

European Transport Workers' Federation

ETF SOLUTIONS ON SOCIAL DUMPING AND CABIN CREW JOBS IN EUROPE

**European Parliament EMPL exchange
of views on 7 May 2015**

Elisabetta Chicca, ETF Cabin Crew Committee Chair



ETF vision for the future

- Fair civil aviation in Europe
- Safety and Quality of Aviation Services
- End of social dumping
- Fair Working Conditions
- Inclusion of Social Rights for the Aviation Employees

**The single market must develop
within a social framework!**

SOCIAL DUMPING

Weak points

Solutions

1. **Social Security**: it is governed by the laws of the country where the crewmember has their home base as per Regulation 3922/91
 2. **Outsourcing and Temporary Agency Work**: Low quality jobs are replacing decent jobs, which have disappeared in legacy Airlines. Some of them have even been outsourced to non-aviation companies
 3. **Single Permit Directive**: Current EU immigration laws allow Operators' to hire cabin crew from non EU countries where local labor and social legislation don't ensure the protection of work in line with European standards'
1. Improvement of Regulation n°465/2012/EC on Social Security Coordination in line with Home Base definition in Reg.83/2014/EC
 2. Improvement of Directive on Temporary Agency Work (2008/104/EC) to promote direct employment
 3. Improvement of Directive 2011/98 EU (single permit directive) to extend and include air crews in the same level of protection as the other working categories

SOCIAL DUMPING

Weak points

Solutions

- 4. Work Time Directive:** Mobile workers in Civil Aviation are exempted from the scope of the general Working Time Directive (2003/88/CE) and they have been transposed into Directive n°2000/79/EC and FTL revision
 - 5. Atypical employment:** Airlines are taking advantage of various forms of Atypical contracts for air crew to avoid social security contributions, collective agreements and in favor of a huge flexibility. The drawback of this employment structure affects safety.
- 4.** Better provision of the Council Directive 2000/79/EC Working Time of Mobile Workers in Civil Aviation
 - 5.** The adoption of a legislation for civil aviation against the indiscriminate use of Atypical Employment, definition of a worker and a self-employed.

SOCIAL DUMPING

Weak points

Solutions

- 6. Social Dialogue:** social dialogue, at EU level, did not yet discussed in an holistic way on the working and social conditions of staff, however, there is a wide spread use of social dumping as common tool to keep costs under control.
- 7. Lack of reliable information :** There is a lack of data on employment and working conditions in aviation. This loophole prevents the regulator and the social partners to take adapted policies.
- 6.** The ETF is encouraging its employers' counterpart to enter into discussion on social rights for staff. And to establish a level playing field.
- 7.** Creation of an EU Observatory on jobs and working conditions in civil aviation.



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