



# 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

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# P2F

## Pay to Fly

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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

