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Position Paper

ILO's conclusions and recommendations on the promotion of decent work to shape a green, sustainable and inclusive economic recovery for the civil aviation sector

The International Labour Organization (ILO) recently published the "Conclusions and recommendations on the promotion of decent work to shape a green, sustainable and inclusive economic recovery for the civil aviation sector." This position paper summarizes the key points and recommendations outlined in the ILO's document, and presents EurECCA's stance on these matters.

Summary of ILO's Conclusions and Recommendations:

Importance of the civil aviation sector: The ILO recognizes the civil aviation sector as a crucial driver of global economic growth and social development. This sector has been severely affected by the COVID-19 pandemic, with significant job losses and economic setbacks. However, the ILO believes that the civil aviation industry has the potential to lead a green, sustainable, and inclusive economic recovery.

Decent work and social dialogue: The ILO emphasizes the importance of decent work and social dialogue in the recovery process. This includes respecting workers' rights, promoting social protection, ensuring occupational safety and health, and supporting skills development.

Unequal treatment: The report highlights significant disparities in working conditions and social protection for cabin crew members employed under atypical contracts, compared to those under standard employment contracts. This inequality leads to adverse consequences on overall job satisfaction, mental health, and employee retention.

A just transition towards environmental sustainability: The ILO calls for a just transition that leaves no worker behind while addressing the urgent need to reduce the industry's environmental impact. This requires investing in greener technologies, adopting sustainable practices, and supporting workers in the transition to new job opportunities.

Promoting gender equality and inclusivity: The ILO highlights the importance of promoting gender equality and inclusivity in the civil aviation sector. This involves addressing existing disparities, implementing gender-responsive policies, and promoting a diverse workforce.

EurECCA takes note of the ILO's conclusions and recommendations. We believe that the civil aviation sector must prioritize decent work, social dialogue, health and safety at work, environmental sustainability, gender equality, and inclusivity to ensure a successful recovery. As such, EurECCA advocates for the following actions:

- **Engage in social dialogue** with all relevant stakeholders to create fair, equitable, and sustainable solutions that benefit both the industry and its aircrews;
- **Prioritize decent work** as a central element of the sector's recovery strategy. Decent work is fundamental to achieving economic recovery, reducing inequality, and fostering social inclusion. By respecting fundamental principles and rights at work, decent work is a key component of a truly sustainable and resilient civil aviation sector.
- **Enhance Health and Safety standards** and urge airlines to prioritize the health and safety by implementing policies that minimize fatigue, such as setting reasonable working hours, ensuring adequate rest periods, and providing training and support to cabin crew members;
- **Promote fair employment practices.** Airlines and other industry stakeholders must prioritize the adoption of fair employment practices, with a focus on providing equal access to job security, social protection, working conditions and career development opportunities for all cabin crew members;
- **Implement gender-responsive policies and initiatives** to foster a diverse and inclusive workforce, addressing the gender gap and other forms of discrimination within the sector;
- **Strengthen regulatory oversight** by increasing coordination and cooperation among national and European regulatory authorities to ensure the consistent application and enforcement of labor and social security laws for all cabin crew members, regardless of their employment status. Strengthening a robust labor administration and inspection systems will ensure a safe and healthy working environment. The promotion of a "just culture" is vital to achieving this goal;
- **Support the adoption of greener technologies and practices**, including research and development, to reduce the environmental impact of the civil aviation sector.

EurECCA encourages European Member states and the airlines to adopt and implement these recommendations to ensure the health and safety and wellbeing of its cabin crew. The civil aviation sector has the potential to lead a green, sustainable, and inclusive economic recovery. By embracing the ILO's recommendations and working together, we can build a better future for the industry and its aircrew. EurECCA is committed to promoting these values and advocating for the best rights and interests of cabin crew members and will continue to work with industry stakeholders and regulatory authorities to ensure a fair and equitable working environment in the European aviation sector.

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 accounting for 70% of all organized 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.