

Results - 12-10-2022

Survey name	ESA contractors Survey
Selection date	15-09-2022 - 15-11-2022

1. General en personal questions:			
			<i>Number of respondents for this question: 53</i>
Emailadress (please use your private email address, and not your esa emailadress for confidentiality reasons) [Open answers] (see attachment)		98.11	52
ESTEC position title (- Function within ESTEC & ESTEC Address Code – Organisation to which your labour is supplied) [Open answers] (see attachment)		100.0 0	53

2. Which secondment company do you work for?Esa employs people. Staff and people who are employed by other companies but who work at esa. This survey is not intended for Staff employees but for the hired people.			
			<i>Number of respondents for this question: 58</i>
Modis		31.03	18
HE Space		3.45	2
ATG		10.34	6
Octagon		1.72	1
Sapienza SERCO		22.41	13
Telespazio		6.90	4
Rhea		3.45	2
Vitrociset		1.72	1
Other		18.97	11

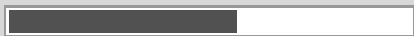
3. Gender (for statsitcal purpose)			
			<i>Number of respondents for this question: 58</i>
Female		32.76	19
Male		62.07	36
Other		5.17	3

4. Age:			
			<i>Number of respondents for this question: 58</i>
[Open answers] (see attachment)		100.0	58

5. Years of service at ESA:			
			<i>Number of respondents for this question: 58</i>
[Open answers] (see attachment)		100.0	58

6. A day to day manager is the manager who gives you work related instructions on how and when you do your work on a daily basis. Who is your day-to-day manager within esa?			
			<i>Number of respondents for this question: 58</i>
That's an ESA manager		96.55	56
That's a manager of my contracting company		1.72	1
Other		1.72	1

7. At the core of the discussion is the fact that if you work for ESA and ESA gives you daily instructions how of what to do then according tot the Waadi law you are entitled tot the same pay as regular ESA staf. Equal pay is based on the ESA remuneration, grades and pay, not the remuneration, grades and pay the prime company's use. Are there ESA staff members whose functions/job are similar to your function/job?:			
			<i>Number of respondents for this question: 58</i>
Yes		86.21	50
No		8.62	5
I do not know		5.17	3

8. in the previous question you answered that there are esa staf with the same function/job as yours. To your knowledge, typically in which ESA staff grade are staff people working in the same section/doing performing the same functions and having similar experience? (e.g. A3 step 5, A4 step 1 etc...)			
			<i>Number of respondents for this question: 50</i>
[Open answers] (see attachment)		100.0	50
9. Do I get rewarded equally to my staff colleagues doing the same job?			
			<i>Number of respondents for this question: 53</i>
YES, my pay is comparable to staff pay (for the same work tasks / job)			0
No, because: [Open answers] (see attachment)		73.58	39
I do not know		26.42	14
10. If recruited from abroad, did you receive the 30% ruling?			
			<i>Number of respondents for this question: 58</i>
Yes		62.07	36
No		37.93	22
11. If you were recruited from abroad, did you receive an installation or relocation allowance?			
			<i>Number of respondents for this question: 58</i>
YES, the company paid the full expenses		22.41	13
YES, but the allowance did not cover the actual expenses		15.52	9
NO, I received only a tax allowance		17.24	10
None at all		44.83	26
12. Do you work more time than the hours actually recorded in the time sheets?			
			<i>Number of respondents for this question: 58</i>
YES: If so, how many per month (typically)? [Open answers] (see attachment)		56.90	33
No		43.10	25
13. Do you get any compensation for these extra hours?			
			<i>Number of respondents for this question: 33</i>
Yes		18.18	6
No		81.82	27
14. At the end of the year, do you have difficulties in taking the holidays you are entitled to? If so, what is the reason:			
			<i>Number of respondents for this question: 58</i>
The workload makes it impossible		17.24	10
The schedule of the tasks are in conflict with my own plans or personal constraints		18.97	11
I have no problemes taking my vacation days		55.17	32
Other		8.62	5
15. Note: There are two kinds of wage increases annually, namely the regular pay increase (because of rising living costs), applicable to all employees, and any personal increase due to the performance of the individual. Do you get a regular (i.e., compensation of living cost) annual salary increase equal to what ESA staff colleagues receive?			
			<i>Number of respondents for this question: 58</i>
Yes		3.45	2
No		65.52	38
I do not know		31.03	18

