



Brussels, 24-10-2025

Position Paper

Fair labour mobility and decent work in European aviation

The European Cabin Crew Association (**EurECCA**) welcomes the European Commission's 2026 Work Programme and its renewed emphasis on **social fairness and quality employment**, particularly through the **Fair Labour Mobility Package** and the **Quality Jobs Act**. These initiatives present a crucial opportunity to guarantee fair working conditions, full social protection, and recognition of qualifications for Europe's mobile aviation workforce — a sector deeply affected by cross-border operations, atypical employment models, and persistent social dumping.

EurECCA urges the European institutions to ensure that **aviation and cabin crew** are explicitly included in these upcoming initiatives. For decades, mobile aircrew have been at the forefront of Europe's internal market integration, yet they remain among the most exposed to regulatory loopholes and enforcement gaps.

Europe must now make fair mobility and decent work a **reality in the skies**, not just on paper.

The **European Commission Work Programme 2026**, entitled "*Europe's Independence Moment*", outlines a vision for a fair, competitive, and sustainable Europe. Among the flagship social initiatives are:

1. The Fair Labour Mobility Package (Q3 2026)

- Establishment of a **European Social Security Pass**, improving the traceability and portability of social-security contributions across borders.
- **Strengthening of the European Labour Authority (ELA)** to improve coordination between Member States, ensure proper enforcement, and prevent cross-border abuses.
- A **Skills Portability Initiative**, facilitating recognition of professional qualifications and competences across the EU. [eurecca.eu](https://www.eurecca.eu)

2. The Quality Jobs Act (Q4 2026)

- Promoting **decent work, fair wages, social dialogue, and stable employment**.
- Targeting **precarious and non-standard forms of work**, especially in sectors with complex subcontracting structures such as aviation. [eurecca.eu](https://www.eurecca.eu)

EurECCA has consistently highlighted these issues, including in its position papers on **social dumping** and **ACMI/wet-leasing** practices:

- *Social dumping in European civil aviation: structural consequences and the need for a coordinated regulatory response* (2025). [eurecca.eu](https://www.eurecca.eu)
- *Revision of Regulation (EC) 1008/2008 — Wet-leasing* (2025). [eurecca.eu](https://www.eurecca.eu)

These realities demand EU-level solutions to ensure equal treatment, legal certainty, and sustainable working conditions.



Challenges faced by Cabin Crews

Despite EU regulations on licensing and operational safety, **labour and social protection** remain unevenly enforced across the sector.

1. Fragmented social protection

Cabin crew operating across borders often face conflicting or inadequate social-security coverage. Some workers are registered in countries where they never perform duties, depriving them of effective benefits or healthcare access.

2. Blurred employer responsibility

ACMI leasing and outsourcing practices have created opaque chains of employment, where determining the “real employer” is increasingly difficult — with consequences documented in EurECCA’s wet-leasing analysis. eurecca.eu

3. Unequal treatment and pay gaps

Mobile crew frequently experience pay disparities depending on contractual models or base location, despite identical tasks and EASA certification. EurECCA has called for a **sector-specific approach to posting of workers in aviation**. eurecca.eu

4. Lack of mutual recognition of qualifications

Cabin crew certificates issued under **EASA Part-CC** are recognised across the EU, yet companies often impose redundant training or probationary periods, undermining free mobility.

5. Precarious and atypical employment

Bogus self-employment, pay-to-fly, temporary agency work and complex subcontracting models remain common, as flagged in EurECCA’s analyses of **Regulation 1008/2008** and social-dumping practices. eurecca.eu

EurECCA’s key demands

1) Explicit inclusion of aviation in the Fair Labour Mobility Package

- The **European Social Security Pass** must clearly apply to all mobile transport workers, including aircrew, ensuring digital access to contributions and benefits histories.
- The **European Labour Authority (ELA)** should receive a **specific monitoring mandate for aviation**, cooperating with national inspectorates and EASA to detect abusive cross-border employment. (See also EurECCA’s conference position on labour shortages and enforcement needs.) eurecca.eu

2) Effective recognition and portability of cabin-crew qualifications

- The **Skills Portability Initiative** must guarantee EU-wide portability of **EASA Cabin Crew Certificates** and experience, preventing redundant training and costs when cabin crew change employer or base.



3) *Embed decent-work principles in the Quality Jobs Act*

- The Act must address **precarious work, subcontracting, and false self-employment** in aviation by defining minimum standards for contracts, pay, and social coverage, and by reinforcing **collective bargaining and social dialogue**. (See EurECCA's social-dumping and 1008/2008 positions.) eurecca.eu
- Clear and binding definitions of **Operational Base** and **Principal Place of Business**.

4) *Stronger cross-border enforcement and transparency*

- Create a **European Aviation Labour Observatory** under ELA to monitor employment models, ensure transparency, and prevent forum-shopping.
- Give national authorities real-time access to employment and base-location data provided by operators.

5) *Guarantee occupational health and safety — aircraft as a workplace*

- Adopt an **EU individual directive on OH&S for aircrews** under Article 16 of Directive 89/391/EEC, as EurECCA has repeatedly requested. eurecca.eu
- Ensure robust protections for fatigue, radiation exposure and psychosocial risks; and minimum **insurance coverage** for work-related injury and illness. eurecca.eu

Call to action

EurECCA strongly supports the EU's ambition to promote **fair labour mobility and quality employment**. But these initiatives must **not overlook aviation**, where unfair competition and weak enforcement continue to undermine social cohesion and safety.

The forthcoming **Fair Labour Mobility Package** and **Quality Jobs Act** must:

- Secure equal treatment and social protection for all mobile aircrew,
- Guarantee effective enforcement and transparency across borders, and
- Promote decent, stable, and sustainable employment in aviation.

EurECCA stands ready to work with the European Commission, the European Parliament, the Council, and the **European Labour Authority** to ensure that fair mobility and decent work truly take flight.

**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 and represents some 50,000 cabin crew in Europe. EurECCA has no political connections. EurECCA's work is around Cabin Crew working conditions, wages, social protection and health and safety at work.