Survey conducted among the Federal Scientific Institutes staff in April 2016:  
“Change of statute for the federal scientific institutes (FSIs): from separately run state services to ... limited companies under public law with a social purpose? "Legal Personality"? How would this affect us?”

## What, When, How, Who ?

Survey distributed among all the staff members by their union delegates either by mail or orally (in three language: french, dutch and english). The survey was supposed to be answered online but a paper version was also available for the staff members who do not have access to a computer.

**Total number of answers received & encoded by May 3d, 2016: 815**

## Aim of this survey

Get a picture of what do the staff members think about the announced reform of the FSIs. How informed they are about the goals of this reform. How do they agree with those goals.

## Disclaimer

This analysis of the results is not done by professionals, it may contains errors, misinterpretations, in brief it may be not follow the professional standards, best practices, …  
In particular, the required conditions for the statistical tests are not always met.

## Warning

While analysing the results for your institute, take into account the fact that the repartition of the profiles of the answering persons may not reflect the repartition of profiles in the whole institute.

The chapters per institute do only contain shortened questions and answers, to know what was the original questions and possible answers, please refer to the same subchapter in the first part.

This analysis does not contain the answers to the open question (Q23) nor the open field in Q19 & Q21.

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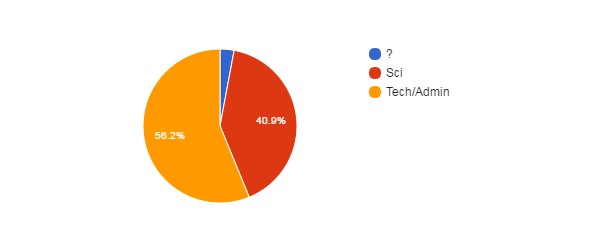
# Global results for all the institutes

## Q1: Which institution do you belong to ? (815 answers)

|  |  |
| --- | --- |
| Q1 | count(\*) |
| AGR­ARA | 117 |
| BELSPO | 4 |
| IASB­BIRA | 97 |
| IRM­KMI | 100 |
| IRSNB­KBIN | 127 |
| KB­BR | 62 |
| KIK­IRPA | 1 |
| MRAC­KMMA | 53 |
| MRAH­KMKG | 108 |
| MRBAB­KMSKB | 59 |
| ORB­KSB | 87 |

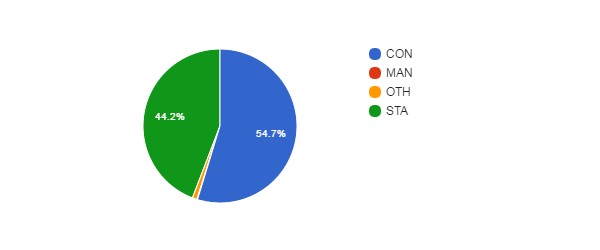
## Q2: Are you … (815 answers)

|  |  |
| --- | --- |
| Q2 | count(\*) |
| I don’t know (**?**) | 24 |
| in the **sci**entific career (SW)? | 333 |
| in the **adm**inistrative**/tech**nical career (A/B/C/D)? | 458 |



## Q3: Please state your current position: (815 answers)

|  |  |
| --- | --- |
| Q3 | count(\*) |
| On a **con**tract | 446 |
| On a **man**date | 1 |
| **Oth**er (temporary agent, ‘article 60’, … | 8 |
| Permanent (**sta**) | 360 |



## Position vs Age

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q3\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| CON | 3 | 60 | 154 | 132 | 82 | 13 | 2 |
| MAN |  |  |  |  | 1 |  |  |
| OTH |  | 4 | 1 |  | 1 |  | 2 |
| STA | 7 | 13 | 67 | 137 | 118 | 14 | 4 |

Based on a simplified table (removing those who haven't answered to the age question, and removing the positions other than contractual and permanent), the statistical test shows **no independence between the Age and the Position (as we could have guessed the oldest people are more to have a permanent position than the youngest)**.

X‐squared = 62.4077, df = 5, p‐value = 3.861e‐12

$observed   
 21-30 31-40 41-50 51-60 61-65 >65   
CON 60 154 132 82 13 2   
STA 13 67 137 118 14 4

$expected (in case the variables were independent)   
 21-30 31-40 41-50 51-60 61-65 >65   
CON 40.62688 122.99372 149.7073 111.30653 15.02638 3.339196   
STA 32.37312 98.00628 119.2927 88.69347 11.97362 2.660804

## Q4: You are… (810 answers)

|  |  |
| --- | --- |
| Q4 | count(\*) |
| No answer | 5 |
| a woman. (**F**) | 318 |
| a man. (**M**) | 492 |

## Q5: Which age group do you belong to ? (805 answers)

|  |  |
| --- | --- |
| Q5 | count(\*) |
| No answer | 10 |
| 21­30 | 77 |
| 31­40 | 222 |
| 41­50 | 269 |
| 51­60 | 202 |
| 61­65 | 27 |
| >65 | 8 |

## Q6: Do you feel concerned by the announced reform? (806 answers)

|  |  |
| --- | --- |
| Q6 | count(\*) |
| No answer | 9 |
| **NO**, I’m indifferent. | 26 |
| **YES**, I want to find out about it and express my opinion. | 403 |
| **YES, BUT** we (the employees) have anyway no influence in the reform process. | 377 |

## Concerned vs Career

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 2 | 2 | 5 |
| NO | 1 | 10 | 15 |
| YES | 3 | 197 | 203 |
| YES, BUT | 18 | 124 | 235 |

Based on a simplified table (removing the ones who didn't answer Q6, and guessing that the people who doesn't know in which career they are in fact in the Technical/Administrative one), the statistical test shows **no independence between the Career and how people feel Concerned: the Admin/Tech people doesn't think they may influence the reform process as much as the Scientific employees. But they feel concerned** (YES+YESBUT) **or not** (NO) **independently of the Career** (see second statistical test).

