



ECA

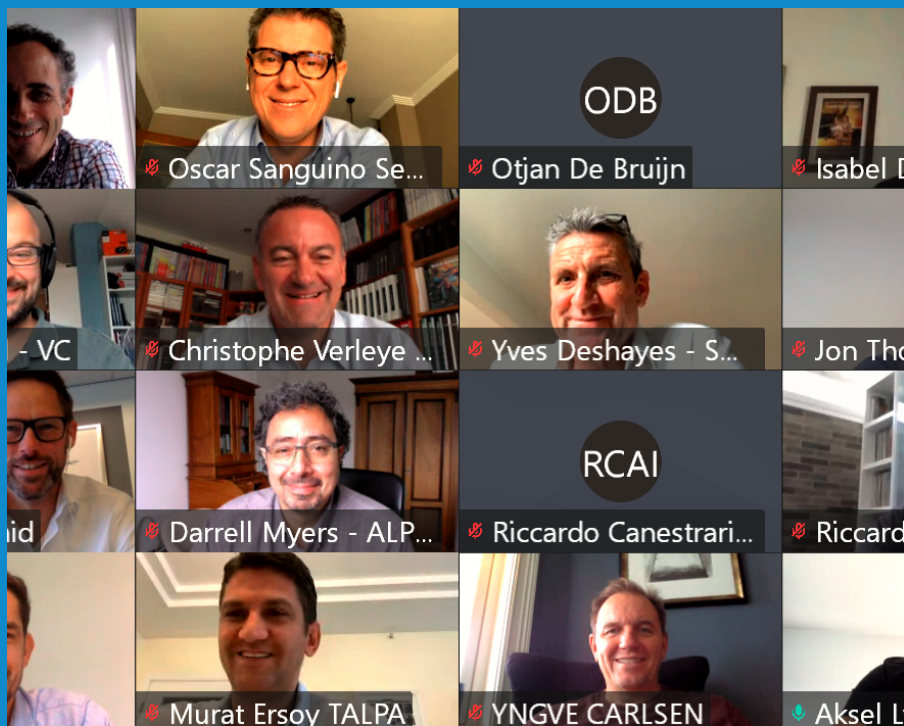
European Cockpit Association

ECA Annual Report 2020



2020 was not an ordinary year

The COVID-19 crisis turned 2020 into the worst year for the aviation industry ever. And the predictions are that we are likely to face worse in the coming months and beyond. In this Annual Report, you will read all about ECA's efforts for minimising the negative effects of the pandemic on pilots, keeping operations safe and re-starting air travel in a sustainable & safe way. In the second part of the report, you can find an overview of our non-COVID focused work through the year.





Introduction by Jon Horne, ECA President

There cannot have been a more dire year for aviation in the modern era.

One highly contagious little bug, able to wreak havoc on the human body, and as a result also on the most complex and far reaching human travel infrastructure there has ever been. It has, to be frank, **not** been a good year to be a professional pilot.

And yet despite the grim situation, and despite the multiple barriers to the ability to do work that a professional association relies on – i.e. to meet each other and make contact with officials; to run a busy, small office; to travel to and from the different countries we work in; and with a board of directors themselves under extraordinary pressure over their ‘day jobs’ – ECA has not only continued to function, but to have effect in the industry and political sphere well beyond the level we have a right to, or might expect.

You can read in the report about just some of the issues our crack team has been active upon, but I would like to pick out a couple of issues that show real leadership from ECA for the pilot profession.

Whether looking at the recent joint Transport Ministers' statement, position of social dialogue partners, or upcoming (first ever) cross industry round table position on a recovery plan, ECA has taken a leading role and its mark is clear to see

Clearly the most significant part of ECA's efforts over recent months have been aimed at navigating the COVID crisis in the industry. Our technical team have been highly effective in advocating for improved proposals from EASA on **safe operational rules under COVID**, and for proper **hygiene measures to protect aircrew**. In the industrial and political arena, with a vacuum of initiative from EU and national institutions at the beginning, and a disparate and volatile patchwork of measures and restrictions across member states continuing to severely damage demand and pilot jobs, we have **focussed on pushing for an industry wide strategy that is 'socially sustainable'**. Whether looking at the recent joint transport ministers' statement, position of social dialogue partners, or the (first ever) cross industry round table position on a recovery plan, ECA has taken a leading role and its mark is clear to see.

Furthermore, I am really pleased to see a particular milestone that has long been missing from professional pilots' advocacy has now been passed: with the June 2020 Conference motion on aviation and environment, ECA has adopted a constructive, progressive, and science based approach on what must be the biggest challenge of our time, and which the airline industry is heavily entwined with.

On this, the pilots' view matters. Environment has traditionally been something where unions have been seen to frame it as a jobs issue, where it is in conflict with a desire for more growth and more jobs. However this has never been something that sat comfortably with the independent public safety ethos of the pilot profession, and so ECA's decision to push for real action to decarbonise aviation a very welcome and positive step.

ECA has adopted a constructive, progressive, and science based approach on what must be the biggest challenge of our time, and which the airline industry is heavily entwined with

Pilots have a lot to bring to the table – we are trusted by the public, have always based our views on science and evidence, and are not biased by commercial or ideological considerations. This can be said about virtually no other stakeholder in the aviation and environment debate. We are also expert – the day to day reality of operations as they actually happen; where they are wasteful, efficient or could just be done differently or better; where broader proposed policies might change behaviours, have more or less effect, or have unintended consequences in the reality of airlines’ functioning – these are all things where pilots’ expertise is second to none, and we can help craft the solution.

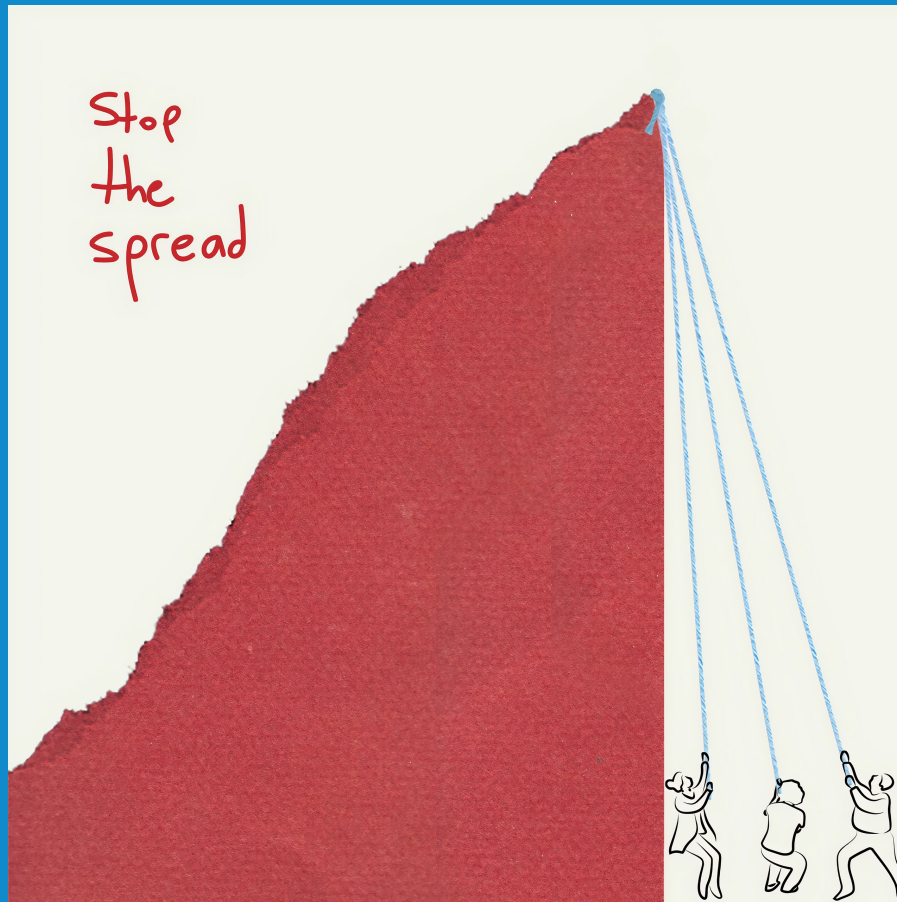
Ultimately, in all other areas where the act of aviating has an impact on public safety, we persistently advocate for the interests of those we fly over, near, or onboard our aircraft. Our industry’s impact on the safe habitability of our departure points and destinations, and all points between, is very much something where I am pleased to say pilots will once again be leading from the front.

