



**ECA**  
Piloting Safety

Commissioner Violeta Bulc,  
Commissioner Marianne Thyssen  
European Commission  
Brussels

Sent by email: - [Violeta.Bulc@ec.europa.eu](mailto:Violeta.Bulc@ec.europa.eu)  
- [Marianne.Thyssen@ec.europa.eu](mailto:Marianne.Thyssen@ec.europa.eu)

Brussels, 30/04/2015

## Re: Pay-to-Fly & Atypical Aviation Employment

Dear Commissioner Bulc,  
Dear Commissioner Thyssen,

Pay-to-Fly (P2F) schemes – obliging young pilots to pay their airline to fly its aircraft & passengers, in order to gain flight experience – is one of the ‘atypical employment’ forms that are proliferating in Europe’s aviation sector.

Like (bogus) self-employment, zero-hour & temporary agency contracts for pilots, P2F schemes have numerous negative social & safety repercussions and hinder the access to the profession for young people. Such new employment forms and their repercussions must be urgently addressed both at national and, crucially, at EU level. This is also stated in the recent Ghent University study on atypical employment in aviation, which makes the recommendation (amongst others) that P2F schemes be banned.

Yesterday, ECA’s European pilot community started an awareness campaign about atypical employment and on P2F in particular. Within the first 48 hours after its launch, over 104.000 European citizens have watched the campaign video, and the Stop-P2F-Petition – initiated by young pilots – is close to 10.000 signatures so far.

The ‘social dimension’ of transport will be subject to a Commission Conference on 4<sup>th</sup> June 2015. This is a welcome initiative and ECA will contribute and work for its success.

However, concrete action on atypical employment is required. It cannot stand that key safety workers – in particular pilots who are often the only independently mandated safety professional in the operational chain – are placed under the conflicting incentives of Pay-to-Fly or zero-hours contracts. Legislative steps are needed, and for this we call upon your combined political leadership to take decisive action and address both the related social aspects and the potential safety repercussions.

Yours sincerely,

Dirk Polloczek  
ECA President

Jon Horne  
ECA Vice-President

Philip von Schöppenthau  
Secretary General

Links: [ECA Press Release](#) --- [Position Paper](#) --- [P2F Video](#) --- [Stop-P2F-Petition](#)--- [P2F WebInfoPage](#)

European Cockpit Association AISBL

Rue du Commerce 20-22, 1000 Brussels, Belgium | T +32 2 705 32 93 | F +32 2 705 08 77 | [eca@eurocockpit.be](mailto:eca@eurocockpit.be) | [www.eurocockpit.be](http://www.eurocockpit.be)