X‐squared = 20.6586, df = 2, p‐value = 3.266e‐05  
$observed   
 Sci TA   
NO 10 16   
YES 197 206   
YESBUT 124 253   
$expected (if variables were independent)   
 Sci TA   
NO 10.67742 15.32258   
YES 165.50000 237.50000   
YESBUT 154.82258 222.17742

X‐squared = 0.0052, df = 1, p‐value = 0.9427   
$observed   
 Sci TA   
NO 10 16   
YES(all) 321 459   
$expected (if variables were independent)   
 Sci TA   
NO 10.67742 15.32258   
YES(all) 320.32258 459.67742

## Concerned vs Position

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q6\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 9 |  |  |  |
| NO | 16 |  | 1 | 9 |
| YES | 196 | 1 | 4 | 202 |
| YES, BUT | 225 |  | 3 | 149 |

Based on a simplified table (removing the ones who didn't answer Q6, and removing the positions other than contractual and permanent), the statistical test shows no independence between the Position and how people feel Concerned: **the persons in a permanent position do think they may influence the reform process much than persons on a contract**.

**But they feel concerned** (YES+YESBUT) **or not** (NO) **independently of their position** (see second statistical test).

X‐squared = 10.1499, df = 2, p‐value = 0.006251

$observed   
 CON STA   
NO 16 9   
YES 196 202   
YESBUT 225 149

$expected (if variables were independent)   
 CON STA   
NO 13.70765 11.29235   
YES 218.22585 179.77415   
YESBUT 205.06650 168.93350

X‐squared = 0.5356, df = 1, p‐value = 0.4642

$observed   
 CON STA   
NO 16 9   
YES(all) 421 351

$expected (if variables were independent)   
 CON STA   
NO 13.70765 11.29235   
YES(all) 423.29235 348.70765

## Concerned vs Gender

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q4→ | NoAnswer | F | M |
| NoAnswer |  | 7 | 2 |
| NO |  | 11 | 15 |
| YES | 2 | 145 | 256 |
| YES, BUT | 3 | 155 | 219 |

Based on a simplified table (removing those who haven't answered one or the other question), the statistical test shows that **people feel concerned independently of their gender**.

X‐squared = 2.4122, df = 2, p‐value = 0.2994

$observed   
 F M   
NO 11 15   
YES 145 256   
YESBUT 155 219

$expected (if variables were independent)   
 F M   
NO 10.09488 15.90512   
YES 155.69413 245.30587   
YESBUT 145.21099 228.78901

## Concerned vs Age

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q6\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  | 3 |  | 3 | 3 |  |  |
| NO |  | 6 | 6 | 6 | 6 | 1 | 1 |
| YES | 3 | 25 | 100 | 135 | 112 | 21 | 7 |
| YES, BUT | 7 | 43 | 116 | 125 | 81 | 5 |  |

Based on a simplified table (removing those who haven't answered one or the other question, and grouping together the last 2 age categories), the statistical test shows no independence between their age and how they feel concerned: **the youngest people doesn't think they may influence the reform process as much as the older employees**.   
**But they feel concerned or not independently of their age** (see 2d test).

X‐squared = 32.8392, df = 8, p‐value = 6.583e‐05

$observed   
 21-30 31-40 41-50 51-60 >60   
NO 6 6 6 6 2   
YES 25 100 135 112 28   
YESBUT 43 116 125 81 5

$expected (in case the variables were independent)  
 21-30 31-40 41-50 51-60 >60   
NO 2.417085 7.251256 8.688442 6.5 1.143216   
YES 37.185930 111.557789 133.668342 100.0 17.587940   
YESBUT 34.396985 103.190955 123.643216 92.5 16.268844

X‐squared = 7.2771, df = 4, p‐value = 0.1219

$observed   
 21-30 31-40 41-50 51-60 >60   
NO 6 6 6 6 2   
YES(all) 68 216 260 193 33

$expected (in case the variables were independent)  
 21-30 31-40 41-50 51-60 >60   
NO 2.417085 7.251256 8.688442 6.5 1.143216   
YES(all) 71.582915 214.748744 257.311558 192.5 33.856784

## Q7: How informed are you of the contents (goals, as officially stated) of the proposed reform ? (813 answers)

|  |  |
| --- | --- |
| Q7 | count(\*) |
| No answer | 2 |
| I’m not informed at all (**0**) | 147 |
| I have very little information (**1**) | 259 |
| I have some information, but not much (**2**) | 268 |
| I’m well informed (**3**) | 139 |

## How Informed vs Career

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q7\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  | 2 |
| 0 | 4 | 54 | 89 |
| 1 | 13 | 83 | 163 |
| 2 | 2 | 115 | 151 |
| 3 | 5 | 81 | 53 |

Based on a simplified table (removing the ones who didn't answer Q7, and guessing that the people who doesn't know in which career they are are in fact in the Technical/Administrative one), the statistical test shows no independance between the Career and how people feel informed: **the Admin/Tech people feel to be better informed than the scientific employees**.

