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Position Paper

on the European Commission's Sustainable Transport Investment Plan (STIP)

The European Cabin Crew Association (EurECCA), the largest independent cabin crew association across Europe, welcomes the European Commission's initiative to establish a **Sustainable Transport Investment Plan (STIP)**.

EurECCA recognises the urgency of the climate challenge and strongly supports the objective of decarbonising aviation as part of the European Green Deal and the "Fit for 55" package. Aviation is one of the hardest sectors to decarbonise, and sustainable aviation fuels (SAFs) are expected to play a central role in achieving EU climate targets.

While the Commission's initiative rightly focuses on **mobilising investment** to scale up renewable and low-carbon fuels, EurECCA stresses that **sustainability must be multidimensional**. Environmental and industrial objectives must be matched by **social sustainability**, ensuring that the transition is fair, inclusive, and protective of aviation workers' rights.

1. Context and challenges for aviation:

The STIP acknowledges that aviation faces significant obstacles to decarbonisation:

- The sector contributes substantially to greenhouse gas emissions, which remain above 1990 levels.
- SAFs and other renewable fuels are between **2–10 times more expensive** than fossil fuels.
- EU production capacity of SAFs is still limited, with many advanced projects awaiting final investment decisions.
- Airlines face financing hurdles, uncertainties in supply, and difficulty in securing long-term contracts.

These challenges risk creating additional cost pressures across the aviation sector. Without safeguards, this may translate into **increased social dumping, precarious employment models, and further outsourcing of cabin crew jobs**.

2. Risks for Cabin Crew in the transition:

EurECCA underlines that cabin crew, as frontline workers in the aviation sector, may be disproportionately affected by the indirect impacts of fuel cost increases and market competition. Specific risks include:

- **Employment practices:** Airlines may resort to atypical and insecure contracts, undermining job stability and working conditions.
- **Fragmented deployment of SAFs:** Unequal access and costs across Member States could exacerbate existing market distortions, worsening competition and labour standards.
- **Training needs:** New operational procedures related to new aircraft technologies, and safety requirements will require targeted upskilling of cabin crew.

3. EurECCA's key demands:

To ensure that the Sustainable Transport Investment Plan contributes to a **just transition** in aviation, EurECCA calls on the European Commission to integrate the following elements into the STIP framework:

3.1 Integrating the social dimension

- Include **social impact assessments** alongside investment roadmaps for aviation.
- Recognise explicitly that the decarbonisation of transport must not come at the expense of workers' rights or job quality.



3.2 Level playing field: Making sure EU carriers don't suffer from unfair competition

- Provide an EU-level framework enabling Member States to impose a levy on journeys with a departure point in the EU, where one or more legs of that journey is not subject to EU legislation aimed at decarbonising aviation or equivalent non-EU-country or international rules. The levy would cover the full journey from departure to final destination and would serve to mitigate carbon leakage risks.
- Add the fuel-taxation clause to the standard list of clauses Member States are required to include in their bilateral air services agreements with non-EU countries.

3.3 Safeguards against social dumping

- Link EU funding and financial support for SAF deployment to **compliance with EU labour and social standards**.
- Establish monitoring mechanisms to prevent airlines from offsetting transition costs through unfair employment models.

3.4 Support for training and transition measures

- Dedicate EU resources to **training programmes** for cabin crew, ensuring they acquire the skills needed for new operational and safety procedures related to alternative fuels.

4. Conclusion:

The Sustainable Transport Investment Plan is a crucial step to secure Europe's leadership in clean transport technologies, strengthen strategic autonomy, and reduce oil dependency. EurECCA fully supports these objectives.

However, the transition must be **fair**. A strategy that prioritises industrial competitiveness and environmental performance without addressing the social consequences risks undermining workers and weakening the sector's long-term resilience.

EurECCA therefore calls on the European Commission to make the **social dimension an integral part of the STIP**. This means protecting employment, ensuring fair working conditions, supporting training, and involving worker representatives at every stage of the transition.

Only a **comprehensive approach to sustainability — environmental, industrial, and social —** will ensure that the decarbonisation of aviation succeeds and that Europe remains both globally competitive and socially fair.

EurECCA stands ready to engage constructively with DG MOVE, EU institutions, and stakeholders to help deliver a sustainable and just future for European aviation.

**EurECCA represents, protects and develops the rights
and needs of all cabin crew all over Europe.**

FLYING TOGETHER – PROTECTING EACH OTHER

About EurECCA: established in Brussels in 2014, the European Cabin Crew Association, EurECCA, represents, protects and develops the rights and needs of cabin crew all over Europe. It is composed of cabin crew unions from European Union Member States as well as accession and bordering states. EurECCA has no political connections. EurECCA's work is around Cabin Crew working conditions, wages, social protection and health and safety at work.