



**Sectoral Dialogue Committee Civil Aviation - Air Traffic Management
17 March 2021**

Minutes

The meeting took place through video conference

1. Welcome

The meeting was chaired by Aaron Curtis (ETF).

2. Update on the state of play of SES2

Frederik Rasmussen (DG MOVE) presented the state of play if the SES2 revision.

ETF and ATCEUC agreed on some topics, however, they asked for the rationale for the proposals, notably regarding more separation between authorities and regulated entities than in the current framework. The proposals regarding ANSPs are very detailed leading to micro management of operational issues which should stay under the responsibility of service providers.

Frederik Rasmussen reminded that it was the European Court of Auditors who asked for more separation to avoid conflict of interests. Moreover, there is a need to consolidate the Implementing Acts, therefore the provisions are much more detailed.

3. Study on ATCO & ATSEP social issues and working conditions

Steven Dhondt from TNO presented the results of the study¹ (see slides).

CANSO thanked for the interesting study and clarified that ATSEPs do not have licences (at least not at European level like ATCOs). In some ANSPs, there is a certification scheme or licensing scheme at national level. In general, ANSPs are not in favour of imposing licensing on ATSEPs as this is not perceived as bringing added value. CANSO requested that this be correctly reflected in the presentation and the study report.

¹ https://ec.europa.eu/transport/modes/air/studies/air_en

ETF thanked for the study which, on many points, confirm the trade unions findings. One limitation to consider is that the study capture the situation before the COVID-19 pandemic. TNO indicated that this had only limited impact on the study results. In addition ETF regretted that the study does not cover social issues and working conditions of other types of workers than ATCOs and ATSEPs. ETF asked how the conclusions will be followed-up, notably regarding staff recruitments issues.

ATCEUC stressed that the impact of COVID-19 has changed the situation. Also, the RP3 proposals will impact training and recruitment of staff with negative consequences considering the age distribution of ATCO staff.

CANSO considered the study as useful, the results show that there is convergence across the EU allowing for more collaborative services.

ETF asked the Commission about the next steps and the use of the study results in the context of the human dimension roadmap.

DG MOVE will disseminate the study report that may support the discussion within the EGHD on the human dimension roadmap.

The chair thanked for the study and stressed that the results open the possibility for better synergies.

4. Human Dimension Roadmap (HD Roadmap)

Herman Nijhuis (DG MOVE) introduced the state of play regarding the EGHD. He reminded that the PSOs paused the cooperation with DG MOVE in June 2020. As a consequence there have been no official EGHD activities since that date. The development of the HD Roadmap for SES was also suspended. DG MOVE has reserved funding for the secretarial and content support of EGHD via contracts. Both sides are currently busy investigating how the cooperation can be relaunched. Herman Nijhuis asked about the developments within ASPReT. ASPReT chair clarified that the social and human dimension roadmap is to be developed jointly by ASPReT and EGHD for, respectively, the social and the human factors aspects.

ATCEUC commented that ASPReT and EGHD are two different bodies. Social partners continue working together, within ASPReT, on other issues than the HD Roadmap. ATCEUC reminded that employees are the most concerned about the social and human impacts of SES2+ and that social partners' inputs are not considered. The relaunch of the cooperation with DG MOVE within the EGHD would rely on practical proposals on how the PSOs and CANSO's' opinion will be considered.

CANSO reacted by clarifying that the discussions on both the social and human dimensions of the HD Roadmap are on hold. CANSO indicated the willingness to resume the work on the HD Roadmap when an agreement is found with DG MOVE. In that context, the results of the TNO study should be used to support the HD Roadmap. CANSO also stressed that as the SES revision has already progressed without the inputs by the social partners on the human dimension, a preliminary step could be the clarification by DG MOVE on how the inputs by the social partners on the human dimension fit into the SES revision.

ETF added that the current situation is linked to many problematic issues, as in general the social partners' inputs regarding social issues, are not well reflected in the Commission's proposals and therefore it is also unclear how the social partners' work on the HD Roadmap will be considered in the DG MOVE proposals. ETF stressed the general need for better consideration of social issues across the Commission's proposals for the aviation sector.

