

Consultation

## **Social Dialogue in FABEC recognised as fruitful**

28 January 2019; 2018 was marked by sustained and constructive social dialogue activities under the motto "Working together to build a common strategy for European ATM". FABEC social dialogue consists of discussions, consultations, and joint workshops between employee representatives, management. There is also one tripartite meeting including the States.

2018 has been a busy year for social dialogue. No less than 5 meetings between staff representatives from all FABEC ANSPs and management took place, as well as a tripartite with the States representatives. The added value of this dialogue is recognised by all parties and materialises in the univocal expression of support for further such activities. For the first time, the Eurocontrol Network Manager was actively involved. A dedicated workshop between the NM and the staff representatives is foreseen for 2019.

FABEC Social dialogue directly responds to the EC's promotion of competitiveness, fairness, economic prosperity and social well-being in the EU. In the FABEC, the Social Dialogue serves primarily to support the information flow between the working, management and institutional level. A dedicated social dialogue manager coordinates these activities and ensures the consistency and continuity of these relations.

In 2018, particular focus was put on topics such as the understanding of the social impact of future developments and a common strategy with regard to the Air Traffic Management in 2035; best practices and national regulatory differences in Just Culture; the role of traffic volatility and weather patterns for ATM performance; social impacts of new technology with SESAR evolutions; cross-border initiatives to alleviate bottle-necks and tackle delay with the NM; developing common views about a regulatory framework which sustains, instead of slowing down, cross-border ATM.

Johan Decuyper, FABEC-Champion HR, skeyes: *"FABEC social dialogue provides a platform for open discussions and exchange between staff representatives, management and the States. It fills us with pride that our practice has been recognised as best practice by the EC. We will deliver the Single European Sky together with our staff who are fully dedicated to its missions: safety, efficiency and cost-effectiveness. Social dialogue enhances the understanding of this mission by all stakeholders."*

Jean-Denis Larrère, ATCEUC (First Vice-President): *"The social impacts of the changes in the technological field of ATM and of the regulatory framework which puts pressure on the financing of ATM services are important. It is therefore a real need that the concerned staff can participate in the discussion at the strategic level. The*



*FABEC Social dialogue offers a welcome platform for such exchanges with management and, through the tripartite meetings, with the States."*

*Charles-André Quesnel, ETF-ATM Committee President: "It is key not to elude the potential social impacts of SES to ensure a safe and sustainable evolution of ATM. ATM Staff, not limited to ATCOs, are part of the solution to move to a modern and well performing air traffic management. Staff Representatives of FABEC ANSPs therefore welcome the Social Dialogue forum and consider this platform an enabler. Being able to exchange information and views between States, ANSPs and staff representatives is a step towards a better ATM."*

The airspace of the six FABEC States of Belgium, France, Germany, Luxembourg, the Netherlands and Switzerland is one of the busiest and most complex in the world. The majority of major European airports, major civil airways and military training areas are located in this area. FABEC airspace covers 1.7 million km<sup>2</sup> and handles about 6 million flights per year – 55% of European air traffic.

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