



EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

Social Dialogue, Social Rights, Working Conditions, Adaptation to Change

Social Dialogue, Industrial Relations

SECTORAL DIALOGUE COMMITTEE CIVIL AVIATION

Meeting of the Steering Group 17 April 2008

Minutes (adopted on 16 April 2009)

Chairperson: Mr Ballesteros (workers)

1. Adoption of the agenda and of the minutes of the last meeting

The agenda and the minutes of the last steering group meeting (2 April 2007) were adopted.

2. Information on the DG TREN work programme

The Commission representatives informed the meeting on two DG TREN activities focussing on social implications: a complementary study to the 2007 study on "Social developments in the EU air transport sector" 2007¹ which would be ready by the end of 2008; a second study on the "Evaluation of the impacts of directive 96/67/EC" (ground handling). Within the latter study, a new survey would be carried out, and the social partners would be consulted on the draft questionnaire.

In addition, Mr Ballesteros reported that at the first formal meeting of the EU-U.S. Joint Committee (Washington, DC, 15-16 April 2008), the EU delegation had proposed convening an aviation labour forum to discuss social impacts of the Agreement tentatively to be held 3-4 December 2008 in Washington, DC and organised by DG RELEX.

3. Mid-term review of the work programme 2007-2008 and report from the different working groups

Representatives of the different working groups updated the meeting about the implementation of the work programme so far and new elements to be integrated in the work programme. On that basis, a new work programme for 2008-2009 would be prepared by the secretariat which should be adopted at the next plenary meeting.

¹ http://ec.europa.eu/transport/air_portal/internal_market/studies/doc/social_study_summary.pdf

ECA made the following statement related to the review of the social partners' agreement on working time: *"After having waited for several years to begin the process of review of the agreement on working time for mobile staff in civil aviation, ECA had high expectations to achieve results. Today we are disappointed that the social partners have not used the opportunities to improve the agreement. The employees' side has identified a number of issues that need attention. – A more collaborative attitude from the employers' side would have allowed giving some common interpretations on issues where Member States and individual operators have difficulties in applying the agreement. It would have also allowed finding a solution for the industry by the industry on issues that are pending either at the courts or in the legislative work programme of the Commission. Real dialogue would have been the better option."*

4. Preparation of the plenary meeting

The parties once again discussed the added value of the plenary meeting (respectively the steering group). ECA and the employers' side felt that one of them was unnecessary if it was perceived nearly as a repetition. The Commission representative reminded the objective of a plenary meeting which was to bring together delegates of both sides of industry from possibly each EU Member State. She referred once again to the last plenary meetings during which few national delegates from the employers' side had participated. For ECA, the lack of attendance from the employers' side was a signal that little importance was given to this dialogue. The *raison d'être* of the plenary should go beyond an "information meeting" with DG TREN, which was not necessary given the open doors of the DG. ETF acknowledged that the "life" of the social dialogue was within the different working groups. ETF's members nevertheless liked the plenary since it broadened one's horizon. CANSO also saw an added value of the plenary, which should be the place to make the whole industry's voice heard.

The social partners introduced possible subjects of interest for all subsectors (air traffic management, ground handling, air crew), such as the social impact of climate change². However, starting a new subject was not popular and would once again imply a restricted meeting or working group, for which the parties were not ready. ETF announced they would propose resuming the work on "The future of the industry" which had not been completed but could still be of joint interest and could possibly include environmental issues.

The parties agreed on a draft agenda for the plenary (see annex).

5. Presentation of education programmes for the aviation sector

Representatives from the Irish Aviation Authority and the Dublin Institute of Technology informed the parties in detail about their programmes such as the Diploma in Management Studies (Aviation & Transport) aiming to develop a professional management cadre and to provide an integrated career structure for the industry. The parties found the initiative - which was addressing the anticipation and management of change - very useful and related it to their own considerations about the future of the industry. No further action was required regarding the presentation of the two external experts.

² See also the letter on "Challenge of climate change – involvement of social partners" sent by Mr van der Pas, Director-General of DG EMPL, on 6 February 2008.

6. Any other business

The Commission representative informed the social partners on the current applications for participation in the Sectoral Dialogue Committee: IAHA was still to send further details on their new structure "IAHA Europe"; ELFAA which applied in March 2006 had not sent the documents necessary for the assessment of the representativeness criteria and not replied to the latest reminders of December 2007 and April 2008; ATCEUC had sent an official request to be recognised as European social partner organisation in the civil aviation sector (file under examination).

She also updated the parties on the representativeness study for the civil aviation sector carried out for the Commission by the Dublin Foundation/University of Vienna. In the course of this study, the national affiliates of the European organisations would be contacted.

List of participants

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| Employers: <u>ACI Europe:</u> Vanessa Holve <u>AEA:</u> Lena Hamann <u>CANSO:</u> Marie Desseaux Vanessa Rullier <u>ERA:</u> apologies received <u>IACA:</u> Koen Vermeir | Workers: <u>ECA:</u> Ignacio Plaza <u>ETF:</u> François Ballesteros Erika Young |
| European Commission: Ellen Durst (DG EMPL/F.1) Kyriacos Ktenas (DG TREN/F.4) | Others: Anthony Buckley (DIT) Brian Joyce (IAA) |

Draft Agenda Plenary Meeting

- Adoption of the agenda
- Adoption of the minutes of the previous meeting (12th July 2007)
- Report from the different working groups followed by a debate
 - Just culture (CANSO)
 - Air traffic management (CANSO, ETF)
 - Ground handling (AEA)
 - Air crew (ECA, ERA)
- Work programme 2008-2009
 - ETF proposal to resume the work on the future of the industry
 - Adoption of the work programme 2008-2009
- **(14.30 hrs)** Information on the DG TREN work programme, focussing on social implications – exchange with Mr Calleja Crespo, Director, tbc
- Any other business