After nearly ten years, I step down from ECA’s Board shortly, so it’s a ‘goodbye’ from me, and the time-honoured pilot’s wish for a safe onward journey to you all when we finally emerge from the shadow of COVID

I hope you find something of interest in this whirlwind tour of another year in the life of the ECA...

Happy landings!

Jon



#FlattenTheCurve

"Contain the virus, save lives"

In March 2020, restrictions designed to stop the spread of a new, unknown virus, SARS-CoV-2, suddenly threatened the existence of the – until then booming – air travel industry. Grounded fleets and deserted airports, empty flights with few passengers in protective equipment...

In a series of widely-read testimonies ECA pilots immersed us in this new operational reality. We published stories about helicopter operations & the challenge of social distancing in the cockpit; cargo & repatriation flights; 40-hour operations for medical supplies. Our pilots gave a heartfelt account of flying in the initial stages of the pandemic, when safety protocols and sanitary measures were ranging from non-existent to extreme.



© Image 2 Javier Fernández-Picazo | Image 5: Stephen Donoghue CHC Ireland, Search & Rescue Pilot, Irish Coast Guard | Image 6: Felix Gottwald | Image 7: Amos Aldaag, ISRALPA

Out of work

Along with that, the general lockdown that began in March across Europe, **left thousands of pilots unemployed**. Pilots on precarious atypical contracts and 'self-employment' set-ups were amongst the first to see their work agreements terminated. For years on end ECA has been warning against this abuse of atypical employment by airlines, underlining the precarity and the lack of social protection of workers. The pandemic showed exactly how precarious the situation of atypically employed is. And it did so at a scale and pace no-one had imagined.

At the same time, directly employed pilots were placed on various furlough schemes and part-time arrangements or (forced) unpaid leave. But still thousands of pilot jobs were simply axed without union consultation or negotiations.

With mass unemployment of pilots looming, ECA swiftly kicked off several initiatives to support pilots. We reached out to the European Commission asking for various measures to preserve as many jobs as possible. In a letter to EU Commissioners Vălean & Schmit we advocated for preserving a functioning European air transport industry with continued employment of EU citizens in the high-quality jobs provided by the aviation sector, a socially responsible approach when supporting the struggling airlines and specific economic support measures to facilitate access for laid off aircrew to training simulators.

"All airlines should strive together with their staff representatives to safeguard their employees and assets, through this unprecedented crisis"

Letter to Commissioners Vălean & Schmit

ECA advocated for a **clarification by the EU Commission on the use of several existing EU funds** – e.g. SURE, ESF, EGF. Those could be used to support pilots and/or their airlines to compensate e.g. the costs for simulator training which pilots need to keep their license current. The funds could also be used to compensate the costs of retraining on new types of aircraft and/or operations, or for retraining pilots to find alternative jobs within or outside of aviation. Our efforts paid off and in July we were able to share concrete guidance with our **Member Associations on how to apply for and make best use of the EU funds.**

Our advocacy was amplified through various Joint statements with the European Social Dialogue partners. In March, we called on the EU for action looking beyond the immediate short-term measures. In October, we issued urgent appeal for payroll support for employees in aviation beyond 2020 and extended financial support for training and maintaining skills, and successfully advocated for an extension of the waiver from the ‘use-it-or-lose-it’ rules in the EU slot regulation.

At the same time, it was clear that job losses are unavoidable. For those pilots, facing a highly competitive job market, ECA prepared a Guide for preserving their financial, operational & mental fitness until jobs become available. In addition, we wanted to make sure that the negative industrial impact on crew is not overlooked by policy-makers. This is why we started tracking pilot redundancies for those airlines where reliable information is available. To date, in Europe, over 17.000 pilot jobs are already lost or threatened.

Redundancy Tracker

To date, in Europe, over 17.000 pilot jobs are already lost or threatened.

At the same time, ECA identified airlines using the crisis as a 'cover' for opportunistic and predatory behaviors. In a series of short articles, ECA raised awareness among EU decision-makers, aviation stakeholders & passengers about this new wave of anti-worker practices and atypical employment schemes emerging across Europe. With over 40.000 views, that makes it one of the most visited content on our ECA website, ever.

Hall of Shame

 <p>Updated: Wizz Air: after job cuts – unpaid leave</p> <p>After slashing its 2019 pilot jobs in April, Wizz Air is now cutting pilots in December. This comes after earlier layoffs for 2019 costs to being almost twice as high as expected. In June, negotiations with pilots failed to prevent the airline from cutting 1000 jobs. The airline is now cutting 1000 more jobs in December. The airline is now cutting 1000 more jobs in December. The airline is now cutting 1000 more jobs in December.</p> <p>Date of entry: 27 July 2022</p>	 <p>"Jobless, starting Tuesday"</p> <p>In April, Air Malta – the national flag carrier – threatened to lay off 100 of its 300 pilots without any compensation. The airline said it was threatened with a lawsuit. It said it was threatened with a lawsuit. It said it was threatened with a lawsuit. It said it was threatened with a lawsuit.</p> <p>Date of entry: 16 June 2022</p>	 <p>Ryanair threatens to gut Lauda, if pilots don't take pay cuts and new – worse – labour agreement</p> <p>It's the end of the line for Lauda. Ryanair is threatening to gut Lauda. Ryanair is threatening to gut Lauda. Ryanair is threatening to gut Lauda. Ryanair is threatening to gut Lauda.</p> <p>Date of entry: 16 June 2022</p>	 <p>Air Baltic keeps state subsidies, but lets pilots go</p> <p>With almost 90% of pilots dismissed and the rest on temporary contracts, Air Baltic is threatening to let go of its pilots. Air Baltic is threatening to let go of its pilots. Air Baltic is threatening to let go of its pilots. Air Baltic is threatening to let go of its pilots.</p> <p>Date of entry: 17 June 2022</p>	 <p>easyJet shows it's never too late to discredit yourself</p> <p>easyJet's 'irresponsible employer' reputation has a hard time with the airline's continued job cuts and pilot pay cuts. easyJet's 'irresponsible employer' reputation has a hard time with the airline's continued job cuts and pilot pay cuts. easyJet's 'irresponsible employer' reputation has a hard time with the airline's continued job cuts and pilot pay cuts.</p> <p>Date of entry: 10 July</p>	 <p>CityJet, Wizz, Ryanair & their 'talent pools' ...</p> <p>Cutting and erasing the aviation pilot jobs and career opportunities with the help of the 'talent pools' is a common practice. CityJet, Wizz, Ryanair & their 'talent pools' is a common practice. CityJet, Wizz, Ryanair & their 'talent pools' is a common practice.</p> <p>Date of entry: 29 July</p>
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Hall of shame, ECA

