



**EUROPEAN COMMISSION**  
DG Employment, Social Affairs and Inclusion

Employment and Social Legislation, Social Dialogue  
**Social dialogue, Industrial Relations**

**SECTORAL DIALOGUE  
COMMITTEE**  
Civil Aviation

**Minutes**  
**Working group on air crew**

**28 Avril 2021**

It was a half day videoconference meeting (WebEx) hosted by the Commission.

The meeting was chaired by the Vice-chair Ignacio Plaza (ECA).

**1. Adoption of the agenda**

The draft agenda was adopted.

Minutes of the last meeting on 10 September 2020 were approved.

**2. EU Pact for Sustainable Aviation – progress following the Aviation Round Table Report on the Recovery of European Aviation**

Peter Bombay DG MOVE E presented the framework for the follow-up on the ART report underlining that the follow-up for the social pillar of this report would be an issue for the social dialogue, such as a sectoral joint declaration; while the Commission remains available to facilitate the discussions.

ERA as employers' organisation involved in the drafting of the report, indicated that some of the proposals from the report would be easier to follow-up than others and depend on the national level. Focus could be put on issues such as alleviating the impact of the COVID crisis on the workforce and closing the gender gap in civil aviation. A joint policy declaration could be supported but might be challenging.

ACP and A4D reminded that the umbrella airlines organisations (A4E) which includes their members was involved in the drafting, however A4E is not dealing with social issues. Therefore, ACP and A4D would need to check with their members whether they would agree with the identified recommendations and how to be involved in the process.

Trade Unions (ECA, ETF), involved in the drafting of the ART report, indicated the importance of the support by the Commission to facilitate the continuation of the discussions on the social pillar. They asked for clarification regarding the governance of the process and involvement of the social partners' employers' organisations. They called to avoid two parallel processes for the discussions.

Following their internal discussions, social partners decided to first come back regarding the participation of employers' organisations and after this first step is agreed, to identify for each proposal of the report the possibility to follow-up, including working on a joint declaration and to establish a longer-term roadmap.

### **3. Negotiations of Air Services Agreements with 3rd countries**

Georg Hasslinger, DG MOVE E2, presented the framework for negotiating EU air services agreements, stressing in particular the added value compared to traditional bilateral air services agreements of MS which have no provisions on fair competition, social or environmental matters.

ECA raised potential imbalances in air services agreements and underlined the need to carefully consider the risks/benefits when requesting new negotiating mandates. EU aviation agreements should bring value for all, including workers.

### **4. State of play on the possible revision of Regulation 1008/2008 (Air Services Regulation)**

Cecile Helmryd, DG MOVE E1, reminded that the impact assessment work in view of a possible revision of the Regulation 1008/2008 had to be put on hold, as it is need to consider the impact of the pandemic on the aviation sector. In its future work, DG MOVE will consider how the legal framework may be further adapted to better support recovery and resilience. On social issues, further measures would be assessed, including legislative measures, to better support enforcement of rules in relation to aircrews. A possible proposal by the Commission would not be foreseen before end of 2022.

ETF and ECA acknowledged that it is a complex piece of legislation, but called for urgent action on social issues to address the current situation of the aircrew workforce. ETF warned against using COVID-19 to water down the work carried out pre-crisis in which trade unions had invested a lot.

ACP, ERA, AIRE and A4D asked for a more precise timeline and enquired about the potential of other ways/instruments to address social matters related to aircrews. A4D stressed that decisions on how to regulate the labour markets are taken at national level and that time should be allowed to assess the situation.

Cecile Helmryd recalled that better enforcement of rules by the MS was the issue, and emphasised in this respect the importance of the work being carried out by the Expert Group on social matters related to aircrews. DG MOVE will continue to support the Member States in identifying best practices. Possible measures in the context of the revision of the Regulation 1008/2008 would aim at ensuring a level playing field, while ensuring protection of aircrews. These would not affect national labour laws. In terms of possible instruments no options are excluded at this stage.

DG MOVE is planning to launch a fact-finding study to assess the impact of COVID-19 on the sector by the summer/early autumn. Stakeholders will be consulted. An additional impact assessment will then have to be carried out before a proposal can put forward by the end of 2022 at the earliest.

## **5. EASA last developments on social issues**

J-M Cluzeau (EASA) presented the preparation of the report foreseen under the Article 89 of the EASA Basic Regulation. Informal discussion with each social partners' organisation is taking place. The consultation of social partners will take place in the autumn based on a draft report.

A4D stressed the importance of consulting with social partners before a report, even in draft form, is produced.

## **6. Progress on air crew social dialogue work programme, notably:**

Impact of COVID 19 on aviation: social partners discussed the draft joint position paper on steps needed to restart aviation (draft circulated by A4D). Comments expected by the 7 of May.

ETF presented the state of play of the implementation of the social dialogue project. It is delayed as a consequence of the COVID pandemic, and will continue to adapt to the changing crisis. Preparation of a social dialogue final conference foreseen end of 2021 will start.

## **7. AOB**

Process for the nomination of chair and vice chair were briefly discussed