



## 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 Committee 9 June 2010

### Minutes (adopted on 18 October 2010)

Chairperson: Mr Borel (employers)

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

The agenda was adopted, taking into account AEA's remark that they would agree to listen to the presentation on musculoskeletal disorders but not to put the item on the future work programme.

#### 2. Aims, objectives and functioning of the sectoral dialogue committee

Ms Durst (DG EMPL) presented the legal and organisational framework of European social dialogue and a first assessment of the questionnaire filled in by the civil aviation social partners in preparation of the meeting (see slide presentations). This exercise had been launched by the chairperson and the vice-chairperson of the committee as a first step to agree on common views and expectations from EU social dialogue.

The following exchange of views confirmed that there were different levels of ambition and expectation between the partners (in a nutshell: search for common ground, dialogue, joint input to the legislator vs. bilateral negotiations, agreements, social demands). Other difficulties raised during the meeting were the sometimes opposing interests of the various employers' organisations (for instance airlines being the clients of independent ground handlers), the differing understanding of the term "negotiation" (negotiating a non-binding text vs. negotiating an agreement which sets new binding standards), the lack of trust and understanding of the other side's position, the lack of commitment to achieve results, and the lack of focus.

Mr Tricart (DG EMPL) thanked the social partners for their discussion. He stressed that committees should have a satisfactory outcome and that the players should be happy with the outcome. He encouraged the social partners to use the financial support available<sup>1</sup> and also mentioned the possibility to cooperate with other sectors (for instance

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<sup>1</sup> <http://ec.europa.eu/social/main.jsp?catId=329&langId=en&furtherCalls=yes&callType=2>

plurisectoral work on skills or on free movement of workers). All parties agreed that the discussion on expectations and working methods had to be continued. AEA proposed meeting in a small group in order to get the committee on the right track and to define the priorities of its future work. Such an ad hoc meeting was fixed for 7 July at ETF's premises.

### **3. Current research on musculoskeletal disorders (MSDs)**

Mr Gauthy (ETUI, Health & Safety Department) made a detailed presentation on the current approach of MSDs in civil aviation<sup>2</sup>. The Q & A session focused on ETF's "Pack Less" campaign (23 kg), the sense or non-sense of normalisation in this area (95% of people are able to carry 23 kg), and possible responses to heavy load, taking into account the two possibilities in ground handling, i.e. mechanisation and manual handling.

### **4. Implementation of the work programme 2008-2009 and next work programme**

**Just Culture:** Mr Ballestero (ETF) reported that the meeting organised in October 2009 had only been attended by ATM social partners. Some organisations no longer wanted to act on the promotion of the Charter but were ready to promote the jointly agreed Company Guidelines on Just Culture. Mr Borel (ACI-Europe) added that a joint letter together with the Industry Consultation Body had finally not been sent, much to his regret.

**Air Traffic Management:** Ms Rullier (CANSO) informed the plenary that the ATM working group was currently updating its work programme. CANSO had made proposals on the three items jointly identified (functional airspace blocks, mobility, training); these had to be further discussed. She also reported that the working group had held an ad hoc workshop to overcome problems related to the partnership in the social dialogue working group. This had helped a lot to set up new working arrangements.

**Ground handling:** Mr Carmona (ETF) drew a poorer balance of the social partners' activities in the ground handling field. The four subjects on the work programme had only led to one joint paper (training and qualification). ACI-Europe and IAHA added that papers on the other subjects had been submitted but not yet discussed.

**Air crew:** Mr Plaza (ECA) reported that the working group had not met since the last plenary session. Meanwhile, ETF's Cabin Crew Committee had elected a new chairman, Mr Coutelier. With regard to the different points on the work programme, there was agreement to identify best practices in the field of workplace health promotion, to continue preparatory work on the protection of privacy and personal data (a file closely linked to the new Commission proposal on accident investigation), and to postpone the work on consolidation processes until after 2010. Regarding the review by the signatory parties of the provisions of the European agreement on the organisation of working time of mobile workers in civil aviation (Directive 2000/79/EC), he announced that the employers' side had replied to the workers' proposal two days ago. ECA and ETF proposed to find ways to agree on the future of this point of the work programme.

### **5. Social impact of the single aviation market (DG MOVE)**

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<sup>2</sup> See slide presentation and [http://hesa.etui-rehs.org/uk/dossiers/dossier.asp?dos\\_pk=12](http://hesa.etui-rehs.org/uk/dossiers/dossier.asp?dos_pk=12)

Mr Gantelet (DG MOVE) presented the context and content of the Commission staff working document "Impact assessment of the Single Aviation Market on employment and working conditions for the period 1997-2007"<sup>3</sup>. The document, which was also based on information provided by stakeholders and Member States, provided for the first time an extensive analysis of employment in the air sector over a ten-year period. Mr Gantelet stressed that the document had its limits (the data collected were from 2007, i.e. before the current crisis) and some aspects could only be addressed in a qualitative way (transnational employment). However, it tried to identify existing problems and established a sound basis for a constructive debate with the social partners and the European institutions.

