

# WP5 Case Studies

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*Thematic Clusters*



Varieties of Industrial Relations in Aviation Lockdown



# Thematic Clusters



## Communication & Narrative

Use of communication strategies by social partners to change the internal or public narrative to achieve a specific end



## Centralisation or Enlarging Reach of CB

Strategies that strengthen branch (or sectoral) bargaining and/or including more occupational categories and companies



## Role of Public Actor

How choices made by public actors influence the quality of industrial relations and the kinds of outcomes



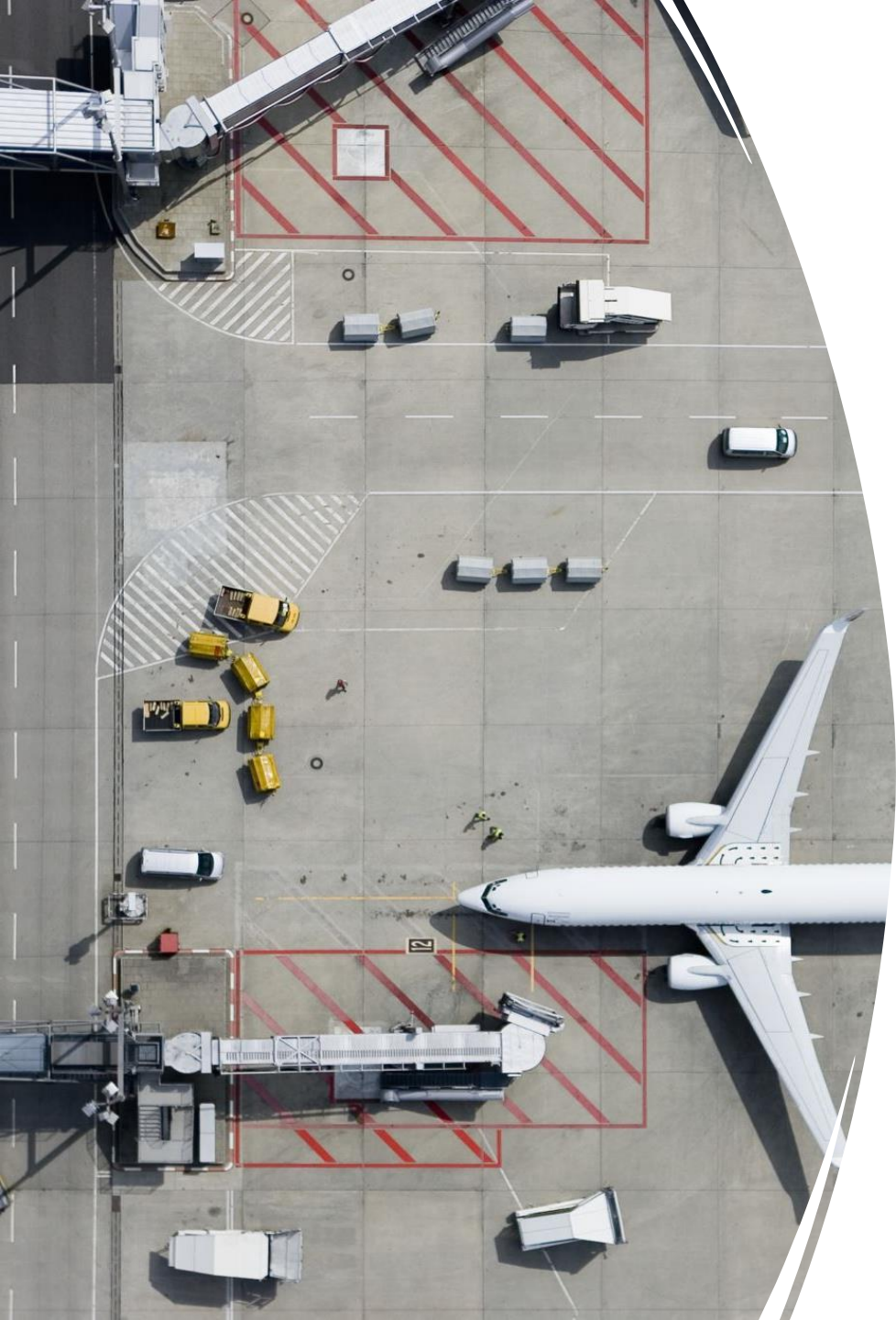
## Worker Attraction & Retention

Responses by social partners to the common challenge of finding and retaining workers across value chain



## Reaction to COVID-19

To what degree did responses to COVID-19 focus on **short-term, cost-cutting measures and conflictual relationships** versus **long-term repositioning and social dialogue**?