X‐squared = 27.246, df = 3, p‐value = 5.228e‐06

$observed  
 Sci TA   
0 54 93   
1 83 176   
2 115 153   
3 81 58

$expected (in case the variables were independent)  
 Sci TA   
0 60.21033 86.78967   
1 106.08487 152.91513   
2 109.77122 158.22878   
3 56.93358 82.06642

## How Informed vs Position

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q7\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 2 |  |  |  |
| 0 | 90 |  | 2 | 55 |
| 1 | 138 |  | 3 | 118 |
| 2 | 135 |  | 3 | 130 |
| 3 | 81 | 1 |  | 57 |

Based on a simplified table (removing the ones who didn't answer Q7, and removing the positions other than contractual and permanent), the statistical test shows that **the level of information is independent of the position**.

X‐squared = 5.5636, df = 3, p‐value = 0.1349

$observed  
 CON STA  
0 90 55  
1 138 118  
2 135 130  
3 81 57

$expected (in case the variables were independent)  
 CON STA  
0 80.07463 64.92537  
1 141.37313 114.62687  
2 146.34328 118.65672  
3 76.20896 61.79104

## How Informed vs Age

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q7\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  | 1 | 1 |  |  |  |
| 0 | 4 | 18 | 28 | 51 | 42 | 3 | 1 |
| 1 | 1 | 28 | 70 | 90 | 56 | 10 | 4 |
| 2 | 3 | 24 | 71 | 84 | 72 | 11 | 3 |
| 3 | 2 | 7 | 52 | 43 | 32 | 3 |  |

Based on a simplified table (removing those who haven't answered one or the other question, and grouping together the last 2 age categories), the statistical test does not show an evidence of dependency between the age and the level of information, we could state that it is **probably independent**.

X‐squared = 20.5707, df = 12, p‐value = 0.05703

$observed   
 21-30 31-40 41-50 51-60 >60  
0 18 28 51 42 4   
1 28 70 90 56 14   
2 24 71 84 72 14   
3 7 52 43 32 3

$expected (in case the variables were independent)  
 21-30 31-40 41-50 51-60 >60  
0 13.71233 39.35616 47.72603 35.97260 6.232877  
1 24.73973 71.00623 86.10710 64.90162 11.245330  
2 25.41096 72.93275 88.44334 66.66252 11.550436  
3 13.13699 37.70486 45.72354 34.46326 5.971357

## Q8: As far as you know, do you agree with these objectives? (704 answers)

|  |  |
| --- | --- |
| Q8 | count(\*) |
| No answer | 111 |
| I don’t know (**?**) | 241 |
| **NO** | 413 |
| **YES** | 50 |

## Agree with Objectives vs Career

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q8\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 4 | 44 | 63 |
| ? | 9 | 106 | 126 |
| NO | 11 | 158 | 244 |
| YES |  | 25 | 25 |

Based on a simplified table (removing the ones who didn't answer Q8 or do not express an opinion (I don’t know), and guessing that the people who doesn't know in which career they are are in fact in the Technical/Administrative one), the statistical test shows that **the agreement with the reform's objectives is independent of the Career**.

X‐squared = 2.1054, df = 1, p‐value = 0.1468

$observed   
 Sci TA   
NO 158 255   
YES 25 25

$expected (in case the variables were independent)  
 Sci TA   
NO 163.23758 249.76242   
YES 19.76242 30.23758

## Agree with Objectives vs Position

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q8\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 71 |  | 1 | 39 |
| ? | 150 |  | 3 | 88 |
| NO | 198 |  | 3 | 212 |
| YES | 27 | 1 | 1 | 21 |

Based on a simplified table (removing the ones who didn't answer Q8 or do not express an opinion, and removing the positions other than contractual and permanent), the statistical test shows that **the agreement with the reform's objectives is independent of the position**.

X‐squared = 0.7935, df = 1, p‐value = 0.373

$observed   
 CON STA   
NO 198 212   
YES 27 21

$expected (in case the variables were independent)  
 CON STA   
NO 201.41921 208.58079   
YES 23.58079 24.41921

## Agree with Objectives vs Age

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q8\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer | 1 | 14 | 24 | 37 | 33 | 1 | 1 |
| ? | 7 | 22 | 79 | 79 | 44 | 8 | 2 |
| NO | 2 | 30 | 105 | 142 | 113 | 16 | 5 |
| YES |  | 11 | 14 | 11 | 12 | 2 |  |

Based on a simplified table (removing those who haven't answered to one or the other question, or do not express an opinion, and grouping together the last 2 age categories), the statistical test shows that **the agreement with the reform's objectives depends on the age, but not that much. Only the youngest ones (21­30) seems to agree a bit more with the objectives**.

