

Results - 13-02-2023

Survey name	M2210 0747 ESA contractors Survey aangepast
Selection date	14-10-2022 - 31-07-2023

1. General en personal questions:			
			<i>Number of respondents for this question: 144</i>
E-mail address (please use your private e-mail address, and not your ESA e-mail address for confidentiality reasons) [Open answers] (see attachment)		98.61	142
ESTEC position title (Function within ESTEC & ESTEC Address Code – Organisation to which your labour is supplied) [Open answers] (see attachment)		98.61	142

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: 163</i>
Modis		10.43	17
HE Space		14.72	24
ATG		14.11	23
Octagon		4.29	7
Sapienza SERCO		16.56	27
Telespazio		7.36	12
Rhea		11.04	18
Vitrociset		3.68	6
Other		17.79	29

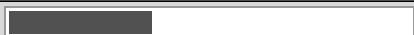
3. Gender (for statsitcal purpose):			
			<i>Number of respondents for this question: 160</i>
Female		38.75	62
Male		58.75	94
Other		2.50	4

4. What is your age?			
			<i>Number of respondents for this question: 154</i>
[Open answers] (see attachment)		100.0	154

5. How many years of service at ESA?			
			<i>Number of respondents for this question: 154</i>
[Open answers] (see attachment)		100.0	154

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: 155</i>
An ESA manager		90.97	141
A manager of my contracting company		1.94	3
Other: [Open answers] (see attachment)		7.10	11

7. The core of the discussion is the fact that, if you work for ESA and ESA gives you daily instructions, how or what to do when -according to the Waadi law- you are entitled to the same pay as regular ESA staff. Equal pay is based on the ESA remuneration, grades and pay, not the remuneration, grades and pay of 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: 151</i>
Yes		82.78	125
No		5.96	9
I do not know		11.26	17

8. In the previous question you answered that there are ESA staff members 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: 115</i>
[Open answers] (see attachment)		100.0	115
9. Do you get rewarded equally to your staff colleagues doing the same job?			
			<i>Number of respondents for this question: 134</i>
Yes, my pay is comparable to staff pay (for the same work tasks / job)		0.75	1
No, because: [Open answers] (see attachment)		64.18	86
I do not know		35.07	47
10. If recruited from abroad, did you receive the 30% ruling?			
			<i>Number of respondents for this question: 143</i>
Yes		48.95	70
No		51.05	73
11. If you were recruited from abroad, did you receive an installation or relocation allowance?			
			<i>Number of respondents for this question: 142</i>
Yes, the company paid the full expenses		20.42	29
Yes, but the allowance did not cover the actual expenses		18.31	26
No, I received only a tax allowance		8.45	12
None at all		52.82	75
12. Do you work more hours than the hours actually recorded in the time sheets?			
			<i>Number of respondents for this question: 139</i>
YES: If so, how many per month (typically)? [Open answers] (see attachment)		45.32	63
No		54.68	76
13. Do you get any compensation for these extra hours?			
			<i>Number of respondents for this question: 63</i>
Yes		15.87	10
No		84.13	53
14. At the end of the year, do you have difficulties in taking leave for holidays you are entitled to? If so, what is the reason:			
			<i>Number of respondents for this question: 137</i>
The workload makes it impossible		10.95	15
The schedule of the tasks are in conflict with my own plans or personal constraints		13.14	18
I have no problems in taking leave for vacation		68.61	94
Other		7.30	10
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: 137</i>
Yes		5.11	7
No		62.04	85
I do not know		32.85	45

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: 110</i>			
2022 - I received % [Open answers] (see attachment)		98.18	108
2021 - I received % [Open answers] (see attachment)		80.91	89
2020 - I received % [Open answers] (see attachment)		70.91	78
2019 - I received % [Open answers] (see attachment)		63.64	70
2018 - I received % [Open answers] (see attachment)		56.36	62
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: 129</i>			
Yes		85.27	110
No		14.73	19
18. Who assesses you on the delivery of your work and job performance assessment?			
<i>Number of respondents for this question: 128</i>			
the ESA line manager, responsible		76.56	98
the Contract administrator		8.59	11
Differently, namely... [Open answers] (see attachment)		14.84	19
19. As a result of that assessment, did you get an increase in the last 12 months?			
<i>Number of respondents for this question: 127</i>			
Yes , I got ...% increase [Open answers] (see attachment)		21.26	27
No		78.74	100
20. Do you receive only one increase for both the cost of living and your assessment?			
<i>Number of respondents for this question: 125</i>			
Yes		64.00	80
No		36.00	45
21. Are you assessed in the same way as your Staff colleagues and do you share the same performance targets?			
<i>Number of respondents for this question: 124</i>			
Yes		34.68	43
No, because [Open answers] (see attachment)		65.32	81
22. Can you develop yourself in your professional field? Can you increasingly take over more tasks or responsibilities within ESA as you develop your skills and gain more experience?			
<i>Number of respondents for this question: 124</i>			
Yes		61.29	76
No, please explain: [Open answers] (see attachment)		38.71	48
23. Is this increase of tasks/responsibilities recognized and rewarded?			
<i>Number of respondents for this question: 123</i>			
Yes, by Esa		15.45	19
Yes, by the Contracting Company		3.25	4
Neither. Please explain: [Open answers] (see attachment)		81.30	100
24. Apart from administering the training budget, does your company actively help you in your development, for instance by defining career paths or offering you position improvements?			
<i>Number of respondents for this question: 123</i>			
Yes		9.76	12
No		90.24	111

25. My perception is that contractors and hired ESA staff are treated equally:			
<i>Number of respondents for this question: 121</i>			
Yes		7.44	9
No. Please explain the perceived differences: [Open answers] (see attachment)		92.56	112
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: 121</i>			
Yes		3.31	4
No. Please explain if you want to: [Open answers] (see attachment)		44.63	54
I do not know		52.07	63
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: 121</i>			
Yes		11.57	14
No. Please explain: [Open answers] (see attachment)		88.43	107
28. We received complaints from members that ESA is changing the work scheme from Mas to Services. We have witnessed some examples already. Mas is Manpower assignment, the primes deliver co-workers to ESA who work under supervision of ESA, services is the construction that co-workers work under supervision of the primes themselves. This can be an important difference because if applied correctly a services scheme falls outside the Waadi act (equal pay). We consider the services construction in many cases a fake construction which is only used to dodge equal pay rights. Did you notice changes in your jobdiscriptions which might relate to this transition from Mas to Services?			
<i>Number of respondents for this question: 121</i>			
No		76.03	92
Yes, I have noticed that: [Open answers] (see attachment)		23.97	29
29. Have you seen examples of jobs that moved from Mas tot Services?			
<i>Number of respondents for this question: 121</i>			
No		62.81	76
Yes, namely [Open answers] (see attachment)		37.19	45
30. Do you have other comments or another advice for CNV ?			
<i>Number of respondents for this question: 46</i>			
[Open answers] (see attachment)		100.0	46