

E4FC CALLS ON THE EUROPEAN LABOUR AUTHORITY TO WORK ON AVIATION

Europeans for Fair Competition (E4FC) is a coalition of European airlines and unions representing airline employees (cockpit, cabin crew and ground staff) fighting for fair competition and high social standards.

Europeans for
Fair Competition



The aviation industry faces **intense competition**, straining aircraft operations significantly. Evolving business models, often **bypassing labour laws**, have arisen amid this competitive landscape.

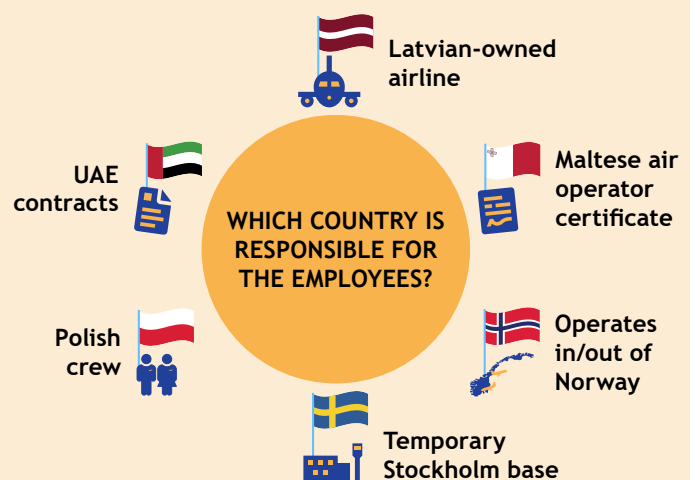
Europeans for Fair Competition (E4FC) urges the EU institutions to **address atypical employment methods** (such as false home bases and bogus self-employment) and new business models that sidestep social regulations, disrupting fair competition within the EU and vis-à-vis non-EU airlines.

European Labour Authority can play a pivotal role

E4FC is convinced that the European Labour Authority (ELA) should play a pivotal role to address challenges related to cross-border mobility in the European aviation sector.

Here is why:

- Member States still have **substantial differences** in terms of social or labour law (with some Member States having stricter social security obligations than others).
- There is a **lack of effective enforcement of cross-border mobility rules** in aviation (e.g., EU posting rules) at Member States' level.



European Labour Authority should support Member States in tackling different issues, such as the real example above where no country takes responsibility over the employees. This distorts competition and potentially leads to unsafe operations.

Recommendations

In the context of the review of the ELA and possibly its mandate, E4FC advocates for ELA to **commence working on cross-border mobility issues in aviation**. Notably, to address the **circumvention of social law in aviation** and the above issues, ELA should:

- Intensify the **outreach and coordination with national labour inspectorates** to strengthen local enforcement of EU and national labour law and social regulation - such as on posting rules.
- Implement a **structured cooperation and exchange of information between competent national authorities**, including labour inspections and the relevant civil aviation authorities.
- **Train national staff** from labour inspection and civil aviation authorities on cross-border mobility rules, specifically related to aviation.
- Be able to make an assessment of existing national legislation to **analyse shortcomings**.