X‐squared = 13.3619, df = 4, p‐value = 0.009636

$observed   
 21-30 31-40 41-50 51-60 >60   
NO 30 105 142 113 21   
YES 11 14 11 12 2

$expected (in case the variables were independent)  
 21-30 31-40 41-50 51-60 >60   
NO 36.553145 106.09328 136.40564 111.44252 20.505423   
YES 4.446855 12.90672 16.59436 13.55748 2.494577

## Q9: As far as you know, do you believe this reform will help to achieve these goals? (702 answers)

|  |  |
| --- | --- |
| Q9 | count(\*) |
| No answer | 113 |
| I don’t know (**?**) | 261 |
| **NO** | 401 |
| **YES** | 40 |

## Q10: Do you think there is a hidden agenda? (700 answers)

|  |  |
| --- | --- |
| Q10 | count(\*) |
| No answer | 115 |
| I don’t know (**?**) | 223 |
| **NO** | 34 |
| **YES** | 443 |

## Hidden Agenda vs Language

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q10\Lang→ | EN | FR | NL |
| NoAnswer | 6 | 56 | 53 |
| ? | 9 | 110 | 104 |
| NO | 2 | 12 | 20 |
| YES | 5 | 280 | 158 |

Based on a simplified table (removing those who haven't answered to Q10, or do not express an opinion), the statistical test shows that **the belief in the existence of an hidden agenda depends on the language in which the enquete was filled in. Dutch answering people belief in it less (naivety?) than french answering people (paranoia?)**.

X‐squared = 13.4187, df = 2, p‐value = 0.001219   
$observed   
 EN FR NL   
NO 2 12 20   
YES 5 280 158

$expected (in case the variables were independent)  
 EN FR NL   
NO 0.4989518 20.81342 12.68763   
YES 6.5010482 271.18658 165.31237

## Q11: Do you think the reform entails (699 answers)

|  |  |
| --- | --- |
| Q11 | count(\*) |
| No answer | 116 |
| I don’t know (**?**) | 87 |
| a **CONT**INUED existence in the public sector ? | 42 |
| the **PRIV**ATISATION of a public service ? | 266 |
| some **RISK** of future privatisation ? | 304 |

## Q12: In your opinion, the announced reform (700 answers)

|  |  |
| --- | --- |
| Q12 | count(\*) |
| No answer | 115 |
| will enable institutions to work better. (**+**) | 34 |
| will result in institutions working less well (**­**) | 355 |
| will neither improve or worsen the current situation. (**=**) | 101 |
| I don’t know. (**?**) | 210 |

## How better will work the institution vs Career

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q12\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 5 | 45 | 65 |
| + |  | 15 | 19 |
| ­ | 9 | 146 | 200 |
| = | 4 | 40 | 57 |
| ? | 6 | 87 | 117 |

Based on a simplified table (removing the ones who didn't answer Q12 or do not express an opinion, and guessing that the people who doesn't know in which career they are are in fact in the

Technical/Administrative one), the statistical test shows **that the idea on if the institutions will work better or worse after the reform is independent of the Career**.

X‐squared = 0.2202, df = 2, p‐value = 0.8957

$observed  
 Sci TA  
- 146 209  
= 40 61  
+ 15 19

$expected (in case the variables were independent)   
 Sci TA   
‐ 145.62245 209.37755   
= 41.43061 59.56939   
+ 13.94694 20.05306

## Q13: Do you generally agree with the privatisation of public services ? (810 answers)

|  |  |
| --- | --- |
| Q13 | count(\*) |
| No answer | 5 |
| I don’t know (**?**) | 78 |
| **NO** | 689 |
| **YES** | 43 |

## Agree with Privatisation of Public Services vs Age

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q13\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  | 1 |  | 4 |  |  |
| ? | 1 | 8 | 27 | 25 | 15 | 2 |  |
| NO | 7 | 60 | 182 | 230 | 179 | 24 | 7 |
| YES | 2 | 9 | 12 | 14 | 4 | 1 | 1 |

Based on a simplified table (removing those who haven't answered one or the other question, or do not express an opinion, and grouping together the last 2 age categories), the statistical test shows that **the agreement with the privatisation of public services depends on the age, but not that much**. **The youngest people (21­30) seems to agree a bit more with the privatisation of public services and the oldest ones (51+) a bit less**.

X‐squared = 11.2739, df = 4, p‐value = 0.02365

$observed   
 21-30 31-40 41-50 51-60 >60   
NO 60 182 230 179 31   
YES 9 12 14 4 2

$expected (in case the variables were independent)  
 21-30 31-40 41-50 51-60 >60   
NO 65.087137 182.99862 230.16321 172.62241 31.128631   
YES 3.912863 11.00138 13.83679 10.37759 1.871369

## Agree with Privatisation of Public Services vs Language

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q13\Lang→ | EN | FR | NL |
| NoAnswer |  | 1 | 4 |
| ? | 2 | 29 | 47 |
| NO | 16 | 412 | 261 |
| YES | 4 | 16 | 23 |

Based on a simplified table (removing those who haven't answered to Q13, or do not express an opinion), the statistical test shows that **the agreement with the privatisation of public services depends on the language in which the enquete was filled in**. **Dutch and english answering people show much agreement than french answering ones**.

