



## Agenda

- Ways of working in the aviation sector and the legal complexities
- Study on employment and working conditions
- European Commission's Aviation Strategy

## The legal complexities - Atypical workers

- What is atypical working?
- Are atypical workers protected?
- The challenges of EU employment law protection in a global environment.
- The implication of "employee", "worker" and "self-employed".
- Having said this, there are mechanisms in place for tax authorities and individuals to challenge the label they have been given, and assert employment status.

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## The legal complexities - Outsourcing & Multiplication of operational bases

- Are employees protected?
- What protections are in place?
- The challenges of EU employment law protection in outsourcing.
- The challenges of multiple bases.

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## Study on employment and working conditions

- Clyde & Co reported regarding employment law
- Commissioned by the Director General for Mobility and Transport

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## EC Aviation strategy

- EC recognised need for reform.
- Alongside need to retain world-leading position in skills.
- EC recognised trend to outsource and increase in atypical working arrangements.
- Proposes to maintain continuous monitoring and regular exchange of information.
- Acknowledges importance of bringing clarity on the applicable law and jurisdiction for dispute.
- Proposes a general practice guide to be issued, and will consider aviation specific guide.
- EC considers social dialogue to be essential and the EC will continue to support this.
- EC will promote high levels of protection with third country agreements.

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## Summary

- There are plenty of laws already in place to protect workers.
- There will always be challenges where there are multiple jurisdictions in play.
- A balancing of interests.
- No immediate legal changes expected, but focus on clarifying current legal protection.

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