

NEWS RELEASE

IATA Legal Symposium 2008 in Buenos Aires, Argentina



Air Mauritius Chairman and IATA Governor, Sanjay Bhuckory addresses Brain Drain Issue at the IATA Legal Symposium 2008 in Buenos Aires, Argentina

Air Mauritius Chairman and IATA Governor, Sanjay Bhuckory, intervened at the IATA Legal Symposium in Buenos Aires, Argentina, on the 11th February 2008, on the theme: 'Labour/Management Relations in a Global Airline Environment'. The Symposium was attended by some 250 international delegates.

Mr. Bhuckory spoke about the Brain Drain within the aviation industry, which is caused by the poaching of highly trained personnel, especially pilots, by certain airlines mainly in the Middle East, China and India. This exodus is

explained by the phenomenal growth of the airline industry in those regions, and it has adversely affected vulnerable and smaller airlines worldwide.

The Chairman referred to the Resolution adopted by the African Airlines Association (AFRAA), under his presidency, at its last Annual General Assembly in Mauritius, calling upon IATA to urge member airlines to adopt an 'Anti-Poaching Code of Conduct' to contain the Brain Drain. AFRAA would also enlist the diplomatic and political channels of the African Union to attain its objective.

Mr. Bhuckory proposed a series of measures, which would reverse the Brain Drain, namely a voluntary Code of Conduct among airlines, contractual provisions and retention incentives. He examined the legal implications of these initiatives, explaining how they would need to comply with international competition laws, as well as domestic labour, industrial and contractual laws.

The Chairman cited the example of MK to show how a 'Memorandum of Understanding' had been reached with the Pilots' Unions. He emphasised the need to strike the right balance between the competing claims of Labour and Management, whilst being mindful and respectful of either party's interests.

"Offering the right salary is not everything", concluded the Chairman: "We also need to propose a quality of life which, in this New Global Aviation Age, happens to be the strongest deterrent against the Brain Drain".

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Air Mauritius is the national carrier of the Republic of Mauritius in the Indian Ocean. Created in 1967, it currently operates a fleet of five A340-300, two A340-300E, two A319-100, one A330-200 and two ATR72-500. Air Mauritius presently flies to twenty six destinations in Europe, Asia, Australia, Africa and the Indian Ocean.



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