16. How much general pay increase did you receive in the past years? note Fill in the years you can remember, If you did not receive a pay increase fill in 0			
<i>Number of respondents for this question: 48</i>			
2022 - I received % [Open answers] (see attachment)		97.92	47
2021 - I received % [Open answers] (see attachment)		89.58	43
2020 - I received % [Open answers] (see attachment)		81.25	39
2019 - I received % [Open answers] (see attachment)		68.75	33
2018 - I received % [Open answers] (see attachment)		56.25	27
17. Are you assessed annually on your work/performance by means of an interview and or feedback form?			
<i>Number of respondents for this question: 58</i>			
Yes		87.93	51
No		12.07	7
18. Who's judging you on the delivery of your work and job performance assessment?			
<i>Number of respondents for this question: 58</i>			
ESA line manager, responsabel		89.66	52
Contract administrator		1.72	1
Different, namely... [Open answers] (see attachment)		8.62	5
19. As a result of that assessment, I got an increase in the last 12 months			
<i>Number of respondents for this question: 58</i>			
Yes , I got ...% increase [Open answers] (see attachment)		37.93	22
No		62.07	36
20. Do you receive only one increase including both the cost of living and the assessment?			
<i>Number of respondents for this question: 58</i>			
Yes		72.41	42
No		27.59	16
21. I am assessed in the same way as my Staff colleagues and share the same performance targets			
<i>Number of respondents for this question: 58</i>			
Yes		51.72	30
No, because [Open answers] (see attachment)		48.28	28
22. I can develop myself in my field. I can increasingly take over more tasks or responsibilities within ESA as I develop my skills and gain more experience.			
<i>Number of respondents for this question: 58</i>			
Yes		70.69	41
No (explain) [Open answers] (see attachment)		29.31	17
23. This increase of tasks/responsibilities is recognized and rewarded			
<i>Number of respondents for this question: 58</i>			
By Esa		27.59	16
By the Contracting Company		1.72	1
Neither (explain) [Open answers] (see attachment)		70.69	41
24. Apart from administering the training budget, my company actively helps me in my development, for instance by defining career paths or offering me position improvements:			
<i>Number of respondents for this question: 58</i>			
Yes		5.17	3
No		94.83	55

25. My perception is that contractors and hired ESA staff are treated equally:			
<i>Number of respondents for this question: 58</i>			
Yes		5.17	3
NO (explain the perceived differences) [Open answers] (see attachment)		94.83	55
26. In case of conflicts or complains about treatment of contractors, is there a clear path to communicate and handle them within ESA?			
<i>Number of respondents for this question: 58</i>			
Yes			0
No (explain if you want) [Open answers] (see attachment)		68.97	40
Do not know		31.03	18
27. Do you think that ESA as an organization is actively looking after the best working conditions for contractors?			
<i>Number of respondents for this question: 58</i>			
Yes		8.62	5
No (explain) [Open answers] (see attachment)		91.38	53
28. We received complaints from members that ESA is changing te the work scheme form Mas to services. We have wittnessed some examples already. Mas is manpower assignment, the primes deliver personal to esa who work under supervision of esa, services is the construction that te personal works under supervision of the primes themselves. This can be a important difference because if applied correctly a services scheme falls outside the wet waadi (equal pay). We consider the services construction in many case a fake construction which is only used to dodga equal pay rights. Do you have noticed changes in your jobdiscriptions which might relate to this transition from mas tot services?			
<i>Number of respondents for this question: 58</i>			
No		74.14	43
Yes, i have seen [Open answers] (see attachment)		25.86	15
29. Do you have seen examples that job moved from Mas tot Servies?			
<i>Number of respondents for this question: 58</i>			
No		62.07	36
Yes, namly [Open answers] (see attachment)		37.93	22
30. Do you have comments or advice to CNV?			
<i>Number of respondents for this question: 34</i>			
[Open answers] (see attachment)		100.0	34