Back in the air

With entire fleets and more than 90% of crew grounded, the aviation industry was not only trying to keep financially afloat but it was also **nervously looking at the restart of operations**. Getting back in the air after such a sudden and near-complete stop, is an exercise never done before. Preparing for it, required thinking about all possible scenarios and things that could go wrong.

ECA played an important role in these joint industry efforts for a safe & resilient restart. We participated in the EASA Return to Normal Operations Task Force, set up a few weeks into the pandemic. ECA's focus & main effort within this strategic group was on making sure the **operational scenarios take into account the fact that e.g. some loss of skills due to the reduced flying may have occurred**, as well as measures mitigating the potential effects of the psychological pressure and stress of crew. With so many pilots facing an uncertain future and job instability, ECA emphasized the importance of access to peer support programmes.

ECA played a vital role in the Return to Normal Operations planning

Separately, ECA contributed to **EASA's identification of safety hazards** that could arise as a result of the COVID-19 pandemic. Our contribution to the EASA Review was welcomed by authorities and had a major impact on EASA's work.

Along with that, ECA contributed substantially to the drafting of guidelines for operators and National Aviation Authorities (NAAs) on **COVID-19 exemptions & alleviations; on aircraft disinfection and aircrew management & on the EASA/ECDC Health Protocol (Guidelines for management of passengers)**.

Out of the crisis?

But Back in the air doesn't mean out of the crisis. This became painfully clear during the summer months when passenger confidence was still weak amidst a cacophony of constantly changing travel rules and restrictions. ECA advocated for a coordinated EU testing protocol to replace the uncoordinated travel restrictions and rules in Europe.

Yet, the aviation industry has a long way to recovery and ECA was amongst the first in the industry to have a comprehensive vision for how this recovery should take place. With a focus on sustainability, our Flight Plan – Out of the COVID crisis – called for an aviation industry that serves and support the wider public interest.

[Download publication](#)



To get through COVID – and to prepare for future crises and shocks – Europe needs a resilient aviation sector that is socially and environmentally sustainable and provides high-quality connectivity for its citizens and regions.

In September, a ‘Time to rethink!’ statement by professional aviation workers, with ECA at the forefront, drew the attention of European Transport Ministers and the EU Commission on the industry's recovery. The Joint Statement will serve as a starting point in the future debate on how the aviation industry could better address the deep structural weaknesses, which were painfully revealed by the COVID crisis.

Time to rethink | Joint statement



Attention to mental health

The combination of isolation, job insecurity and a potential health risk made the COVID-19 crisis also a threat to pilots' mental well-being. ECA drew attention to this threat with a series of articles and statements, including a joint statement with practitioners.

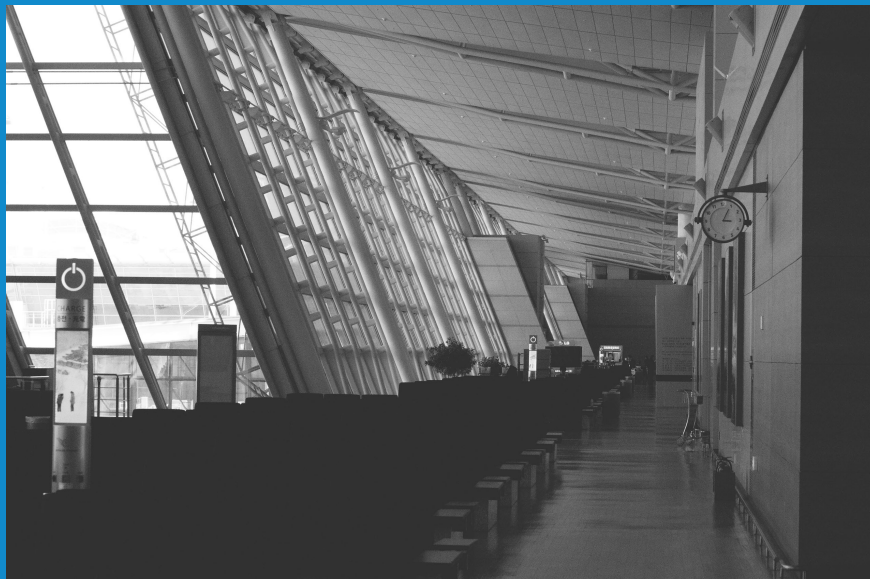
European Aviation Mental Well-being Initiative (EAM-WELL)

Flight safety is issue No. 1, even during a pandemic

Due to COVID-19 crisis, EASA came forward with a set of **Guidelines for Flight Time Limitations (FTL) Exemptions** to allow airlines to operate with even more flexibility. While there was an understandable need to allow crew to carry out longer flights and rotations than regularly, the initial Guidelines were adopted unilaterally without a proper stakeholders' consultation. They allowed extensions of the maximum daily flight duty period beyond 24 hours, reduced rest at outstation to 8 hours, no FRM required for such duties.

Unacceptable, according to ECA. We objected and swiftly reached out to EASA requesting that the Exemptions are limited to the duration of the COVID-19 emergency & applicable only to repatriation flights, medical supplies deliveries and similar operations. ECA also advocated that high-risk operations are not allowed.

Within several weeks of our objections, EASA issued reassurance about the temporary character of the Exemptions and invited stakeholders to comment. As a result, the 2nd version of EASA's FTL Exemption Guidelines clearly reflected our recommendations. For ECA, Flight Time Limitations have always been a priority to watch over, because of their far-reaching safety implications. This was no different and we managed to bring safety back into EASA's focus!



12
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2019

The future of low cost travel

Air travel may have lost some of its allure, but low cost flying has been booming in Europe. Often portrayed as the tissue that binds Europe together, low cost airlines have become dear to many politicians and decision-makers in the EU. Keen to discuss the future of low cost air travel, the European Parliament organised a hearing in December. **Our contribution to the debate included a straight-forward, sobering summary of all findings from recent studies.**

1. LOW COST CARRIERS TEND TO GET CREATIVE WHEN 'HIRING'



Most are keen users of **ATYPICALLY EMPLOYED** crew such as self-employed pilots (15%) or pilots working via a temporary work agency (17%) or via own limited liability company (11%).

