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Meeting with ESA about outcome of survey

Recently CNV Vakmensen presented the results of the survey to ESA, 200 contractors took part in the survey. The disappointing results of the survey were presented at a meeting with ESA representatives, here below you find the results.

Meeting with ESA about outcome of survey

Recently CNV Vakmensen presented the results of the survey to ESA, 200 contractors took part in the survey. The disappointing results of the survey were presented at a meeting with ESA representatives, which was also attended by the director of ESTEC. He expressed his concerns about the position of the contractors. The matter of equal remuneration (Waadi) and pay raises were discussed as well. You can find the outcome of the survey on our website.

Outcome of survey

The outcome of the survey was alarming, and we shared our concerns with ESA. You can read the newsletter on the outcome on our website. ESA holds the companies where the contractors work responsible for the outcome of the survey. According to ESA work-related issue are the responsibility of the legal employers.

Undesirable behaviour and information line

ESA acknowledged that reports of undesirable behaviour are a major issue that requires attention. ESA holds that there are sufficient channels within ESA to report issues independently and safely but acknowledged that this is a major issue, and that it would want to investigate improvements. Most of all, ESA intends to improve communication in this respect. CNV Vakmensen definitely feels that ESA, as a principal, has a responsibility. ESA, after all, decides how day-to-day work proceeds. ESA could do much more, for instance by making some things mandatory in the covering agreements. CNV is of the opinion that an independent external complaints body should be instituted. ESA should furthermore remain transparent and not invoke immunity. If ESA would want to, it could make changes. Please report any undesirable behaviour to the CNV information line. You can also use this line to report other issues. You can find the ESA complaints hotline (yellow button in the middle of the page with the words 'ESA klachtenhotline') on the CNV website. [Gedetacheerden bij ESA - Flexwerken | CNV](#)

Discussion about equal pay

ESA has indicated that there are no equal or equivalent positions. Contractors or loan

employees hold other positions than ESA Staff. The work you do as contractors is not the same as the work done by Staff. CNV asked for a meeting with ESA, where they could elaborate on this standpoint. ESA interprets the Waadi and the Labour Inspectorate's reports differently. However, your accounts, the Labour Inspectorate's reports and the outcome of the survey show primarily that you do the same work as your Staff co-workers in comparable positions. Equal work in the same or a comparable position means you are entitled to equal pay. The problem is to determine the remuneration of the different ESA positions. We regret that ESA does not grant access to its job descriptions and remuneration system. ESA claims this is part of its immunity under international law. ESA has invoked the same argument to the Labour Inspectorate. This means it will be more difficult to gather evidence for a salary claim. We hold the view that this is a choice, as ESA could choose to be transparent and provide the information.

Services

CNV discussed the relationship between Services versus Mas. It has come to CNV's attention that a transition from MAS to Services is ongoing or about to happen. According to ESA there is no transition from MAS work to Services. If work is offered as Services, it is because ESA has created new services that it requires, and not a transition from Mas to Services (so ESA claims). We have emphasised that CNV is of the opinion that accommodating the work in service constructions will lead to bogus schemes. CNV will follow this development with a critical eye and assist members who ask for our help.

Union

ESA did not see the need for meeting with the unions on a regular basis. CNV, however, feels it is necessary to have all workers represented at ESA. Contractors, loan employees and staff all contribute to ESA's success and for that reason should have a say. Members of CNV Vakmensen can turn to us if they have questions or claims. Please contact us at the address below, or via the information line referred to above.

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Het nieuwe lid betaalt € 20,23 voor zes maanden.

Ga naar www.cnvvakmensen.nl/werven
Zelf lid worden? ga naar www.cnvvakmensen.nl/lidworden
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kruis jouw bruto maandinkomen aan:	contributie 2023
☐ tot € 1.051,-	€ 5,68
☐ vanaf € 1.051,- tot € 1.578,-	€ 13,54
☐ vanaf € 1.578,- tot € 2.630,-	€ 18,16
☐ vanaf € 2.630,-	€ 20,42

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Datum

Handtekening

- De opzegtermijn van het lidmaatschap is drie maanden.
- Wij gebruiken jouw contactgegevens (o.a. e-mail) om je te benaderen met info over werk en inkomen. Lees hoe wij omgaan met jouw gegevens op www.cnvvakmensen.nl/privacy.
- Wij werken met automatische incasso.

Dit lid is opgegeven door:

Adres

Postcode/Woonplaats

Lidmaatschapsnummer

Retouradres: CNV Vakmensen, t.a.v. Bedrijfsadm., antw.nr. 4308, 3500 VE Utrecht (postzegel niet nodig)