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ESA/ESTEC
Attn Mr Josef Aschbacher (Director General)/
Mr Torben Henriksen (Director of Technology)
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Contactpersoon

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Betreft

Letter to the Director General

Plaats

Utrecht

Datum

12-04-2024

Ons kenmerk

M2302 1278/RM/cd

Uw kenmerk

Dear Mr. Aschbacher ,

We, the contractors, currently workers contributing to ESA projects and programs as team members at ESTEC, hereby ask for your support in ensuring the employment agencies we work for comply with the Dutch labor law, in particular the Waadi Act.

We ask for your support to ensure ESA primes demonstrate compliance with these articles. We seek your support to ensure fair and reasonable compensation to those of us serving ESA through Industrial contracts. Firstly, we are proud to work under your leadership, hand in hand with our staff colleagues, and share both the successes and difficulties of the day-to-day work life in ESA. During your podcasts you have underlined and emphasized the importance of the contractor contributions to ESA. We bring valuable skills, experience, and commitment, and we provide the flexibility that ESA needs to adapt to the workload beyond the constraints applicable to the hiring of staff. The work we supply to ESA is by contract subject to the Dutch Labour legislation. We all know that the Wab law entered into force as of the 1st of January 2020 and that as consequence of this legal change there has been an on-going effort on ESA side, together with the main contracting companies, to adapt to it.

So far, we have not been fairly represented by all the primes. Equitable and transparent solutions are requested to be put forward to CNV, who represents the interests of contractors across multiple primes. The purpose of this letter is to let you, director general of the Agency, hear our voices on how ESA makes use of external contractors to maintain the internal capability to execute the activities of the Agency. To this end, we respectfully urge you:

- To assure that changes help to align the staff and contractor working conditions as much as possible within the legal framework, which is a goal that has been publicly stated.

- To instruct the contracting companies to deliver a fair implementation of the law, demonstrating equitable policies, delivering solutions aiming to maximize the benefits owed to employees for the labour they provide.
- To make all ESA remuneration salaries and benefits and other regulations (job descriptions) for ESA staff publicly available to the prime contractors and CNV to use as a benchmark.
- To implement some means by which contractor concerns and interests could be heard, even if just on an informative basis, on the on-going process.

What gets measured can be improved and continuous improvement is of the European space endeavor. ESA is leader of European Space. We are professionals from engineering, science, legal and business domains. We look to you to help ensure that the contracting primes are abiding by National laws if they are doing business with ESA.

We plead for your support to improve the working atmosphere among us. We ask you to ensure that ESA ESTEC live up to the principles espoused in the "ESA Behavior Guide". We trust in your leadership and look forward to continuing to enable ESA programs and International European Space policies.

Looking forward to your reply,

Sincerely,



Roderik Mol, officer CNV

In the survey 146 contract employees agreed with this letter.