

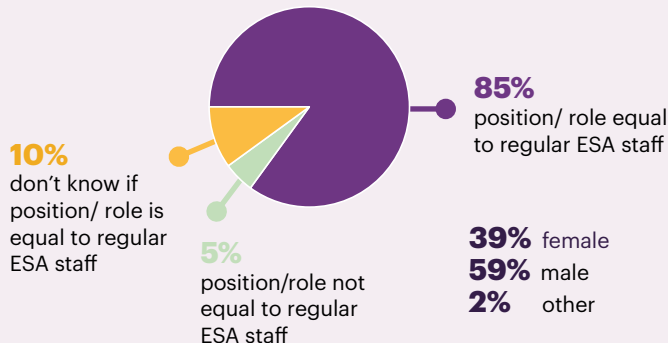
Summary of survey result ESA – February 13, 2023

First of all we want to thank everyone for taking the time and effort to fill in this survey. We want to share with you, the employees and space enthusiast of ESA, the results of this survey. We are very concerned by these results, because it is clear that there is unequal treatment of contractors working at ESA.

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Who responded?

211 employees*



*Employees who are employed by other companies but work at ESA under supervision of ESA.

A selection of the results

Do you get rewarded equally to your staff colleagues doing the same job?

1% Yes
64% No
35% Don't know



Do you work more hours than the hours actually recorded in the time sheets?

45% Yes
55% No



Do you get any compensation for these extra hours?

16% Yes
84% No



My perception is that contractors and hired ESA staff are treated equally.

7% Yes
93% No



In case of conflicts or complains about treatment of contractors, is there a clear path to communicate and handle them within ESA?

3% Yes
45% No
52% Don't know



Do you think that ESA, as an organization, is actively looking after the best working conditions for contractors?

12% Yes
88% No



Contractors general pay increase in 2022

36% 0%
23% between **1-2%**
28% between **2-3%**
12% more than **3%**



* ESA staff got a 7% salary increase from April 2022, when inflation was 10% average

** inflation in januari 2023 was 7,6%

Results are concerning

We are very concerned by the results. It indicates a division between regular employed staff of ESA and the “* contractors are employees who are employed by other companies but work at esa under supervision of esa, which is not only unacceptable for us as CNV Vakmensen but also by law.

A third of the responders of this survey gave very clear and concrete examples of MAS work that was moved to services. Also there is a lack of a confidential counsellor(s) at ESA, or at least is not well disclosed to the employees whom you can go to. A company as ESA should provide a safe working environment.

In addition, there is an inequality in term of wages. The vast majority of contractors receive less salary and no or less wage increases compared to the regular staff at ESA. The 7% salary increase for ESA staff is a perfect example of that. None of the contractors received the increase with retrospective effect from april as ESA staff got. After repeatedly asking for this increase by the contractors, primes of contracting companies still didn't give every contractor that 7% increase.

This is unacceptable to us and by law. The Waadi act clearly states that in the case of making work available and working under the direction and supervision of the hirer, you are entitled to the same employment conditions. This is not only a conclusion of CNV Vakmensen, the labour inspectorate has already concluded this in three reports.

These results need to be addressed and discussed within primes of contracting companies. Therefore we will go and offer these results to the ESA board members and to the various primes.

Contact

I you have any questions or suggestions, feel free to contact me via email.

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*Note: no need to be a CNV member for this