(Source: Ghent University, 2015)

4. LOW COST STANDS OUT IN EU AVIATION WITH SIGNIFICANTLY LOWER SAFETY CULTURE SCORES & A HIGH SHARE OF FATIGUED CREW

Low cost pilots are less confident in voicing safety concerns, less satisfied with confidentiality of safety reporting, get less involved in safety activities...

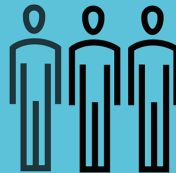
(Source: London School of Economics, 2016)

2. LOW COST CARRIERS ARE THE MAIN DRIVERS BEHIND FALSE SELF-EMPLOYMENT IN AVIATION

The EU Commission estimates that over 90% of self-employment in aviation is FAKE

7 out of 10 self-employed pilots are working for a low cost airline.

Source: European Commission, 2019



3. LOW COST CARRIERS HAVE PROVIDED A FERTILE GROUND TO PAY-TO-FLY SCHEMES

5. NOT ALL LOW COST CARRIERS ARE THE SAME. SOME STAND OUT BEING AN EXCEPTION TO THE RULE.

WHICH MAKES IT CLEAR THAT
SOCIALLY RESPONSIBLE
LOW COST TRAVEL IS POSSIBLE!



DOWNLOAD

01
JAN
2020



Known safety risk, missing measures

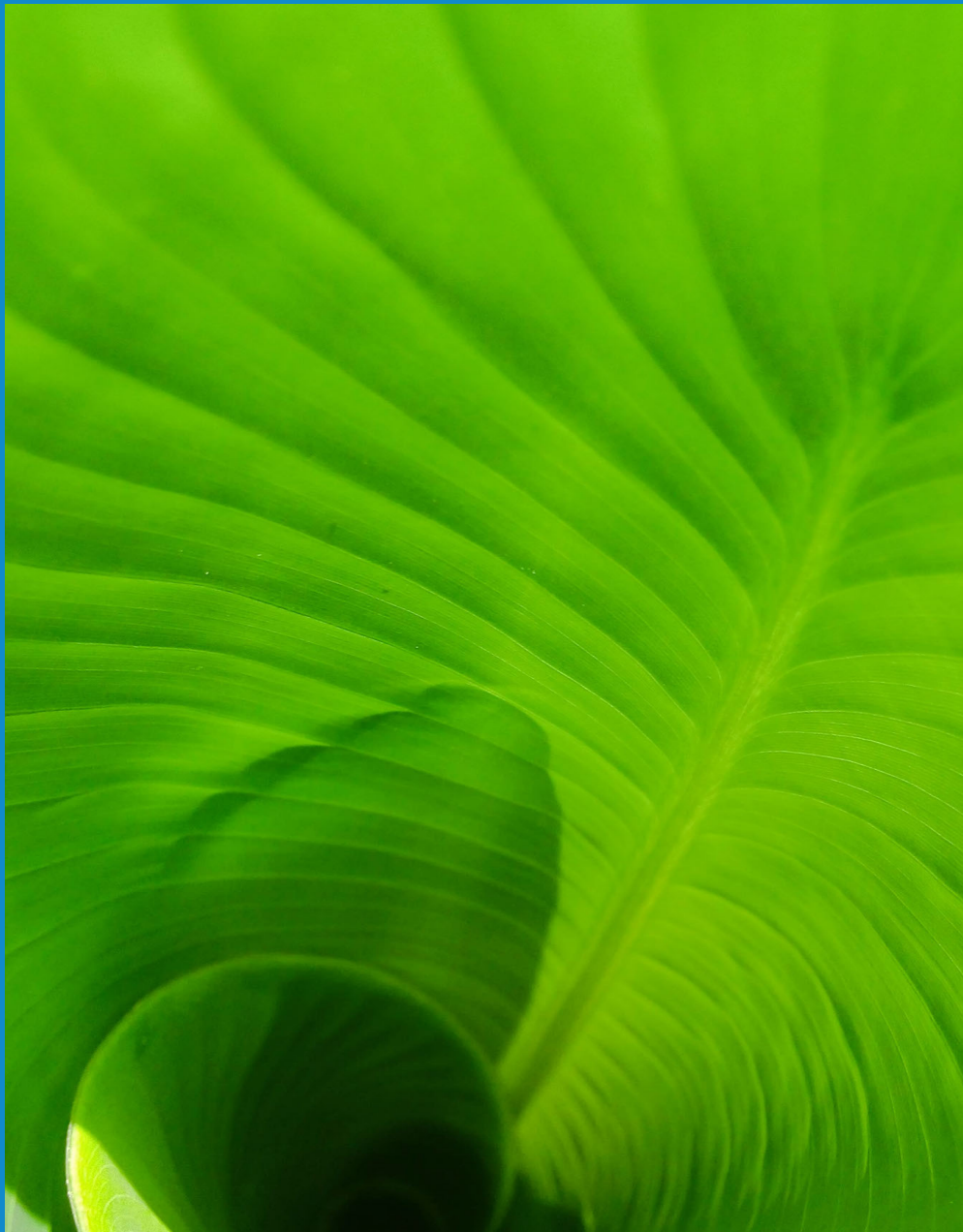
We kicked off 2020 with a focus on one of the most problematic pieces of EU legislation applicable to pilots – the Flight Time Limitations. In January, we met with EASA to advocate for swift action on Night Flights & Disruptive Schedules. After a 2018 EASA report clearly showed safety risks associated with those two types of operations, EASA has been reluctant to take concrete action, kicking the issue down the road. ECA continued to raise the question and call for adequate soft-law regulatory follow-up of the Study to be launched as soon as possible.



This comes on top of our active participation in EASA's FS.TEC subgroup on FTL & FRM by 3 of our FTL experts, striving for clear and safety-oriented interpretations of the EASA rules. Not an easy task, especially with certain airline lobbies are working outside this technical forum and using political pressure to achieve interpretations that suit their operational & commercial needs.

Green means action

In January, pilots invited scientists to discuss the impact of flying on the environment. Researcher Steffen Kallbekken (CICERO) presented the goals of the Paris Agreement and the IPCC report which both aim at globally limiting the increase in temperature to 1.5°C. Based on the scientific evidence the participants agreed that addressing climate change requires considerable action, also from the pilots' side. A variety of possible operational and policy changes were discussed, **paving the way for a new workstream and Task Force at ECA.**



02

FEB

2020





Meeting Commissioner Vălean

First face-to-face meeting between the new EU Transport Commissioner Adina Ioana Vălean & European pilots – just a few months after she had taken office.

Meeting with Commissioner Vălean, 2020












Vice-President Otjan de Bruijn, Board Director Tanja Harter & ECA Secretary General Philip von Schöppenthau stressed the importance to continue EU's work on tackling atypical employment abuses in aviation, such as bogus self-employment. They also flagged various safety-critical areas, such as pilot training, automation, sickness letters sent by a major airline to their pilots. All these areas remain important and should be on the Commissioner's radar, on top of the COVID crisis.

