

ATM Social Partners' Joint declaration

Shaping future ATM Social Dialogue

In a troubled period with a global pandemic which greatly affected aviation, the ATM European Social Partners have seen that the adaptation to a fast-changing reality in the industry is achieved through a dialogue between employers and employees. Both sides of social dialogue ultimately hold the expertise in the service they deliver. Such a dialogue must be maintained as our sector recovers from this crisis and thereafter.

ATCEUC, CANSO and ETF (as ATM social partners at European level), believe we are at a crossroads in European ATM as a safety-critical industry that sees many external pressures. Pressures on the cost of service and available capacity are even more strongly felt as a result of the recent crises, whilst environmental issues remain a high priority.

Furthermore, as foreseen in the *Joint Stakeholder Declaration on Future of the Single European Sky* (September 2019), 'continued acceleration of the uptake of new interoperable technology [...] and increased digitalisation and automation supported by appropriate regulation are the key elements to increasing the scalability of the ATM system in Europe.' Increased digitalisation will introduce new concepts and ways of working to provide flexible capacity, such as aeronautical data service providers (ADSPs) entering the ATM system, virtual centers and remote aerodrome ATS. All of this has to be introduced with attention to a heightened cybersecurity. With these future developments, the role of the workforce will evolve.

All these elements should be topics for social dialogue to ensure that there is mutual understanding of the inevitable evolution. The ATM social partners agree to work towards a response that aims to be socially acceptable.

The ATM social partners have formulated this declaration as a joint commitment to shape the future of the ATM industry.

We therefore declare our intention to discuss through European-level social dialogue how to achieve the following objectives:

- ▶ Continuously enhance safety levels (e.g. defining appropriate training & competence requirements and guidance for staff with duties affecting safety besides the tasks already covered by an EU licensing scheme, monitoring the changes in the business models and assessing their impact etc.)
- ▶ Improve the Cost Efficiency KPA of the Performance and Charging Scheme so that it better reflects and incentivises ANSP investment and recruitment needs
- ▶ Develop a common understanding of how social topics (e.g. licensing & training, inter-ANSP mobility, recruitment & selection, rostering, etc.) may evolve in light of the future evolution of

ATM (e.g. virtual centres & digitalisation) to facilitate a realistic introduction of new ways of working

- ▶ Make a difference on environmental sustainability
- ▶ Trace and manage the social impact (e.g. building a collaborative social impact assessment of changes in ATM, ...)
- ▶ Assess and manage the human dimension of a change (e.g. successful organisational change relies on individual human performance, ...)
- ▶ Ensure that ATM remains an attractive field to work in (e.g. diversity in the workplace, recruitment issues,...).

The delivery of those objectives will not be instantaneous, and the ATM social partners will jointly put together a plan to achieve them. ATCEUC, CANSO and ETF acknowledge that the Social and Human Dimension Roadmap of the Single European Sky to be developed by ASPReT and EGHD should be the main initiative to deliver this upcoming work, building on previous work on change management, amongst others. We call on the European Commission to provide its support in delivering the Roadmap, whose conclusions may be used to draw up future policies and tools to enhance social dialogue.