



Varieties of Industrial Relations in Aviation Lockdown

MINUTES OF THE MEETING Seville, 6-8 April 2022

VIRAL. Varieties of Industrial Relations in Aviation Lockdown.

Participants:

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Piera Campanella (Università Carlo Bo di Urbino, Italy);
Davide Dazzi and **Matthew Hancock** (IRES ER, Italy);
Michael Whittal (Friedrich Alexander Universität Erlangen-Nürnberg – Fau, Germany);
Marco Rocca (University of Strasbourg, France);
Izabela Buchowicz (Warsaw School of Economics – SGH Poland);
Lukasz Sienkiewicz and **Izabela Florzak** (University of Lodz – UL, Poland);
Patrocinio Rodriguez Ramos and **Jesus Cruz Villalon** (Universidad de Sevilla – USE, Spain);
Magdalena Nogueira Guastavino (Universidad Autónoma Metropolitana - UAM, Madrid);
Rafael Gomez Gordillo (Universidad Pablo de Olavide, Spain);
Michael Doherty and **David Mangan** (National University of Ireland, Maynooth – NUIM);
Steen Navrbjerg and **Mikkel Krogh** (University of Copenhagen - FAOS, Denmark).

The second meeting of the project “*VIRAL. Varieties of Industrial Relations in Aviation Lockdown*” VS/2021/0188 was held in Seville, during the days of the 6th and 7st April 2022.

The co-applicant University of of Seville (USE) opened the meeting introducing the agenda. After the presentation of the programme of the two days, the Working Group (WG) started the discussion and the presentation of the reports.

Firstly, the SGH Warsaw School of Economic (Poland), in charge of the WP2, presented its report regarding the framework and the economic context of industrial relations in the European air transport sector and its value chain, made up of: aircraft manufacturers, leasing suppliers, aviation related service providers, airports, and airlines, both passenger and cargo. The report, available on the project website, describes and analyses the factors that influence the economic operating conditions, both for the sector as a whole and for its individual components. Subsequently, the project partners presented their reports – according to the framework proposed



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by German and Denmark units - on the national industrial relations system in: Italy, Spain, Poland, Germany, Denmark, France, and Ireland, considering the period before the advent of the Covid-19 pandemic.

These reports are available for the free download on the project websites.

During the presentation of the industrial relations systems in the countries involved in the VIRAL project, the discussion emerged on the existing differences about the regulation of the labour market at national level and on the voluntaristic nature of the collective bargaining. In particular, the Danish labour market is primarily regulated through collective agreements signed by the social partners, while legislation plays a more discrete role in the area of wages and working conditions. As such, the industrial relations system is dominated by a high degree of voluntarism and cooperation: trade unions and employers negotiate solutions to various challenges through collective agreements. On the contrary France and Spain are mainly regulated by legislation, while

The partners highlighted that it is possible to consider different levels of voluntarism in the national collective bargaining, for example, in the Italian system the non-implementation of article 39 of the Constitution, makes possible to consider the system as voluntarism founded just on the freedom of association principle, while the legislation, as the Spanish unit pointed out, establishes a framework within which collective bargaining is realized. Also, in France the system is highly regulated and the erga omnes effectiveness of collective bargaining agreements are provided by law. In Germany, if collective agreements are the expression of the majority, acquire an effectiveness erga omnes, but this kind of procedure is no more extensive.

Finally, to conclude the presentation of the reports as outcomes of this first research stage, Unich presented the report on the industrial relations system at European level, considering that the regulation in the air transport sector is predominantly European. It was also highlighted some interesting Court of Justice case law in the civil aviation sector.

The partners started to discuss about the importance to decide the content of the WP4, regarding the impact of Covid-19 pandemic on working conditions and industrial relations in the air transport sector in Europe. University of Seville and University of Maynooth will oversee the organization and the structure of this working package, that will be presented during the next meeting scheduled in September in Warsaw (Poland). The goal is to analyse the effects of the pandemic emergency on employment relationship, working conditions and industrial relations in the air transport sector and its value chain in Europe and in the project partner countries. At this regard, will be scheduled a meeting online to better define the content of the item "working conditions" to be considered.

The partners decided to schedule the 3rd International Conference in September during the days 28 to 30; to be confirmed according to the evolution of the actual situation in Ukraine. The Conference will take place in Poland (Warsaw).



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The 8th April 2022 was held the seminar “*Industrial relations challenges in the air transport sector after lockdown: a European and Spanish perspective*”. The seminar, moderated by professor Villalon from USE, started with the presentation of the VIRAL project and the presentation on professor Guerrero Lebron on the incidence of the health crisis on some areas of aeronautical regulation and the economic consequences for the industry (presentation available on the project website). After the break, the seminar continued with the round table and the discussion between the relevant Spanish stakeholders: Carolina Herrero of the Airline Association (ALA), encompasses 85% of the of air traffic in Spain; Oscar Orgeira of the Spanish Airline Pilots Union (SEPLA), Jon Herrera General Secretary of the air sector and tourist services Federation of citizen services (FSC-CCOO) and José Manuel Pérez Federal Secretary of the air transport FeSMC-UGT.

The discussion between the social partners was focused on the level of collective bargaining in the sector and the preponderance of collective bargaining at company level.

The presentations are available on the project website www.viralproject.eu.