Low Visibility Operations

It is common practice that airports change to Low Visibility Operations/ Procedures LVO/LVP1 as soon as the weather conditions fall below either CAT I cloud base and/ or visibility requirement. Some airports, however, are only changing to LVO/LVP when the prevailing visibility drops below 550m, irrespective of actual cloud base or vertical visibility.

We put together brief guidance for crew operating into any airport, where a ceiling/vertical visibility is not considered when deciding on the type of operations.

<p>PREPARING CREW FOR LOW VISIBILITY OPERATIONS</p> 	 <p>1</p> <p>CONSIDER ANY CEILING OR VERTICAL VISIBILITY TO PROPERLY ASSESS THE PROBABILITY OF A SUCCESSFUL COMPLETION OF THE APPROACH</p>	 <p>2</p> <p>REQUEST A CAT II OR CAT III APPROACH FROM ATC, IF THIS IS CONSIDERED TO INCREASE THE LIKELIHOOD OF A SUCCESSFUL APPROACH</p>	 <p>3</p> <p>THOROUGHLY BRIEF THE EXPECTED WEATHER CONDITIONS AT THE DECISION ALTITUDE & THE ELEMENTS OF THE APPROACH LIGHT SYSTEM OR RUNWAY THAT ARE REQUIRED TO CONTINUE BELOW THE MINIMUM</p>
  <p>4</p> <p>BRIEF THE POTENTIAL FOR A GO-AROUND IN ORDER TO REDUCE THE STARTLE EFFECT. THIS WILL ASSIST WITH THE PROPER EXECUTION OF THE PROCEDURE, AS WELL AS PREVENTING AN UNINTENDED UNDERSHOOT OF THE DECISION ALTITUDE</p>	 <p>5</p> <p>USE THE CAPABILITIES OF THE AUTO FLIGHT SYSTEM TO DECREASE WORKLOAD, FACILITATE MONITORING AND ASSESSMENT OF WEATHER CONDITIONS AT THE MINIMUM</p>	 <p>6</p> <p>CONSIDER KEEPING THE AUTOPILOT ENGAGED TO ASSIST WITH THE GO-AROUND. DO NOT CONTINUE THE APPROACH WITHOUT THE REQUIRED VISUAL CUES</p>	 <p>7</p> <p>ALWAYS REMEMBER THAT IT IS WITHIN THE COMMANDER'S AUTHORITY TO REFUSE ANY GIVEN APPROACH</p>

Ryanair pilots discuss strategy

Dealing with the post-unionisation Ryanair remains as challenging as before. In February and March, supported by the ECA member associations, the Ryanair Transnational Pilot Group (RTPG) underwent a reset. Members engaged on the experience accrued and lessons learned to date. The outcome was a renewed commitment to the support of the RTPG, setting the direction and priorities ahead. Since then, the RTPG has launched a new Twitter channel and has been advocating for saving jobs during the COVID crisis.

Florence Air Forum

Just before general lockdown, the European University Institute of Florence organised the 13th Air Forum in Florence with the EU Air Services Regulation 1008/2008 in the spotlight. The workshop was an exercise of collecting feedback from different stakeholders to the policy options envisaged by the EU Commission on the revision of this important EU Regulation.

ECA was a vocal advocate for using the revision as an opportunity to improve the rights and legal certainty of crew, e.g. through a strengthened definition of the Principal Place, and to counter efforts to liberalise EU Ownership & Control rules. ECA shared its thorough and comprehensive assessment on how 1008/2008 could finally fit to the economic and operational reality of airlines today.

Boeing's return

Dishonest, untrustworthy, unreliable... those were the adjectives which many used to describe Boeing's (mis)management & the MAX design & certification process which led to two fatal crashes. Almost a year since the MAX grounding, Boeing acknowledged some of its mistakes amidst scrutiny and public pressure.

But the reluctance to do so prompted a deeply personal essay by ECA President Jon Horne. The message he conveyed reflected a broader feeling in the pilot community: Boeing had lost the trust and respect of its biggest ambassadors and friends.

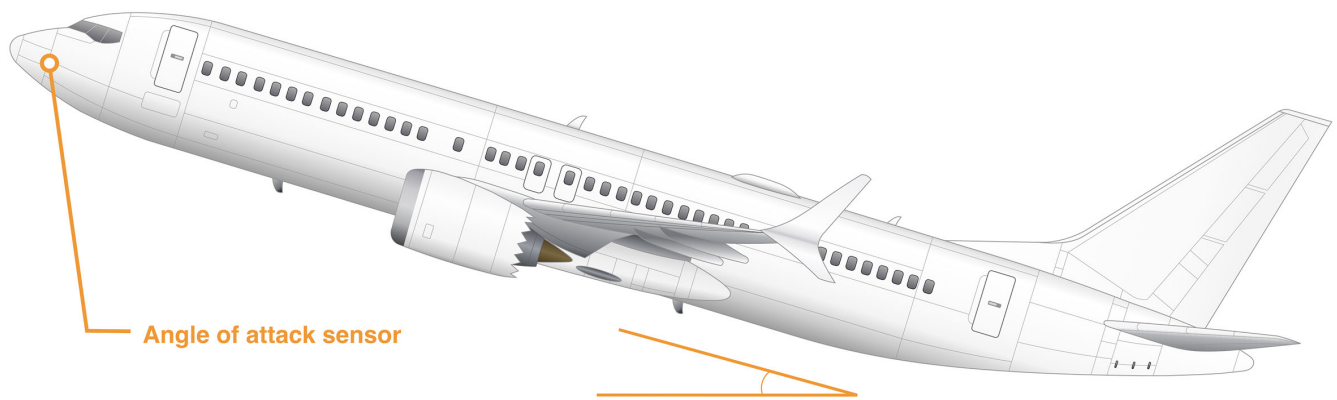
Restoring this trust requires more than just getting the plane back in the air. For ECA, it was a process which required elimination of all critical flaws with regards to design, certification, regulation and training of crew, along with a new culture based on transparency.

Boeing should be desperate for regulators to give it the toughest examination they can. It has lost the trust and confidence of its biggest fans, and that has to be earned back with transparency, action, and putting in some tough work. Boeing doesn't have the credibility to prove or sell this itself, only independent scrutiny can provide that, and better than even the most extensive PR.

Through a series of briefings with EASA, ECA was able to receive first-hand information about the MAX re-certification process, follow the various steps undertaken by the Agency and keep up to date with the various reviews carried out by the Agency. In the spirit of transparency and mutual trust, ECA was able to freely **express its concerns, share its technical knowledge and advocate for solutions to improve the safety of the aircraft. Our proactive outreach to EASA** early on in the process allowed for this smooth cooperation which provided us with transparent and independent assessment of the aircraft systems & design.

Our input, specifically on training requirements, was instrumental to the work carried out by the Agency. While ECA had refrained from spelling out exactly what kind of training is needed for MAX pilots, we insisted that the training provides

- A thorough knowledge of the aircraft systems and how they function rather than just how they are presented through a user interface.
- Hands on experience in the simulator of the aircraft's general handling characteristics, both with any flight control or envelope augmentation systems functioning, and with them failed.
- Hands on experience in the simulator of the situation and environment a pilot will experience in a systems failure situation, especially any system failure that provides conflicting or ambiguous indications to the pilot, and/or has a knock-on effect on other systems that affect the handling of the aircraft.



