



ECA Piloting Safety

European Cockpit Association

Social rating of European airlines

Why this survey?

This concise and anonymous online survey is the opportunity for European pilots to **rate their airlines and determine where they sit on the social/unsocial scale.**

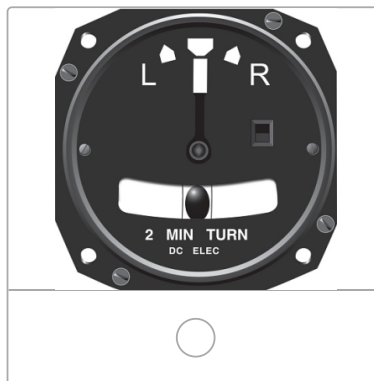
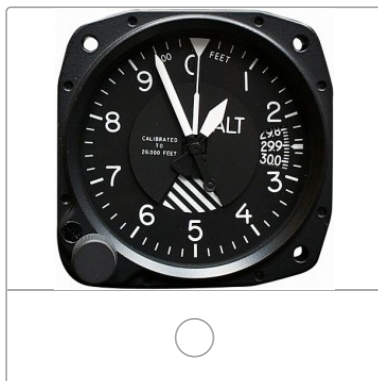
Pilots will be asked to answer **'yes' or 'no'** to a number of questions on the use of atypical employment models, contractual arrangements, as well as on representative rights, work-life balance and overall worker satisfaction at their airlines. The intention is to take stock of pilot satisfaction in Europe's cockpits. The answers will be processed and analysed resulting in airlines being appraised.

This survey, which takes only **2-3 minutes to complete**, comes at a time when ECA is fighting for pilots' need for social legislation in aviation at EU level. Disappointingly, the European Commission has announced the delay of the revision of the EU Air Services Regulation 1008/2008 which represents the biggest opportunity to implement such legislation!

The result of the poll will be showcased on ECA's website together with quotes from pilots sharing their insights into their airlines' working conditions. We hope that the data compiled will serve as useful tool for ECA's campaign for **social aviation**, provide useful data for the European pilot community and useful feedback for the airlines. We also hope it will serve to raise the awareness of all interested parties, including the travelling public, and provide **input for national & European policy-makers** and the related decision-making process.



*Select the VSI between the following instruments



Employee - Labour relationship

Please answer the following questions about the airline you fly for

* **I am a pilot flying for:**

- | | | |
|---|---|---|
| <input type="radio"/> Aegean Airlines | <input type="radio"/> Aer Lingus | <input type="radio"/> Aeroflot |
| <input type="radio"/> Aerologic | <input type="radio"/> Air Atlanta Icelandic | <input type="radio"/> Air Dolomiti |
| <input type="radio"/> Air Europa | <input type="radio"/> Air France | <input type="radio"/> Air Malta |
| <input type="radio"/> Air Mediterranean | <input type="radio"/> airBaltic | <input type="radio"/> Alitalia |
| <input type="radio"/> ASL Airlines | <input type="radio"/> Atlantic Airways | <input type="radio"/> Austrian Airlines |
| <input type="radio"/> Avion Express | <input type="radio"/> BA CityFlyer | <input type="radio"/> Binter |
| <input type="radio"/> Blue Air | <input type="radio"/> Bluebird Airways | <input type="radio"/> Bluebird Nordic |
| <input type="radio"/> BRA - Braathens Regional Airlines | <input type="radio"/> British Airways | <input type="radio"/> Brussels Airlines |
| <input type="radio"/> Bulgaria Air | <input type="radio"/> Buzz | <input type="radio"/> Cargolux Airlines International |
| <input type="radio"/> CityJet | <input type="radio"/> Condor Flugdienst | <input type="radio"/> Corendon Airlines |
| <input type="radio"/> Corsair | <input type="radio"/> Croatia Airlines | <input type="radio"/> CSA Czech Airlines |
| <input type="radio"/> DHL Air UK | <input type="radio"/> easyJet | <input type="radio"/> Edelweiss Air |
| <input type="radio"/> European Air Transport (DHL) | <input type="radio"/> Eurowings Germany | <input type="radio"/> Eurowings Europe |
| <input type="radio"/> Finnair | <input type="radio"/> Flyr AS | <input type="radio"/> Go2Sky |
| <input type="radio"/> Helvetic Airways | <input type="radio"/> Hi Fly | <input type="radio"/> HOP! |
| <input type="radio"/> Iberia | <input type="radio"/> Iberia Express | <input type="radio"/> Iberia Regional Air Nostrum |
| <input type="radio"/> Icelandair | <input type="radio"/> Jet2.com | <input type="radio"/> KlasJet |
| <input type="radio"/> KLM Cityhopper | <input type="radio"/> KLM Royal Dutch Airlines | <input type="radio"/> Lauda Europe |
| <input type="radio"/> LEVEL | <input type="radio"/> Loganair | <input type="radio"/> LOT Charters |
| <input type="radio"/> LOT Polish Airlines | <input type="radio"/> Lufthansa | <input type="radio"/> Lufthansa Cargo |
| <input type="radio"/> Lufthansa CityLine | <input type="radio"/> Luxair | <input type="radio"/> Malta Air |
| <input type="radio"/> Martinair | <input type="radio"/> NetJets | <input type="radio"/> Nordic Regional Airlines |
| <input type="radio"/> Nordica | <input type="radio"/> Norwegian Air International | <input type="radio"/> Norwegian Air Shuttle ASA |
| <input type="radio"/> Norwegian Air UK | <input type="radio"/> Pegasus Airlines | <input type="radio"/> Play |
| <input type="radio"/> Ryanair | <input type="radio"/> SAS | <input type="radio"/> SAS Ireland |
| <input type="radio"/> SATA Air | <input type="radio"/> SmartLynx Airlines | <input type="radio"/> Smartlynx Malta |
| <input type="radio"/> SmartWings | <input type="radio"/> SunExpress | <input type="radio"/> SWISS |
| <input type="radio"/> TAP Air Portugal | <input type="radio"/> TAP Express | <input type="radio"/> TAROM |
| <input type="radio"/> Titan Airways | <input type="radio"/> Transavia | <input type="radio"/> TUI Airways Ltd |