X‐squared = 13.2903, df = 2, p‐value = 0.0013

$observed   
 EN FR NL   
NO 16 412 261   
YES 4 16 23

$expected (in case the variables were independent)  
 EN FR NL   
NO 18.825137 402.85792 267.31694   
YES 1.174863 25.14208 16.68306

## Q14: More in particular, do you agree with the privatisation of the FSIs ? (812 answers)

|  |  |
| --- | --- |
| Q14 | count(\*) |
| No answer | 3 |
| I don’t know (**?**) | 85 |
| **NO** | 692 |
| **YES** | 35 |

## Agree with Privatisation of FSIs vs Agree with Privatisation of Public Services

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q14\Q13→ | NoAnswer | ? | NO | YES |
| NoAnswer |  | 1 | 2 |  |
| ? |  | 56 | 25 | 4 |
| NO | 5 | 20 | 659 | 8 |
| YES |  | 1 | 3 | 31 |

The statistical test shows that there is **no independence at all between the opinion on privatisation of public services against privatisation of scientific institutes, which is what we expected if people were coherent in their opinion**.

X‐squared = 481.52, df = 1, p‐value < 2.2e‐16

$observed   
 NOQ13 YESQ13   
NOQ14 659 8   
YESQ14 3 31

$expected (in case the variables were independent)  
 NOQ13 YESQ13   
NOQ14 629.89158 37.108417   
YESQ14 32.10842 1.891583

## Agree with Privatisation of FSIs vs Career

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q14\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 2 | 1 |
| ? | 6 | 32 | 47 |
| NO | 18 | 281 | 393 |
| YES |  | 18 | 17 |

Based on a simplified table (removing the ones who didn't answer Q14 or do not express an opinion, and guessing that the people who doesn't know in which career they are are in fact in the

Technical/Administrative one), the statistical test shows that **the agreement with the privatisation of the FSIs is independent of the Career**.

X‐squared = 1.1954, df = 1, p‐value = 0.2742

$observed   
 Sci TA   
NO 281 411   
YES 18 17

$expected (in case the variables were independent)  
 Sci TA   
NO 284.60523 407.39477   
YES 14.39477 20.60523

## Q15: Do you think that the FSIs need major reforms? (814 answers)

|  |  |
| --- | --- |
| Q15 | count(\*) |
| No answer | 1 |
| I don’t know (**?**) | 188 |
| **NO** | 233 |
| **YES** | 393 |

## FSIs need Major Reforms vs Career

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q15\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  | 1 |
| ? | 10 | 67 | 111 |
| NO | 8 | 76 | 149 |
| YES | 6 | 190 | 197 |

Based on a simplified table (removing the ones who didn't answer Q15 ~~or do not express an opinion~~, and guessing that the people who doesn't know in which career they are are in fact in the

Technical/Administrative one), the statistical test shows **that the need for major FSIs reforms depends on the Career**. **Scientific people does feel this need much more than Tech/Adm. And Tech/Adm are more uncertain than Scientific**.

X‐squared = 17.7781, df = 2, p‐value = 0.0001379

$observed   
 Sci TA   
DontKnow 67 121   
NO 76 157   
YES 190 203

$expected (in case the variables were independent)  
 Sci TA   
DontKnow 76.90909 111.0909   
NO 95.31818 137.6818   
YES 160.77273 232.2273

## FSIs need Major Reforms vs Position

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q15\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  | 1 |
| ? | 127 |  | 6 | 55 |
| NO | 104 |  | 1 | 128 |
| YES | 215 | 1 | 1 | 176 |

Based on a simplified table (removing the ones who didn't answer Q15 ~~or do not express an opinion~~, and removing the positions other than contractual and permanent), the statistical test shows **that need for major FSIs reforms depends on the position**. But **this is mainly because the uncertain people are much more contractual than permanent**. If we remove the persons that do not express an opinion (see 2d test) then the dependency is much less obvious; contractuals are a bit more in need of major reforms.

X‐squared = 25.7546, df = 2, p‐value = 2.555e‐06

$observed   
 CON STA   
DontKnow 127 55   
NO 104 128   
YES 215 176

$expected (in case the variables were independent)  
 CON STA   
DontKnow 100.8348 81.16522   
NO 128.5366 103.46335   
YES 216.6286 174.37143

X‐squared = 5.6154, df = 1, p‐value = 0.0178

$observed   
 CON STA   
NO 104 128   
YES 215 176

$expected (in case the variables were independent)  
 CON STA   
NO 118.7929 113.2071   
YES 200.2071 190.7929

## FSIs need Major Reforms vs Age

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q15\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  | 1 |  |  |
| ? | 1 | 29 | 48 | 60 | 45 | 3 | 2 |
| NO | 4 | 11 | 52 | 84 | 73 | 5 | 4 |
| YES | 5 | 37 | 122 | 125 | 83 | 19 | 2 |

Based on a simplified table (removing those who haven't answered to one or the other question, ~~or do not express an opinion,~~ and grouping together the last 2 age categories), the statistical test shows that **the need for major reform depends on the age**. **The youngest ones (21­30) are more to not express an opinion, and also more to express a need for major reforms** (see also the 2d test where the uncertain people are removed).