EASA expects to clear the Boeing 737 MAX to return to service by the end of 2020. Yet, a stain that's difficult to clear is on the system that allowed the MAX to fly in the first place. Now, the focus must shift on reforming all certification Regulations, Procedures & Working methods, along with implementing suitable safeguards against commercial pressure and regulatory capture. For its part, **ECA will continue to serve as a watchdog guarding the aviation system against authorities acting as lax, compliant and captured by commercial players.**



03

MAR

2020

Skills, license, profession – pilot training through a new prism

A new ECA publication draws attention to the need to adapt pilot training for the coming generation of commercial line pilots. **“The Future Airline Pilot Profession” (FAPP) looks at the pilot training syllabus**, which largely remained the same for decades despite generations of new technologies and systems.

In addition, today’s aviation shows a significant gap between the requirements for a pilot license – to safely fly the aircraft – and the actual real requirements and demands of the profession – to safely and efficiently operate in an airline environment.

Initiatives and regulatory changes, like the APS MCC (Airline Pilot Standard Multi Crew Cooperation), intended to **bridge that gap and supply ‘industry-ready’ pilots** may be a first step, but they actually do not address the **root cause of the problem: the lack of a proper initial pilot training, focused on the profession rather than the license**. This is where the FAPP philosophy is centered around and **ECA has been at the forefront of promoting**.

This publication fits in our years’ long advocacy campaign to push for a change and revamp pilot training. After a first preview of FAPP at the 2019 EATS Conference, the publication was finalized in March 2020.

Root cause of the problem: the lack of a proper initial pilot training, focused on the profession rather than the license

Elements

for professional 'fit-for-purpose' pilot training

To achieve 'fit-for-purpose' pilot training, several elements are to be considered:

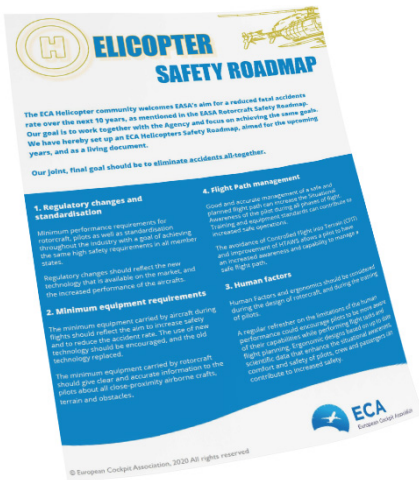
1. Invest in trainers (flight instructors and other SMEs)
2. Invest in the learning environment
3. Invest in training tools and their development
4. Training has to be outcome-based and hence 'Competency Based'
5. Exposure to the Real World is key – starting from initial training throughout the full envelope
6. Training is not a one-way-street: to enhance the quality and effectiveness of training, the feedback loop from the trainees to the trainers must be improved
7. Operational exposure is needed, including cross-operational exposure (maintenance, dispatch, ramp & ground handling, load control)
8. Focus on the training/learning to operate in complex aviation environment (e.g. scenario-based training)
9. Bring back the "fun" into pilot training – gamification, manual flying (e.g. gliders). Make training exciting again, maintaining the interest of the pilot
10. Airlines to consider training as an investment into the resources of their company.

The pandemic timing coincidence was unfortunate and overshadowed attention to the issue. But even if written in the pre-COVID times, the underlying philosophy of FAPP remains valid for years to come.

In fact, the COVID crisis actually brought a new dimension which will make the revamp of training ever more pressing subject of discussion. Due to the job destruction in the aviation sector that the COVID crisis brought about, we may soon be facing a competency gap: as the aviation ecosystem loses pilots with lots of experience, the knowledge transfer that would normally take place will be impacted. ECA will therefore continue to be the engine for improvement of pilot training, looking beyond the immediate challenges our industry is facing.

[Download Future Airline Pilot Profession](#)

04
APR
2020



Helicopter Safety Roadmap

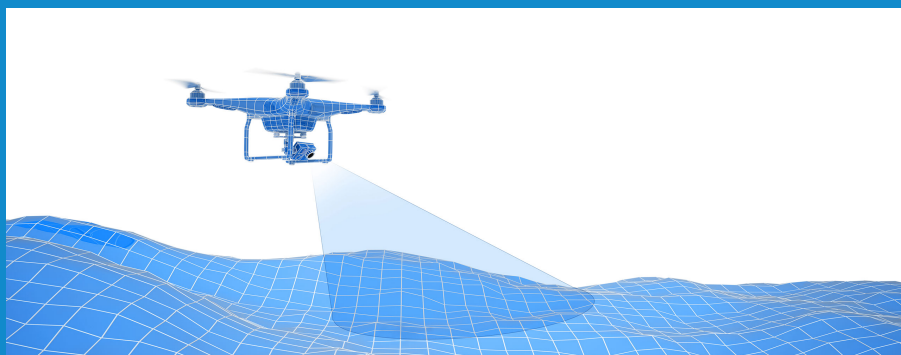
Reducing the fatal accident rate for helicopter operations over the next 10 years remains a key priority for EASA and is strongly supported by ECA. To streamline our efforts, ECA published a Helicopter Safety Roadmap, mirroring a similar project by EASA. Our goal is to work together with the Agency and focus on achieving the same goal: eliminating accidents.

Helicopter Safety Roadmap

05
MAY
2020

We are one in the sky

A large group of Europe's aviation associations, including ECA, calls on the European Commission to develop an all-inclusive, cooperative approach to ensure the safe integration of drones into European airspace. **The joint letter calls on the Commission to have a fresh look at its latest regulation proposal** and to develop it further in order to secure the support of the aviation industry and to safeguard aviation safety.



06
JUN
2020

Does aviation have a problem? Yes: Climate

Pilots are part of aviation's climate problem and must be part of the solution.

This was the key conclusion of the January workshop (see above) which prompted further action from the pilot community. In June, ECA Member Associations declared unanimously their determination for the industry to act meaningfully for reducing its environmental impact. But now comes the hard work. How do we achieve that?



