



## 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

#### **ATM working group meeting**

**1 March 2007**

**Adopted on 4 July 2007**

Chair: Morning session: Mr Magee (ETF), afternoon session: Ms Desseaux (CANSO)

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

The agenda and the minutes of the last meeting (23 November 2006) were adopted.

#### **2. Future work programme of the working group**

The parties discussed a draft presented by CANSO. They agreed that it should be more forward planning and not assess progress made in the past (Palermo conference). Just culture was now a working group going beyond ATM. It was decided to add joint work on the engineers' competence scheme. The overall work programme of the committee and its working groups would be adopted at the plenary meeting.

#### **3. Functional Airspace Block (FAB) development**

CANSO informed the group about the preparation of the conference to be held in France on 8-9 October 2007. The next preparatory meeting would take place on 16 March at ETF.

300 print copies of the "Report by the social dialogue ATM work group on the implications of FABs" were now available (some to be kept for the conference). ETF called upon everybody to use the report and to apply what was in it. ETF suggested getting a feedback at the next meeting on what was happening at national level. CANSO, whilst confirming the importance to advocate the principles at a pan European level, could not commit for all its members.

CANSO presented its final position on the draft joint opinion on consultation arrangements submitted by ETF more than one year ago (CANSO final 14.02.2007, see attachment). ETF raised some concerns about the changes made by CANSO. The current proposal was contradictory to some parts of the report, even though in ETF's view it should go beyond the latter. In this context, Ms Durst (DG EMPL) referred to the

typology of European social dialogue results<sup>1</sup> and asked the social partners to be clear about the level of their commitment and about follow-up provisions when adopting a joint text. It was decided to set aside the paper for the time being but to come back to it at the next meeting.

#### **4. Engineer competence scheme**

The workers' side announced they would like to discuss this item with CANSO but also with the Commission. ETF presented a draft "Memorandum of understanding between the social partners, CANSO and JATMWG of ETF". The working group had met three times and come to the conclusion that the way forward would be a MoU (however, there was no agreement on the content). For CANSO, it was premature to have a joint expression today. The following text for the minutes was agreed:

"Both sides accept the conclusion of the ECORYS report that the status quo is not an option. Social partners agree that a competence assessment scheme for ATSEPs using the Common Requirements as the base document should be produced. This will be achieved through an EC<sup>2</sup> mandate to Eurocontrol to produce Specifications based on existing documents, which will then be referenced in the Common Requirements Both parties are committed to achieve this through consultation with each other & with Eurocontrol and the EC. The Working Party will monitor the process and draft a MoU. The WP will meet within one month. The ATMWG Social Dialogue will review progress at its next July 2007 meeting."

#### **5. Just culture conference**

CANSO informed the group about the preparation of the conference to be held in Bucharest on 19-20 June 2007. The focus was on mutual trust between staff and management, and the organisation of a "conference market place" would allow all participants to speak. See also extra information in the annex.

#### **6. Questionnaire on gender issues**

CANSO presented an analysis of the answers to the questionnaire (70% did not respond) and proposed to stop the work there. ETF however expressed their wish to work further on the issues, for instance by way of case studies. In CANSO's view, the matter went beyond the ANSPs' control. ETF found it would be interesting to find out why for instance Sweden did well, also against the background of a possible shortcut in ATCOs. ETF was ready to send a methodology (proposal) to improve female workers in the ATM sector. CANSO preferred to look at recruitment in general. As some internal CANSO work at global level had shown, the problem was not gender related. ETF announced they would discuss the point again with CANSO.

#### **7. Information by DG TREN**

Mr Tytgat (DG TREN) reported about progress in the last six months and referred to SESAR's role for the three pillars of the Lisbon strategy, the state of implementation of the Single European Sky (SES), the review of the SES, the High Level Group, the

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<sup>1</sup> [http://ec.europa.eu/employment\\_social/social\\_dialogue/toolkit\\_en.htm](http://ec.europa.eu/employment_social/social_dialogue/toolkit_en.htm)

<sup>2</sup> EC stands for European Commission.

development of FABs, the European Community's contribution to the General Assembly of ICAO, the ATM Master Plan, the first SEE FABA social forum in Sofia on 24 April 2007, and the impact assessment on ATSEPs.

Asked by CANSO about the Commission's conclusion on the engineering part of ATSEPs, Mr De Vos (DG TREN) confirmed that the Commission was following the impact assessment's conclusion that a competence scheme managed by the air navigation service providers was sufficient to achieve the objective. The workers' side said they would not fully share the work of Eurocontrol's Performance Review Report since it was only focused on "economic performance" instead of considering also technical, social, political and liability/legal terms. As far as SESAR was concerned (D2 phase), the workers' side stressed that their contributions and concerns were not reflected so far and that users' view had taken the lead over the workers' views. The ETF expressed its huge concern on the last evolutions in the SESAR; the staff experts in the operational concept (w.p. 2.2.2) had been excluded by the team that is drafting the document. As in the past, the expert that will have to work on a system, has been excluded by its design. This is against the SESAR concept that wishes to include all the stakeholders in the definition of a new system. In the opposite, it excludes the workers in the definition phase of a safety critical system and leaves it to engineers, industry and users. This could produce big problems in the implementation phase. The ETF expressed its concerns about the excessive users oriented direction that the D3 is taking.

#### **8. Any other business**

Mr Findlay, who would step down from his position as Executive Secretary of IFATSEA, was thanked by both sides of industry for his valuable contribution to the working group.

The next meetings of the ATM working group are planned for 4 July 2007 and 22 November 2007.

**List of participants**

<p><u>Employers:</u></p> <p>Mr Boivin (DSNA) Mr Cerny (ANS CZ) Mr Chivulescu (ROMATSA) Ms Desseaux (CANSO) Mr Harperink (LVNL) Mr Josefsson (LFV) Mr Kavanagh (IAA) Mr Maguire (IAA) Mr Martin-Calderin (AENA) Ms Rullier (CANSO) Mr Salazar (ENAV) Mr Sudan (Skyguide)</p>	<p><u>Workers:</u></p> <p>Mr Balletero (ETF) Mr Burgues (ATCEUC) Mr Clarkson (Prospect) Mr Dick (ATCEUC) Mr Dinu (ATCOR) Mr Etienne (ETF/CFDT) Mr Findlay (IFATSA) Mr Gustavsson (ST) Mr Joffrin (ETF) Mr King (ETF) Mr Kulev (UTWS Bulgaria) Mr Liorzou (UNSA) Mr Magee (ETF) Ms McFadden (ECA) Mr Neering (IFATCA) Ms Ni Riada (Impact) Mr Nicolson (ETF) Mr Rubini (FIT-CISL) Mr Van der Biest (IFATSEA)</p>
<p><u>European Commission:</u></p> <p>Mr De Vos (DG TREN/F.2) Ms Durst (DG EMPL/F.1) Mr Tytgat (DG TREN/F.2)</p>	