X‐squared = 26.351, df = 8, p‐value = 0.0009144

$observed   
 21-30 31-40 41-50 51-60 >60   
DontKnow 29 48 60 45 5   
NO 11 52 84 73 9   
YES 37 122 125 83 21

$expected (in case the variables were independent)  
 21-30 31-40 41-50 51-60 >60   
DontKnow 17.90920 51.63433 62.56592 46.75 8.140547   
NO 21.93159 63.23134 76.61816 57.25 9.968905   
YES 37.15920 107.13433 129.81592 97.00 16.890547

X‐squared = 15.8038, df = 4, p‐value = 0.003294

$observed   
 21-30 31-40 41-50 51-60 >60   
NO 11 52 84 73 9   
YES 37 122 125 83 21

$expected (in case the variables were independent)  
 21-30 31-40 41-50 51-60 >60   
NO 17.81524 64.58023 77.5705 57.89951 11.13452   
YES 30.18476 109.41977 131.4295 98.10049 18.86548

## Q16: If so (Q15), do the reforms you have in mind require a change of status of the FSIs? (572 answers)

|  |  |
| --- | --- |
| Q16 | count(\*) |
| No answer | 243 |
| I don’t know (**?**) | 173 |
| **NO** | 330 |
| **YES** | 69 |

## Q17: Do you fear for your job and/or status because of the reform announced by E. Sleurs? (799 answers)

|  |  |
| --- | --- |
| Q17 | count(\*) |
| No answer | 16 |
| NO | 270 |
| YES | 529 |

## Fear for Job vs Position

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q17\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 13 |  | 1 | 2 |
| NO | 130 | 1 | 6 | 133 |
| YES | 303 |  | 1 | 225 |

Based on a simplified table (removing the ones who didn't answer Q17, and removing the positions other than contractual and permanent), the statistical test tends to show that **there is a slight influence of the position on the fear**. **The contractuals have a bit more fear than the permanents, but not that much**.

X‐squared = 4.1706, df = 1, p‐value = 0.04113

$observed   
 CON STA   
NO 130 133   
YES 303 225

$expected (in case the variables were independent)  
 CON STA   
NO 143.9684 119.0316   
YES 289.0316 238.9684

## Fear for Job vs Age

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q17\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  | 1 | 6 | 4 | 5 |  |  |
| NO | 3 | 28 | 80 | 72 | 70 | 12 | 5 |
| YES | 7 | 48 | 136 | 193 | 127 | 15 | 3 |

Based on a simplified table (removing those who haven't answered to one or the other question, and grouping together the last 2 age categories), the statistical test tends to show that **there is a slight influence of the age on the fear**. **The people aged from 41 to 50 years show more fear than the other age categories (as well younger than older)**. This might be explained because they are already a bit old to change job, but will still have to work for quite some years.

X‐squared = 10.203, df = 4, p‐value = 0.03714

$observed   
 21-30 31-40 41-50 51-60 >60   
NO 28 80 72 70 17   
YES 48 136 193 127 18

$expected (in case the variables were independent)  
 21-30 31-40 41-50 51-60 >60   
NO 25.71863 73.09506 89.67681 66.6654 11.84411   
YES 50.28137 142.90494 175.32319 130.3346 23.15589

## Fear for Job vs Career

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q17\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 2 | 8 | 6 |
| NO | 5 | 122 | 143 |
| YES | 17 | 203 | 309 |

Based on a simplified table (removing the ones who didn't answer Q17, and guessing that the people who doesn't know in which career they are are in fact in the Technical/Administrative one), the statistical test shows that **the fear for their job is independent of the Career**.

X‐squared = 3.16, df = 1, p‐value = 0.07546

$observed   
 Sci TA   
NO 122 148   
YES 203 326

$expected (in case the variables were independent)  
 Sci TA   
NO 109.8248 160.1752   
YES 215.1752 313.8248

## Q18: Do you believe that some employment conditions could IMPROVE as a result of this reform? (810 answers)

|  |  |
| --- | --- |
| Q18 | count(\*) |
| No answer | 5 |
| I don’t know (**?**) | 191 |
| **NO** | 509 |
| **YES** | 110 |

## Reform will improve some employment conditions vs Position

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q18\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 5 |  |  |  |
| ? | 127 |  | 6 | 58 |
| NO | 243 |  | 1 | 265 |
| YES | 71 | 1 | 1 | 37 |

Based on a simplified table (removing the ones who didn't answer Q18, and removing the positions other than contractual and permanent), the statistical test shows that **expecting improvements due to the reform is strongly dependent on the position. The contractuals are more to expect improvements than permanents.**

X‐squared = 29.5023, df = 2, p‐value = 3.923e‐07

$observed   
 CON STA   
DontKnow 127 58   
NO 243 265   
YES 71 37

$expected (in case the variables were independent)  
 CON STA   
DontKnow 101.85393 83.14607   
NO 279.68539 228.31461   
YES 59.46067 48.53933

## Reform will improve some employment conditions vs Age

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q18\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  | 1 | 2 | 2 |  |  |
| ? | 4 | 25 | 58 | 66 | 31 | 5 | 2 |
| NO | 6 | 32 | 130 | 163 | 153 | 20 | 5 |
| YES |  | 20 | 33 | 38 | 16 | 2 | 1 |

Based on a simplified table (removing those who haven't answered to one or the other question, and grouping together the last 2 age categories), the statistical test shows that **there is an influence of the age on the expectation of improvements. People aged 51+ are not expecting improvements as much as the younger ones.**

