



**2022/2097(DEC)**

21.2.2023

# **AMENDMENTS**

## **1 - 7**

**Draft report**  
**Olivier Chastel**  
(PE737.485v02-00)

2021 discharge - European Union Aviation Safety Agency  
(2022/2097(DEC))



**Amendment 1**  
**Petri Sarvamaa**

**Motion for a resolution**  
**Paragraph 3**

*Motion for a resolution*

3. Notes that in 2021 the Agency used certain measures to assess the added value provided by its activities and other measures to improve its budget management, through a mix of 130 objectives and 60 key performance indicators (KPIs) across 11 key areas of operation and 9 more projects or initiatives of horizontal nature; notes that, despite the continued effects of the COVID-19 crisis, the Agency had a good performance, with a 84% implementation rate of its 2021 Annual Work Programme and 76% of KPIs on-track;

*Amendment*

3. Notes that in 2021 the Agency used certain measures to assess the added value provided by its activities and other measures to improve its budget management, through a mix of 130 objectives and 60 key performance indicators (KPIs) across 11 key areas of operation and 9 more projects or initiatives of horizontal nature; notes that, despite the continued effects of the COVID-19 crisis, the Agency had a good performance, with a 84% implementation rate of its 2021 Annual Work Programme and 76% of KPIs on-track; ***appreciates the KPI's fulfilled and the fact that the Agency has drawn attention to measures that can improve the efficiency and effectiveness of the Agency's work; however points out to the Agency to take note on the indicators that are not achieved or lagging behind, especially the timely processing of occurrence reports and corrective action closure rate of audit findings***

Or. en

**Amendment 2**  
**Petri Sarvamaa**

**Motion for a resolution**  
**Paragraph 8**

*Motion for a resolution*

8. Notes the gender balance within the Agency's senior management members, with 3 out of 5 (60%) being men; notes with concern the lack of gender balance in the Agency's management board, with 63

*Amendment*

8. Notes the gender balance within the Agency's senior management members, with 3 out of 5 (60%) being men; notes with concern the lack of gender balance in the Agency's management board, with 63

out of 82 (77%) being men; further notes the gender balance within the Agency's overall staff, with 643 out of 959 (67%) being men; calls on the Agency to continue its efforts towards gender balance at staff level through concrete actions that attract applications from women for posts offered by the Agency;

out of 82 (77%) being men; further notes the gender balance within the Agency's overall staff, with 643 out of 959 (67%) being men; calls on the Agency to continue its efforts towards gender balance at staff level through concrete actions that attract applications from women for posts offered by the Agency; ***notes that the Agency is continuously monitoring the gender balance developments and that the representation of women in managerial positions (from Section Manager to Director) has increased from 16.9% to 21.25% in 2021 and that since January 2020, out of the 4 Directors in the Agency, 2 are female;***

Or. en

### **Amendment 3 Claudiu Manda**

#### **Motion for a resolution Paragraph 10**

##### *Motion for a resolution*

10. Recalls the importance to develop a long term HR policy on work-life balance, lifelong guidance and career development, gender balance, teleworking, geographical balance ***and*** recruitment and integration of people with disabilities;

##### *Amendment*

10. Recalls the importance to develop a long term HR policy on work-life balance, lifelong guidance and ***the offer of specific training possibilities for*** career development, gender balance ***at all staff levels***, teleworking, ***right to disconnect, the enhancement of a*** geographical balance ***to have an appropriate representation from all Member States, and the*** recruitment and integration of people with disabilities ***as well as the promotion of their equal treatment and their opportunities;***

Or. en

### **Amendment 4 Petri Sarvamaa**

**Motion for a resolution**  
**Paragraph 10**

*Motion for a resolution*

10. Recalls the importance to develop a long term HR policy on work-life balance, lifelong guidance and career development, gender balance, teleworking, geographical balance and recruitment and integration of people with disabilities;

*Amendment*

10. Recalls the importance to develop a long term HR policy on work-life balance, lifelong guidance and career development, gender balance, teleworking, geographical balance and recruitment and integration of people with disabilities; ***notes the importance of providing different training opportunities for all Agency's staff; suggests that the staff engagement survey would be done yearly instead of every three years***

Or. en

**Amendment 5**  
**Isabel García Muñoz, Claudiu Manda**

**Motion for a resolution**  
**Paragraph 10 a (new)**

*Motion for a resolution*

*Amendment*

***10 a. Expresses its concern about worrying press reports and individual complaints on the Agency's internal management culture, which includes serious reports of aggressive management techniques, workplace harassment, increased sick leaves due to burnout, and a general lack of transparency; is concerned about the resignation of the staff committee in 2021 in a context of a deteriorated social climate; notes that the recent social dialogue has led to the convening of elections for a new staff committee in 2023; calls on the Agency to put in place effective measures to end all abusive work practices as well as to restore social dialogue with its staff, and to duly inform the budgetary authority thereof;***

Or. en

**Amendment 6**  
**Claudiu Manda**

**Motion for a resolution**  
**Paragraph 22**

*Motion for a resolution*

22. Encourages the Agency to work in ***closely*** cooperation with ENISA (European Union Agency for Cybersecurity); ***suggests*** to offer ***regularly*** updated cybersecurity-related training programmes ***for all*** staff ***within the Agency***;

*Amendment*

22. Encourages the Agency to work in ***close*** cooperation with ENISA (European Union Agency for Cybersecurity); ***underlines the importance to carry out regular risk assessments of its IT infrastructure and to ensure regular audits and tests of its cyber defences; also encourages the Agency*** to offer ***systematic*** updated cybersecurity-related training programmes ***to all of its*** staff, ***including management, as this is a key element in an effective cyber security framework***;

Or. en

**Amendment 7**  
**Petri Sarvamaa**

**Motion for a resolution**  
**Paragraph 23**

*Motion for a resolution*

23. Notes the Agency's conservative approach in the second year of the pandemic regarding expenditure planning, including a slow-down of external recruitments; further notes that the growing workload was managed through leveraging new working methods (e.g. remote working and daily hybrid working regime) and investing in efficiency and digitalisation initiatives to reduce pressure on existing resources;

*Amendment*

23. Notes the Agency's conservative approach in the second year of the pandemic regarding expenditure planning, including a slow-down of external recruitments; further notes that the growing workload was managed through leveraging new working methods (e.g. remote working and daily hybrid working regime) and investing in efficiency and digitalisation initiatives to reduce pressure on existing resources; ***encourages the Agency to make use of the lessons learned regarding remote and hybrid working methods, in order to better recognize meetings that are more efficient to be held***

*remotely than in-person in the future;*

Or. en