

# Nordic pilots unite in condemnation of airlines' push for worker exploitation

Across Europe and the Nordic countries an increasing number of airlines have started to strip pilots of their basic rights.

These companies are pressuring their pilots to sign up to a labour model that takes us back more than 100 years.

This model aims to enhance profits by exploiting pilots and avoiding employment obligations.

Under these contracts the airlines seek to:

- Operate without a line of responsibility or accountability
  - The pilot is his/her own employer, hence the pilot has no employment rights
  - Safety culture and incident reporting will come under threat
  - The airlines employer responsibilities are effectively outsourced to the lone pilot
- Avoid any social dues or taxes being paid to the country of registration and in the country where they base their workers – this is social dumping
  - Pilots are often nominally employed in one country with little or no social security provisions, registered as resident in a second, but actually fly from a base in a third country
  - They draw on public resources, but these airlines do not contribute to the actual home base economy as they should
  - These airlines undermine competitors who do meet their legal and social obligations
- Deny their workers rights to sick leave
  - If taking more than a handful of days sick, pilots risk dismissal without rights
  - Forced therefore to fly when unfit, safety is seriously compromised
- Prevent women working as pilots
  - Maternity rights are compromised under these contracts – pregnancy simply results in job loss
- Demand relocation at short notice
  - With the constant risk of being moved from one 'home' base to another, no leave, and no job security, a family life is almost impossible
- Intimidate pilots into putting profits before safety

- Any pilot making a safety decision costing the airline money, risks having the contract terminated
- Many pilots feel pressured to fly with unsafe aircraft, mechanical defects or unfit crew

It is for these reasons that the Nordic pilot unions, Norsk Flygerforbund, Svensk Pilotförening, Finnish Pilots' Association, Danish ALPA, FIA (Icelandic ALPA), Estonian ALPA will oppose this model with all necessary means.

We will fight this social dumping to protect the basic rights of our colleagues, the obligations underpinning the structure of our society, and ultimately the safety of the travelling public.

A pilot must be employed directly by the airline company!



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