



Employment & working conditions in aviation

Should we deal with reality, or permit a façade?

Data is in – the Façade has slipped

- **Wealth of data - across all aircrew**
 - Univ. of Ghent: Atypical Employment in Aviation
 - Cardiff/Swansea Univ.: Low Cost Model development
 - EU COM: Employment & working conditions
 - Cardiff/Birmingham Univ.: Evolution of labour market in...
- **Shows reality on the ground – it's ugly**
 - But current Regs & loopholes address & permit a pretense, not the real picture





Perverse practices & incentives



P2F
Pay to Fly

Google search:
Stop Pay to Fly Video vimeo
220.000 views so far



Jon Horne
European Cockpit Association

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Perverse incentive – so ban it

- ***Pay to Fly (P2F) & Zero-hours contracts***
 - Perverse incentive structure
 - Gross folly for Key Safety Workers
 - No place for this in air transport industry
- **Requires ban – no ifs or buts**
 - How to stop work-arounds or off-shoring?
 - Replace P2F market 'need' with responsible practice
 - Need mandatory 'cadetship' (apprenticeships)



Give 'mobile workers' a home

Strengthen 'Home Base' for Mobile Workers

- Principle & definition used in EASA Ops regs, social security regs & employment contracts
- Need a home in EU to derive rights from
- Some crew need to be based in different places, but...
 - Must be a declaration of ***where they are, not a paper choice*** from Operator. Go anywhere else and...
 - ... they are ***temporarily posted***, and ***protected***



Self-employed?

“That’s it
for the day
Ladies & Gents –
just popping home
to pick up
the kids from
school...”

“Anyone got the number of another pilot who we can call out to finish the job?”



Leave no room for BOGUS setups

- **Bogus 'self-employment' – how to stop it?**
 - It's Fraud, and a denial of Fundamental Rights
- **Sub-contracting chains often bogus too**
 - Isolates aircrew, weakens responsibility chain, damages safety culture & can create dependency
- ***Default assumption of direct employment***
 - Unless objective & concrete criteria prove otherwise
- ***'Cap' on indirect employment***
 - As per maintenance staff, allowing necessary flex





Do we want 'Flags of Convenience'?

... or to keep an EU Air Transport industry?

- **'Principle Place of Business'**: is a reality of establishment & of operation, **not a choice of façade** or smokescreen
- **Revise visa regs** for non-EU crew to align with other workers
- If using **EU** Member State **traffic rights**: need **EU work permit or Base**
- If **working under EU AOC** – but based ex-EU – crew must trigger **AOC issuing state's social rights** & obligations as minimum



Assess reality, not paper convenience

1. **Ban Pay to Fly & Zero-hours** – *Perverse incentive* for key safety worker – need 'Cadetships' to replace
2. **Strengthen 'Home Base'** – Give aircrew a home in EU to derive rights from, not a loophole for cowboys
3. **Prevent bogus, & cap indirect, setups** – default assumption of direct employment unless *disproven*
4. **Block Flags of Convenience** – 'Principle Place of Business' is a reality of establishment, not a choice of façade; revise visa and aircrew basing rules

