# Evaluation questions

- Administrative costs and negative impacts

  → Compliance obligations major burden for operators, with recurring costs (audits, manual updates, training, renewals, software, and regulatory monitoring) dominating over one-off costs

  → Financial impact: estimated at € 20,000–100,000 per year, 7–30% of annual turnover. Up to 10% of labor costs could be saved with reduced burden

  → Reliance on external consultants and fees to authorities is common

  → Recurring costs reduce financial sustainability and operational flexibility. Regulatory changes often turn one-off costs into recurring commitments

- Negative impacts

  → Rules mirror big airline standards, which are disproportionate for small operators

  → Frequent regulatory changes add uncertainty and recurring costs

  → Social impacts include reduced job attractiveness, increased workload, labor shortages, and fragmented regulatory landscape

  → Compliance is widely seen as an economic burden, affecting profit margins, turnover, competitiveness, and ability to explore new activities

  → 2,900 hours per operator per year is administrative burden (i.e. 53% of administrative effort) ► i.e. 1.65 FTE (i.e. € 65,000 annually)