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Position Paper

Protecting the “Home Base” principle for Cabin Crew in Europe

The ongoing discussions in the European Parliament about the revision of European social security rules are very important for cabin crew across Europe. For EurECCA, the main issue is simple: cabin crew must remain affiliated to the social security system connected to their real operational home base.

The current discussions do not create a new “home base” principle. This principle already exists in European legislation and has protected in somehow aircrews for many years. The objective of the current revision is mainly to update and confirm these protections within the current European aviation framework.

The “home base” principle is essential because it reflects the real working life of cabin crew. It means that the country linked to a crew member’s home base should remain the country responsible for social security affiliation.

This protection was introduced to stop abusive practices in the aviation industry. In the past, some airlines tried to register crew members in countries with lower social costs even when crews were actually working and living elsewhere. These practices created unfair competition, weakened cabin crews’ rights and encouraged social dumping within European aviation.

For cabin crew, the consequences could be serious: uncertainty about social security rights, lower protection, administrative difficulties and disconnection from the country where they genuinely work and build their professional life.

The current compromise discussed at European level keeps the “home base” principle fully in place. It clearly confirms that cabin crew and flight crew should remain linked to the Member State where their home base is located.

For EurECCA, this is a very important safeguard. The preservation of the “home base” principle helps protect fair competition between airlines while also protecting the social rights of cabin crew across Europe.

European aviation is becoming increasingly complex, with more outsourcing, subcontracting and cross-border employment models. In this environment, strong social protections are more necessary than ever. Mobility must never become an excuse to weaken labour rights or social security protections.

Cabin crew are not simply mobile workers on paper. They work from a real operational base, follow rosters linked to that base and organise their professional and personal lives around it. Social security affiliation must therefore continue to reflect this operational reality.



EurECCA welcomes the preservation of the “home base” principle in the current European discussions and calls on European institutions to continue defending strong protections against social dumping in aviation.

For EurECCA, one principle remains clear: cabin crew social security rights must stay connected to the real operational home base of aircrews, not to artificial corporate structures designed only to reduce costs.

**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.

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