

Have we learned?

Brussels, October 2009





Contents...

- History:
 - 2001, Joint Opinion of the Social Partners
 - 2002, ILO Tripartite Declaration
 - Current Practice
 - ECA Proposals
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2001: Joint Opinion; SPs

- Infrastructure Industry:
 - Restore Confidence
 - Stimulate Demand
- Avoid Discrimination, distortion of Competition
- Cost effectiveness of Security Measures
- Avoid Mass Redundancies
 - e.g. BMI; 20% layoffs avoided with agreed part time



2002: ILO Tripartite Declaration

- Collective Bargaining for ALL aviation workers
 - Govt funded Training and Re-Training
 - Transparent Social Dialogue
 - Workplace, Enterprise, National, Regional, International
 - Public Interest Role recognised in Planning
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Current Experience

- Mixed responses
 - Rush to Redundancies
 - Massive Restructuring
 - Social Dialogue
 - Machine is Rusty
 - No Collective Bargaining Rights
 - Some Social Dialogue Rights
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Conclusions

- Act on previous advice
 - Enable full Collective Bargaining
 - Promote best HRM Practice
 - Guaranteed need!
 - **Safety** > Economic
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