... the right mix of wider policies for carbon reduction

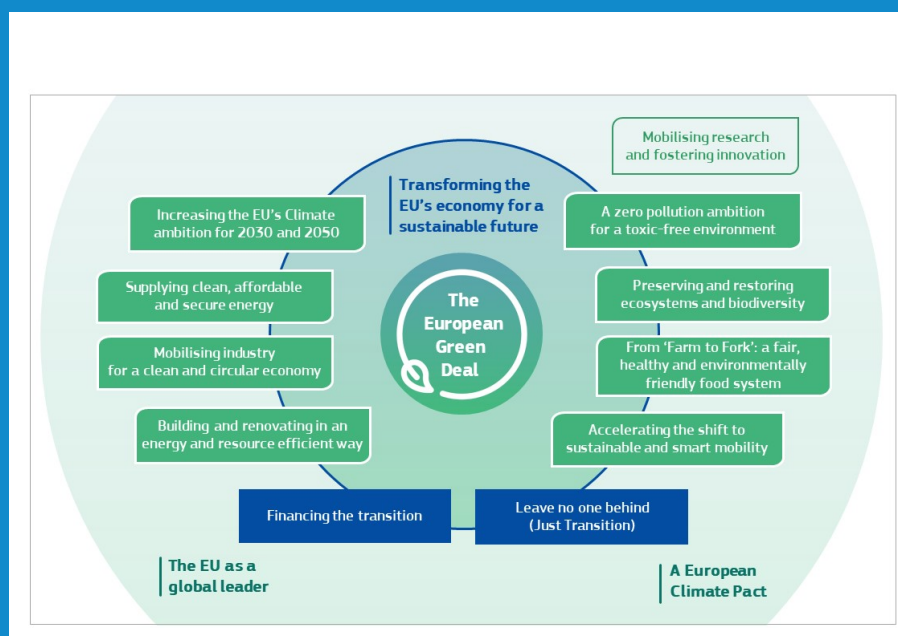
Defining the exact policy mix that would help aviation effectively curb emissions is an enormous challenge. Yet, ECA did the first confident steps into this important terrain with setting up a Task Force to advise and steer into the **right mix of wider policies** such as **market-based measures and emissions trading, sustainable fuels (including electrofuels), and well-designed financial instruments, investment and incentives, to reach science and society's targets for carbon reduction.**

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This comes against the background of a **broader ECA support and advocacy for achieving the landmark Paris Agreement** to address the climate change, as well as support for the **EU Commission's Green Deal objectives.**

Since the start of the Task Force, ECA had already contributed to several European Commission's consultations: ETS, ReFuelEU Aviation, revision of the Energy Taxation Directive. ECA has also participated to two roundtables on Sustainable Aviation Fuels.

We will not be able to fix aviation's climate problem by ourselves, but this is not stopping us from contributing – together with other aviation stakeholders – in the best possible way towards reducing its environmental footprint.





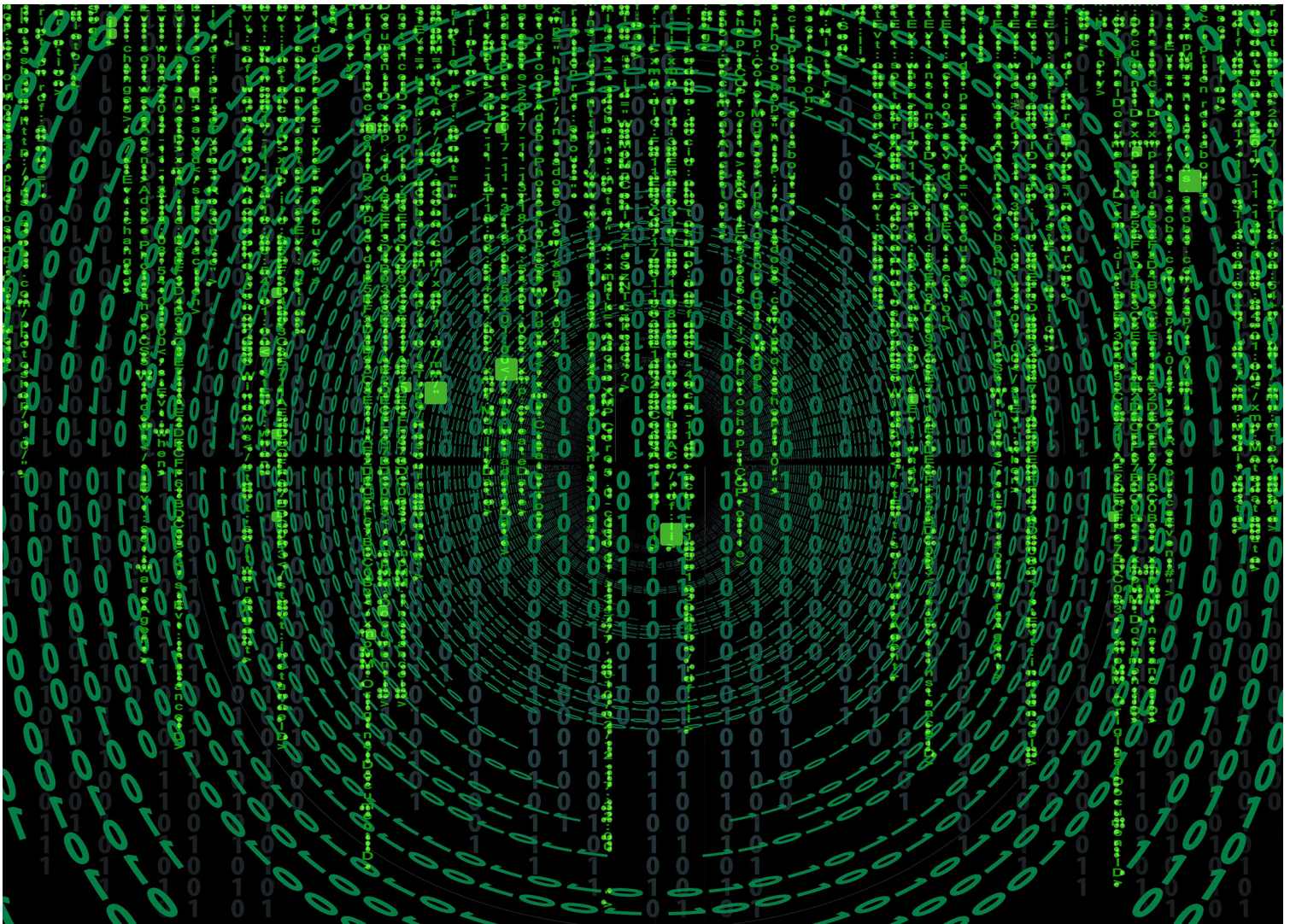
EU-Canada Aviation Agreement

With the EU ambitions to further open up the EU market to third country operators through new Comprehensive Air Transport Agreements (CATAs), ECA took important steps to ensure better protections for pilots.

After an ECA-led industry initiative, the European Commission formally recognised that aviation personnel benefit from the much better and stronger social protections of the Comprehensive Economic and Trade Agreement between EU & Canada.

Air transport services are traditionally excluded from these comprehensive trade agreements but there is no reason why the robust workers' protections should not apply to crew and aviation workers. Together with industry stakeholders – Airline Coordination Platform (ACP) and the European Transport Workers' Federation (ETF) – we sought & received confirmation.

Having clarified this, now the door is open for this to be replicated in future Air Transport Agreements when the EU and the 3rd country in question have signed a Free Trade Agreement.



Data4Safety

Data4Safety, the datamining programme kicked-off 4 years ago transformed from a “blank page” to a programme with solid foundations. Despite the challenges of the COVID crisis, the D4S was able to present its first operational outputs, i.e. dashboards of the 1st set of safety indicators at the June Steering Board Meeting.

D4S Milestones

1. Definition of the Programme Governance with the Charter and Rules & Procedure
2. Development of the D4S Data Protection Model with the Data Sharing and Protection Agreements and the D4S Data Governance

3. Selection of the Big Data and Data Science Providers with Palantir and Minsait by Indra (the Data Analytics Provider, DAP)
4. Selection and technical specification of adapted Use Cases to demonstrate the Programme.