# Communication & Narrative

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- APC/FR
- AircrewAlliance/DE
- Dublin Airport/IE
- ATM/PL

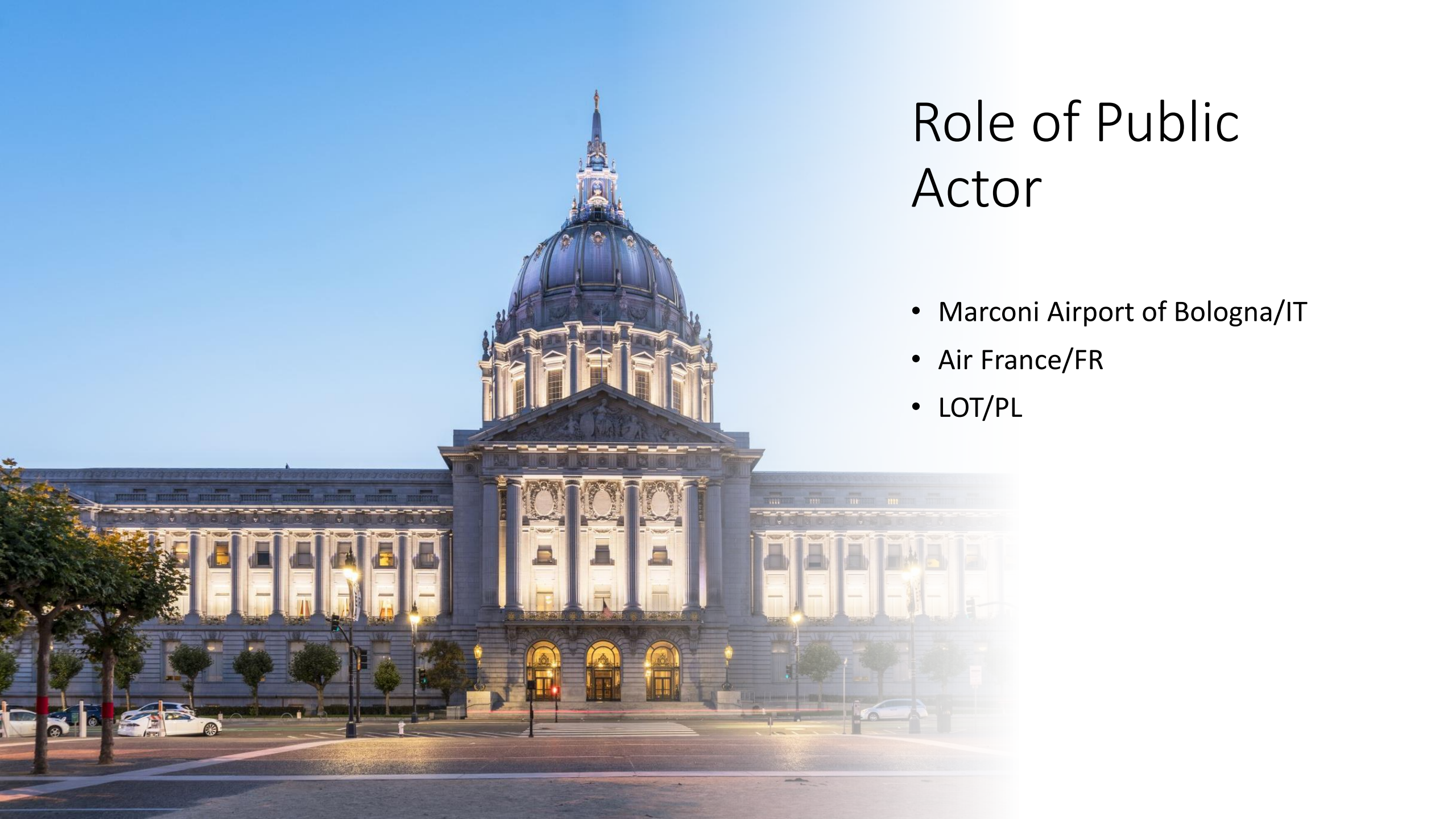




# Centralisation and Enlarging of CB Reach

- Marconi Airport of Bologna/IT
- Art. 203/IT
- Dublin Airport/IE
- Branch Agreements in Handling/DE
- SAS/DK





# Role of Public Actor

- Marconi Airport of Bologna/IT
- Air France/FR
- LOT/PL



# Worker Attraction & Retention

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- ENAIRE/ES
- ATM/DK
- Handling/DE

# Responses to COVID-19

- **Long-Term, Competitive Positioning, Reinforcing Social Dialogue**
  - Iberia/ES
  - ENAIRE/ES
  - Dublin Airport/IE
- **Short-term, Cost Focus, Conflictual**
  - SAS/DK
  - APC/FR
  - LOT/PL



# Recommendations

Centralised bargaining & Sectoral agreements

Attractiveness to job seekers

Managing cyclical nature of sector: skills, policy, long-term view

Coordinating across boundaries

State support