Contractual arrangements in my airline

Please answer the following questions about the airline you fly for

* **Direct employment contracts for pilots are the norm**

Yes No not applicable

* **Use of atypical employment arrangements: use of Contractors/ Self-employed/ 3rd party agencies on a regular/ systematic basis (i.e. other than for short-term technical or operational needs)**

Yes No not applicable

* **Use of Pay to fly schemes**

Yes No not applicable

* **Use of floaters (pilot has a contractual home base but starts duties in several different countries per year)**

Yes No not applicable

* **Once assigned, someone's home base is highly stable (changes less than once per 5 years)**

Yes No not applicable

* **The country of applicable law of contracts is the same as the home base country**

Yes No not applicable

* **Minimum guaranteed pay regardless of the hours you have flown**

Yes No not applicable

* **In case of redundancy, crew benefit from the social security of the country where their home base is**

Yes No not applicable

* **There are transparent redundancy criteria**

Yes No not applicable

* **There is a transparent pay scale**

Yes No not applicable

* **There is a transparent process for promotion/upgrades**

Yes No not applicable

Employee satisfaction & work-life balance

Please answer the following questions about the airline you fly for

* **Pilots recommend the company to their friends.**

Yes No not applicable

* **Considering all their efforts and achievements in their job, pilots feel they get paid appropriately.**

Yes No not applicable

* **Pilots remain in the company as a career path (rather than using the company as a stepping-stone, remaining as little as possible, just until something better comes along).**

Yes No not applicable

* **There is a general concern among pilots that there is a risk of disciplinary measures (incl. being fired) in case of reporting sick, fatigued and/or unfit for duty.**

Yes No not applicable

* **The company takes Just Culture seriously, pilots do not expect negative repercussions after reporting safety occurrences or taking operational safety decisions that cause economic costs to the company.**

Yes No not applicable

* **The company pays for pilots' recurrent training to maintain flying skills.**

Yes No not applicable

* **Flexible/ part-time work arrangements are possible and easy to agree/implement.**

Yes

No

not applicable

* **Company expects crew to fly maximum FTLs.**

Yes

No

not applicable

* **Company promotes diversity and equal opportunities**

Yes

No

not applicable

* **Pilots are generally comfortable with the confidentiality of the FDM (flight data monitoring) system in place and have genuine trust in their FDM Gatekeeper.**

Yes

No

not applicable

A space to share comments and experiences within the company, these may be quoted (anonymously) as part of promotion of the survey results.