ECA has been part of the programme since its first days and confidently engages in this project with the ultimate aim to improve safety for all pilots and passengers. With ECA's Tanja Harter (Technical Board Director) & Bert Bonke (ECA Flight Data Working Group Chairman) part of the D4S Steering & Technical Boards, we have been on the forefront of D4S also in the past year. One of the key concerns for ECA is to ensure that the data used in the programme is protected. The D4S technical board co-chairs, Leopold Viroles (EASA) and Bert Bonke are currently developing the necessary draft contracts to be signed by the technical partners.

D4S has been able to quickly adapt to the huge changes in the aviation world this year. An extension of the programme's proof of concept phase well into 2021 enabled the development of monitoring tools that will assist the return to normal operations with data-driven safety information.

The extra time will also enable D4S to work with technical partners. This type of cooperation was already foreseen in the D4S data governance as an optional objective for the proof of concept phase and was intended to further enhance the analysis capability of the programme.

07
JUL
2020

Meeting with EU Commissioner Schmit

Long before the COVID-19 pandemic crippled employment and wrecked existing terms & conditions in the aviation sector, certain airlines have successfully destroyed the appeal of working in Europe' aviation. Atypical employment schemes, social dumping and even blatantly flouting of employment and social legislation are phenomena that ECA has long been fighting against.

In the past year we pressed on with our active efforts to protect pilot jobs within an adequate social framework. **To do this, we actively reached out to the EU Employment Commissioner – Nicolas Schmit.**

In a first meeting in July, we urged the new Employment Commissioner to actively support and shape the work of the Commission's 'Expert Group on social matters related to air crew'. The Expert Group was established in April 2019 after years of advocacy work from ECA. It brings together for the first time experts from civil aviation authorities and social/labour ministers.

At our first meeting with Commissioner Schmit, we advocated for a Revision of EU Air Services Regulation (1008/2008) to include a 'social pillar'. We encouraged active participation of DG EMPL to ensure a proper social impact assessment and an effective application of social legislation in all operational bases in order to prevent social dumping, e.g. via wet leasing.

AIRLINE PILOT = REGULATED PROFESSION WHICH EXCLUDES SELF-EMPLOYMENT

CONCERNS

THE INTERNAL MARKET DISRUPTION

Bogus self-employment gives an unfair competitive advantage to the carriers using this type of employment over socially compliant carriers.

FUNDAMENTAL RIGHTS ARE DENIED

Bogus self-employment prevents the correct application of national and European social related legislation.

LIABILITY

Self-employed pilot is responsible for the damages to persons and property?



SAFETY

Self-employed pilot could be not in a position to fully exercise the professional judgment.

TIME

ACTION IS NEEDED NOW! The practice is growing and the lack of action over 10 years has given operators using it a feeling of impunity and damaged fair competition in aviation irreparably.



Time, place and content of work defined by company

No real substitution (only amongst colleagues in same AOC)



IT IS NOT BECAUSE A PILOT AGREES TO WORK AS A SELF-EMPLOYED THAT HE/SHE IS SELF-EMPLOYED

THE WILL OF THE PARTIES

NO COMMERCIAL RISK



Self-employed pilots don't advertise their services to attract more clients. They are not seeking clients, they are seeking jobs.

They don't invest in equipment (type of aircraft, flight planning software, manuals...)



MORE INFORMATION AND DOCUMENTATION: VIEWS ON (BOGUS) SELF-EMPLOYMENT IN AVIATION



It's complicated

SOCIAL SECURITY
Social security law applicable to aircrew depends on their home base



HIGHLY MOBILE

Pilots & cabin crew are highly mobile jobs which makes it difficult to determine the law applicable to them as well as the State(s) with the regulatory oversight responsibility (incl. in the employment & taxes)



AUGUST 2020

09
SEP
2020

Through its observer seat at the Expert Group on social matters related to air crew ECA monitored the progress within this new group and provided much-needed input to the discussions. Many of our recommendations on two workstreams – on Self-Employment & Applicable law – have been embraced by the Expert Group and included in the group’s final papers in September.

Particularly well received were our recommendations for introducing the principle of ‘Operational bases’ – rather than the Principal Place of Business – as a possible relevant factor when it comes to determining the law applicable to employment contracts.

OCT¹⁰
2020

Unobstructed view

The Remote Towers revolution is unfolding across Europe, bringing not only an unobstructed view but also fundamental change to an already proven system. Replacing the traditional visual control towers with Remote Towers, however, should be backed by an equivalent or increased safety level of ATC services and flight operations. In addition, the workload and procedures should remain comparable for Pilots and ATC. A new ECA Position Paper looks at the future of Remote Towers and spells out conditions for a safe and professionally acceptable deployment of this concept.

BREXIT countdown

And as if the aviation industry is not hit hard enough by the COVID crisis, another threat lurks behind the corner: a no-deal Brexit.



The re-imposition of commercial restrictions appropriate to 3rd country airlines on airlines of the UK, and reciprocally on the airlines of the EU by the UK, would cause further and irreversible damage to an industry already on its knees. In October, an ECA Position Paper called on the UK Government and the EU to ensure that loyal, professional workers who would lose their livelihoods as a result of this political choice, are properly supported/compensated.

NOV 11
2020

Occurrence Reporting turns 5

November marks the 5th anniversary of the Occurrence Reporting Regulation (EU Reg 376/2014), a central pillar of Europe's regulatory safety architecture – and largely driven and supported by ECA. Our ECA Flight Data experts delivered extensive inputs to the Review of the Regulation, which was mandated to take place this year. The final report of the review is expected by mid-November 2020 and any outcome will be closely followed by ECA.



ECA Piloting
Safety
European Cockpit Association

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Credits:

Inclut des images créées par United Nations COVID-19 Response - "In addition to health professionals, it is an incentive for people not to continue transmitting the virus and to think about starting to flatten the curve. Art created jointly by Ângela Oyafuso and Suzy Sakano, who made the illustrations, under the guidance of Eunice Liu. Submitted for United Nations Global Call Out To Creatives - help stop the spread of COVID-19." · Arie Wubben - "Zürich Main Railway Station during the Corona Silence" · sarymsakov.com - "Shanghai, China - March 17, 2016: The plane stops at the international airport." · Shawn Ang - "untitled image" · Matt Ridley - "Building on his national bestseller The Rational Optimist, Matt Ridley chronicles the history of innovation, and how we need to change our thinking on the subject." · Priscilla Du Preez - "untitled image" · Charles - "LGA Approach" · Asdrúbal José Medrano - "untitled image" · Daniel Asaki - "untitled image" · Dimitrios - "Schematic of Boeing 737 Max aircraft" · OrangeDeer - "Blue drone over terrain mesh. Geo-scanning. Wire-frame style. Isolated in white background. 3D illustration." · Silvestri Matteo - "Me ne stavo in giardino, a fumare una sigaretta mentre testavo il mio nuovo 35mm." · geralt - "matrix communication software" · Habib Ayoade - "untitled image"