X‐squared = 35.9099, df = 8, p‐value = 1.824e‐05

$observed   
 21-30 31-40 41-50 51-60 >60   
DontKnow 25 58 66 31 7   
NO 32 130 163 153 25   
YES 20 33 38 16 3

$expected (in case the variables were independent)  
 21-30 31-40 41-50 51-60 >60   
DontKnow 17.99875 51.65875 62.41125 46.75 8.18125   
NO 48.41375 138.95375 167.87625 125.75 22.00625   
YES 10.58750 30.38750 36.71250 27.50 4.81250

## Reform will improve some employment conditions vs Career

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q18\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 2 | 1 | 2 |
| ? | 8 | 92 | 91 |
| NO | 13 | 180 | 316 |
| YES | 1 | 60 | 49 |

Based on a simplified table (removing the ones who didn't answer Q18, and guessing that the people who doesn't know in which career they are are in fact in the Technical/Administrative one), the statistical test shows that **expecting improvements due to the reform is strongly dependent on the Career. Tech/Admin are less optimistic than Scientifics**.

X‐squared = 19.0866, df = 2, p‐value = 7.168e‐05

$observed   
 Sci TA  
DontKnow 92 99   
NO 180 329   
YES 60 50

$expected (in case the variables were independent)  
 Sci TA   
DontKnow 78.28642 112.71358   
NO 208.62716 300.37284   
YES 45.08642 64.91358

## Q20: Do you think that some employments conditions could DETERIORATE as a result of this reform?

|  |  |
| --- | --- |
| Q20 | count(\*) |
| No answer | 6 |
| I don’t know (**?**) | 100 |
| **NO** | 26 |
| **YES** | 683 |

## Reform will deteriorate some employment conditions vs Position

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q20\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 6 |  |  |  |
| ? | 70 |  | 4 | 26 |
| NO | 16 | 1 |  | 9 |
| YES | 354 |  | 4 | 325 |

Based on a simplified table (removing the ones who didn't answer Q20, and removing the positions other than contractual and permanent), the statistical test shows that **expecting deteriorations due to the reform is dependent on the position. The permanents are more to expect deteriorations than contractuals**.

X‐squared = 15.5205, df = 2, p‐value = 0.0004264

$observed   
 CON STA  
DontKnow 70 26   
NO 16 9   
YES 354 325

$expected (in case the variables were independent)  
 CON STA   
DontKnow 52.80 43.20   
NO 13.75 11.25   
YES 373.45 305.55

## Reform will deteriorate some employment conditions vs Age

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q20\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  | 1 | 1 | 1 | 2 | 1 |  |
| ? | 3 | 16 | 34 | 26 | 17 | 3 | 1 |
| NO |  | 6 | 6 | 6 | 7 | 1 |  |
| YES | 7 | 54 | 181 | 236 | 176 | 22 | 7 |

Based on a simplified table (removing those who haven't answered to one or the other question, and grouping together the last 2 age categories), the statistical test shows that **if there is an influence of the age on the expectation of deteriorations it is small**.

X‐squared = 19.0055, df = 8, p‐value = 0.01483

$observed   
 21-30 31-40 41-50 51-60 >60   
DontKnow 16 34 26 17 4   
NO 6 6 6 7 1   
YES 54 181 236 176 29

$expected (in case the variables were independent)  
 21-30 31-40 41-50 51-60 >60   
DontKnow 9.226533 26.829787 32.535670 24.280350 4.127660   
NO 2.473091 7.191489 8.720901 6.508135 1.106383   
YES 64.300375 186.978723 226.743429 169.211514 28.765957

## Reform will deteriorate some employment conditions vs Career

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q20\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 1 | 3 | 2 |
| ? | 1 | 53 | 46 |
| NO |  | 13 | 13 |
| YES | 22 | 264 | 397 |

Based on a simplified table (removing the ones who didn't answer Q20, and guessing that the people who doesn't know in which career they are are in fact in the Technical/Administrative one), the statistical test shows that **expecting deteriorations due to the reform might be dependent on the Career. Tech/Admin are more to expect deteriorations and scientific are more uncertain**.

X‐squared = 8.3773, df = 2, p‐value = 0.01517

$observed   
 Sci TA   
DontKnow 53 47   
NO 13 13   
YES 264 419

$expected (in case the variables were independent)  
 Sci TA   
DontKnow 40.79110 59.20890   
NO 10.60569 15.39431   
YES 278.60321 404.39679

## Q22: Do you think that BELSPO's reform will impact the functioning of the FSIs? (652 answers)

|  |  |
| --- | --- |
| Q22 | count(\*) |
| No answer | 163 |
| I don’t know (**?**) | 271 |
| **No**. | 32 |
| Yes, positively. (**YES+**) | 55 |
| Yes, negatively. (**YES­**) | 294 |

## Impact of BELSPO's reform on the FSIs vs Career

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q22\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 7 | 95 | 61 |
| ? | 10 | 96 | 165 |
| NO |  | 14 | 18 |
| YES+ | 2 | 29 | 24 |
| YES­ | 5 | 99 | 190 |

Based on a simplified table (removing the ones who didn't answer Q22 or do not expressed an opinion, and guessing that the people who doesn't know in which career they are are in fact in the Technical/Administrative one), the statistical test shows that **the career might have a small impact on how people feel BELSPO's reform will impact the functionning of the FSIs. Scientifics are a bit more to think there will be NO or a positive impact than Tech/Adm**.

