CA = Collective Agreement CB = Collective Bargaining EO = Employers’ Organisation

|  **VIRAL****IR in aviation pre-Covid-19** | **Denmark** | **France** | **Germany** | **Italy** | **Ireland** | **Poland** | **Spain** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **The main actors in aviation** |  | FNAM (*Fédération Nationale de l'Aviation et de ses Métiers*) main employers’ associationSNPL (*Syndicat national des pilotes de ligne*) main pilots’ trade unionSNPNC (*Syndicat National du Personnel Navigant Commercial*) flight crews trade unionUNPNC-CFDT (*Union Nationale du Personnel Navigant Commercial*) flight crews trade unionUGICT-PNC (*Union Générale des Ingénieurs, Cadres et Techniciens – Personnel Navigant Commercial*) flight crews trade union |  |  |  |  |  |
| **2** | **2a: Financial situation in aviation** |  | Period of crisis from around 2008. Then recovery, interrupted by the arrival of COVID-19. However, constant shrinking of the market share of companies with a French license, going from 60% (2010) to 43% (2019). |  |  |  |  |  |
| **2b: Employment in aviation** |  | Relatively stable levels of employment during the decade preceding the COVID-19 crisis. However, two traumatic bankruptcies in 2019, leading to 1700 redundancies. |  |  |  |  |  |
| **3** | **Form of employee representation**1. **Union rep**
2. **Works councils**
3. **Both?**
 |   | Both, however works councils are dominated by trade unions. |  |  |  |  |  |
| **4** | **Union density** |  | Pilots: 74%Flight crews: between 60% and 70% |  |  |  |  |  |
| **Employers’ organisation rate** |  | 90+% |  |  |  |  |  |
| **Collective bargaining coverage** |  | Difficult to determine exactly. There is no sectoral agreement covering pilots and flight crews. However, most carriers have a company-level agreements apart from those who are opposed to any form of social dialogue |  |  |  |  |  |
| **5** | **The role of the state in aviation** |  | The state has a considerable role in industrial relations as it is generally the case in France.In the specific case of aviation, the presence of the state as shareholder in the main company with a French license (AirFrance) has an impact which is not always easy to gauge. |  |  |  |  |  |
| **6** | **Legislation that affects aviation** |  | 2006 Reform of the concept of “operative base” to ensure the application of French labour legislation to companies having a structural presence in the country. |  |  |  |  |  |
| **7** | **Organisation of collective bargaining (sector/branch/company)** |  | Company level due to the inability of social partners to negotiate a sectoral collective agreement and the will of the government of not allowing the multiplication of sectoral agreements in order to have separate agreements for the different categories. |  |  |  |  |  |
| **7a** | **Ryanair’s approach to collective bargaining** |  | Refusal, although court cases have forced the company to organise elections for employees representatives and establish representative bodies. |  |  |  |  |  |
| **8** | **Balance of power between employee representatives and employers?****(agreements, possible concession bargaining - differences btw. legacy airlines and Ryanair)** |  | Power remains relatively balanced due to high unionization rates.Ultra low cost companies such as Ryanair have recourse to personnel from other Member States in case of collective actions in order to replace workers on strike, thus limiting the power of trade unions. |  |  |  |  |  |
| **9** | **Tensions and conflicts in aviation pre-2020** |  | 2014 industrial conflict due to the creation of Transavia as a low cost subsidiary of AirFrance2019 threat of collective action due to the potential impact of pension reform eliminating specific pension schemes for pilots and flight crews |  |  |  |  |  |
| **10** | **Changes from** **2010 to 2020*** **Power balance btw. employers(‘ organisation) and unions)**
* **Centralization/decentralization**
 |  | Relatively stable power balanceRelatively stable decentralization due to the pre-existing lack of a sectoral collective agreement |  |  |  |  |  |