: Social dialogue and sustainability**

9. A sustainable civil aviation industry with decent and productive work is a common goal for governments, employers and workers in the interest of customers and society as a whole. To achieve that goal, the industry needs a sustainable workforce, sustainable enterprises and a balanced value chain.
10. Social dialogue is an essential element to improve sustainability, and decent and productive work in civil aviation and may contribute to greater industrial harmony and therefore to stability in the industry. In some countries, social dialogue in civil aviation has been linked to better economic results. Restructuring is common in the industry and is more successful when conducted through social dialogue. Some countries, often with the encouragement of the government, have a long tradition of social dialogue in civil aviation, while in some other countries there is an absence of the basic rights at work as stipulated in the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, and, therefore, social dialogue is non-existent. In other countries, social dialogue needs to improve, creating benefits for all stakeholders.
11. Social dialogue requires mutual respect, trust, and open and relevant information sharing. It is also important that the participants have equal access to relevant information and the ability to analyse the issues and changes facing the industry. To encourage more constructive engagement, capacity building is needed to develop skills and experience in social dialogue and in civil aviation industry economics and other issues.
12. The civil aviation industry in some countries has problems in recruiting and retaining skilled workers, as well as decent and productive jobs. Some developing countries suffer from brain drain and some lack capacity to train workers needed to meet the demand of the industry.

## **Point 4: Recommendations for future actions by the International Labour Organization and its Members**

13. In view of the discussion at the Global Dialogue Forum in February 2013, the following future action was recommended:

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- (a) The ILO, in consultation with its tripartite constituents, will explore means to address the needs of the industry for agility and decent and productive work, in order to respond to a continuously changing environment and to further strengthen social dialogue and workplace cooperation.
  - (b) The Director-General of the ILO is invited to consult with the Secretary General of the ICAO on ways of strengthening cooperation between the ICAO and the ILO on matters of common interest, and to discuss the 1953 Memorandum of Understanding between the two organizations with a view to its updating in order to take account of developments in the civil aviation industry.
  - (c) The ILO should promote within the ICAO, and other safety regulators, a “human factors approach” in the security domain, which maximizes the quality of human resources, in terms of elements that impact on the performance of security and safety functions.
  - (d) The ILO and the tripartite constituents will continue to promote decent and productive work on a level playing field in civil aviation through effective promotion, implementation and use of all relevant ILO standards, instruments, declarations, codes of practice and tools, as well as engage in action-oriented research and dissemination of relevant information on trends and developments in civil aviation.
- 14.** The ILO should convey the points of consensus from the Global Dialogue Forum to the Sixth Worldwide Air Transport Conference (ATConf/6) of the ICAO, scheduled to be held on 18–22 March 2013 in Montreal, Canada.
- 15.** No later than 12 months after the Global Dialogue Forum, an assessment of the progress on the implementation of the points of consensus arising from the Forum should be considered by an ad hoc tripartite meeting, taking into account the resource situation of the ILO.