DG MOVE agreed that the SES revision is already well progressed and that a revision of the scope of the HD Roadmap may be appropriate once the EGHD resumes its activities. Social partners' inputs could for example fit into the implementation of the new SES measures. Regarding the cooperation with the social partners, DG MOVE is proposing to develop a process with the PSOs for the definition, scoping and planning of inputs by the social partners so that they are better aligned with the Commission's legal processes.

The chair concluded that the meeting was useful to indicate the state of play. There is an expectation regarding a next reconciliation meeting with the professional organisations.

5. ASPReT (ATM Social Partners Regulatory Taskforce) up-date

The chair reminded that the ASPReT is a subgroup of the social dialogue committee; its role is to work on technical issues in the ATM and inform EU agencies. ASPReT leads the social aspects within the social and human dimension roadmap.

CANSO informed about the last meeting in which social partners discussed their contributions to the action plan of the European Pillar of Social Rights, the possible extension of the social dialogue toolbox, the work with EASA on social aspects of impact assessment activities and rulemaking programme. The Human Dimension Roadmap was not discussed during the last ASPReT meeting.

Sylvie Finné (DG EMPL social dialogue) informed about the action plan of the European Pillar of Social Rights and in particular the actions foreseen regarding social dialogue, notably the launch of a new award for innovative social dialogue practices, an information and visiting programme for young future social partner leaders, a review of sectoral social dialogue at EU level; and a new supporting frame for social partner agreements at EU level. The participation of the social partners at the Social Summit in Porto in May is coordinated by the cross industry social partners. The forum in which the sectoral social partners are informed about social dialogue developments at EU level is the liaison forum meetings organised by DG EMPL.

6. EU Wide Performance Targets

Ms Dettling-Ott, Chair of the Performance Review Body of the single European sky, provided a detailed presentation on the state of play of the revision of the targets in the context of the COVID-19 crisis (see slides).

Ms Dettling-Ott informed about the recommendations of the PRB to the Commission on the revision of targets which she will also present at the next single sky committee meeting.

Rolf Tuchhardt (DG MOVE) referred to the 2019 RP3 Member States performance plans submitted before the pandemic. The decisions on those plans were not finalised due to the pandemic, however some elements would still be valid. Regarding the revision of Union-wide targets for RP3, the draft Commission Decision was published on 1st March on the Better

Regulation Portal in view of adoption by the Commission by the 1st May. Afterwards, the Member States need to submit their performance plans by the 1st October 2021.

ATCEUC and ETF strongly complained about the lack of social impact assessment in the PRB report which is only focused on airspace users and cost issues, ignoring that costs reductions have huge social impacts. They stressed also that staff costs are fixed costs linked to safety reasons and not depending on traffic or on market issues. ATCEUC also stated that the targets and PRB system was not sustainable to cope with the previous crisis and it should be reformed. The “users pay system” is not functioning for ATM service providers.

CANSO stressed that capacity requires investments for the future that influence availability and quality of ANSP services. When the crisis comes to an end, to achieve capacity targets, staff will be needed and costs associated notably to training will remain.

Ms Dettling-Ott clarified that social aspects are not included in PRB tasks. The key performance areas of the current economic Regulation are safety, environment, capacity, and cost-efficiency. The results of the monitoring of the past years show that except for 2019, the actual cost of ANSPs were below the determined cost and ANSPs did not use the money which was available. In the coming years, the environmental challenges will be a priority. Ms Dettling-Ott also stressed that the social impact of the crisis has to be considered for the entire aviation sector (aircrew and ground handling heavily impacted), not only the ATM. Capacity issue should take into account the medium term traffic reduction caused by COVID-19.

The chair thanked Ms Dettling-Ott for the good discussion.

7. Social dialogue project - update on ATM e.g. addition to Social Dialogue toolbox

Social partners informed that they are working on an annex to the ATM social dialogue tool box.