During the exchange, a number of issues were addressed: the extent to which safety measures improved working conditions; the arduousness of different jobs in the civil aviation sector; how the Commission would concretely follow up the document; the disappointment about the status of the document (Commission staff working document instead of Commission communication); the different treatment of EU-based and third country companies operating within the EU; and the impression that considering liberalisation in the ground handling sector as a catalyst for growth was a self-serving argument (the listing not being exhaustive).

Ms Pichot (DG EMPL) invited the social partners to express their views on how the challenges related to the applicable labour law and the growing transnational dimension of employment were addressed in the paper. Mr Gantelet noted that safety measures also improved the social aspects (even if this was not the primary intention of safety legislation). The nature of the document was linked to its content: Commission communications were linked to new policy proposals, while the present document made a first presentation and aimed at opening a wide debate. The paper had been transmitted to the Council and to the Parliament's TRAN committee; the EESC also had shown its interest. As far as third country companies were concerned, bilateral or global agreements could be a way to further promote equal treatment. The Commission representative acknowledged that competition alone did not resolve the problems and had to be accompanied by regulatory measures: the social dimension had to be tackled at both European and national level. He welcomed the announcement by some social partner organisations to send a written feedback on the document.

Mr Gantelet also briefly presented the main items on the Commission's work programme related to (air) transport: preparation of the next White Paper on Transport<sup>4</sup>; airport package; decision on EASA opinions. He also noted that the legislation on accidents and incidents went ahead smoothly in the co-decision process.

### **Any other business**

ECA regretted the clash of meetings on 24 June (ATM social dialogue working group meeting and EASA Conference "Towards Common Safety Rules - first phase ATM Opinions meeting").

*List of participants 9.6.2010*

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<sup>3</sup> Available in EN and FR at: [http://ec.europa.eu/transport/air/internal\\_market/social\\_dimension\\_en.htm](http://ec.europa.eu/transport/air/internal_market/social_dimension_en.htm)

<sup>4</sup> [http://ec.europa.eu/transport/strategies/2009\\_future\\_of\\_transport\\_en.htm](http://ec.europa.eu/transport/strategies/2009_future_of_transport_en.htm)

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| <p><b>Employers (11 ♂, 2 ♀):</b></p> <p><u>ACI Europe:</u><br/>Mr Borel<br/>Mr Fasching (AT)<br/>Mr Meznazsic (SI)</p> <p><u>AEA:</u><br/>Mr Husain Khan<br/>Mr Jahan (FR)</p> <p><u>CANSO:</u><br/>Ms Aiello (IT)<br/>Mr Martis<br/>Mr Michalak (PL)<br/>Mr Muir (UK)<br/>Ms Rullier</p> <p><u>ERA:</u><br/>Represented by IACA</p> <p><u>IACA:</u><br/>Mr Vermeir</p> <p><u>IAHA:</u><br/>Mr Schmitz<br/>Mr Stift (AT)</p> | <p><b>Workers (23 ♂, 5 ♀):</b></p> <p><u>ECA:</u><br/>Mr Plaza<br/>Mr von Schöppenthau</p> <p><u>ETF:</u><br/>Mr Ballestero<br/>Mr Bay-Clausen (DK)<br/>Mr Carmona (ES)<br/>Ms Chicca (IT)<br/>Mr Collins (SE)<br/>Mr Csorba (HU)<br/>Mr del Pliego (ES)<br/>Mr Donaldson (UK)<br/>Mr Etienne (FR)<br/>Mr Hengster (AT)<br/>Mr Hortobagyi (HU)<br/>Ms Keränen (FI)<br/>Mr Kronsfoth (DE)<br/>Mr Lorenzen (DK)<br/>Mr Mansi (IT)<br/>Mr Maurer (CZ)<br/>Ms Merlin (FR)<br/>Mr Norbury (UK)<br/>Ms Pellegrini (IT)<br/>Mr Radvan (HU)<br/>Mr Ramel (FR)<br/>Mr Rubini (IT)<br/>Mr Saez Ruiz (ES)<br/>Mr Sekäi (FR)<br/>Ms Yordanova (BG)</p> <p>ATCEUC:<br/>Mr Dick</p> |
| <p><b>European Commission:</b></p> <p>Mr Ceuppens (DG EMPL/F.1)<br/>Ms Durst (DG EMPL/F.1)<br/>Mr Gantelet (DG TREN/F.1)<br/>Ms Pichot (DG EMPL/F.2)<br/>Mr Tricart (DG EMPL/F.1)</p>  | <p><b>Others:</b></p> <p>Mr Gauthy (ETUI)</p>   |