X‐squared = 7.822, df = 2, p‐value = 0.02002

$observed   
 Sci TA   
YES‐ 99 195   
NO 14 18   
YES+ 29 26

$expected (in case the variables were independent)  
 Sci TA   
YES‐ 109.57480 184.42520   
NO 11.92651 20.07349   
YES+ 20.49869 34.50131

## Impact of BELSPO's reform on the FSIs vs Position

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q22\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 91 |  | 2 | 70 |
| ? | 168 |  | 3 | 100 |
| NO | 17 |  |  | 15 |
| YES+ | 23 | 1 |  | 31 |
| YES­ | 147 |  | 3 | 144 |

Based on a simplified table (removing the ones who didn't answer Q22 or do not expressed an opinion, and removing the positions other than contractual and permanent), the statistical test shows that **the opinion on how BELSPO's reform will impact (or not) the functioning of the FSIs is independent of the position**.

X‐squared = 1.3173, df = 2, p‐value = 0.5175

$observed   
 CON STA   
YES‐ 147 144   
NO 17 15   
YES+ 23 31

$expected (in case the variables were independent)  
 CON STA   
YES‐ 144.34218 146.65782   
NO 15.87268 16.12732   
YES+ 26.78515 27.21485

## Language in which the survey was answered

|  |  |
| --- | --- |
|  | count(\*) |
| EN | 22 |
| FR | 458 |
| NL | 335 |

## Language vs Age

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Lang\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| EN |  | 2 | 7 | 12 |  |  | 1 |
| FR | 4 | 46 | 122 | 160 | 105 | 17 | 4 |
| NL | 6 | 29 | 93 | 97 | 97 | 10 | 3 |

## Language vs Position

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Lang\Q3→ | CON | MAN | OTH | STA |
| EN | 20 |  |  | 2 |
| FR | 245 |  | 4 | 209 |
| NL | 181 | 1 | 4 | 149 |

## Q19: If so (Q18), what improvements do you expect?

|  |  |
| --- | --- |
| #answers Q19 | 219 |
| **Meal Vouchers** | 101 |
| **Company Car** | 13 |
| **Free Hosp**italisation **Insurance** | 83 |
| **Better Inst**itutional **Culture** | 100 |
| An employer pension scheme (**2dPension**) | 111 |
| **Better** career prospects (**Promotions**) | 148 |

## Which Improvements vs Career

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q19\Q2→ | ? | Sci | Tech/Admin |
| MealVouchers | 4 | 34 | 63 |
| CompanyCar |  | 6 | 7 |
| FreeHospInsurance | 2 | 26 | 55 |
| BetterInstCulture | 1 | 52 | 47 |
| 2dPension | 3 | 49 | 59 |
| BetterPromotions | 3 | 67 | 78 |

## Which Improvements vs Position

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q19\Q3→ | CON | MAN | OTH | STA |
| MealVouchers | 64 | 1 | 2 | 34 |
| CompanyCar | 6 |  | 1 | 6 |
| FreeHospInsurance | 55 | 1 | 1 | 26 |
| BetterInstCulture | 55 | 1 | 3 | 41 |
| 2dPension | 70 | 1 | 2 | 38 |
| BetterPromotions | 100 | 1 | 3 | 44 |

## Which Improvements vs Age

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q19\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| MealVouchers | 3 | 13 | 29 | 29 | 22 | 4 | 1 |
| CompanyCar |  | 4 | 3 | 5 |  | 1 |  |
| FreeHospInsurance | 2 | 7 | 22 | 29 | 18 | 4 | 1 |
| BetterInstCulture | 2 | 13 | 28 | 37 | 14 | 5 | 1 |
| 2dPension | 3 | 12 | 35 | 34 | 21 | 5 | 1 |
| BetterPromotions | 2 | 19 | 47 | 46 | 28 | 5 | 1 |

## Q21: If so (Q20), which specific deterioration do you fear?

|  |  |
| --- | --- |
| #answers Q21 | 702 |
| **Job Insecurity** | 525 |
| **Incr**eased **Pressure and excessive Stress** | 484 |
| **Red**uced **Efficiency** | 386 |
| **Loss** of **Income** | 372 |
| Deterioration of the atmosphere at work (**WorseWorkAtmos**) | 457 |
| **Loss** of **Autonomy** in my **Work** | 336 |
| **Loss** of **Sci**entific **Freedom** | 328 |
| **Loss** of **Autonomy** for my **FSI** | 402 |

## Which Deteriorations vs Career

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q21\Q2→ | ? | Sci | Tech/Admin |
| JobInsecurity | 18 | 202 | 305 |
| IncrPressureStress | 20 | 173 | 291 |
| RedEfficiency | 13 | 135 | 238 |
| IncomeLoss | 8 | 113 | 251 |
| WorseWorkAtmos | 15 | 179 | 263 |
| WorkAutonomyLoss | 11 | 143 | 182 |
| SciFreedomLoss | 2 | 208 | 118 |
| FSIAutonomyLoss | 9 | 189 | 204 |

## Which Deteriorations vs Position

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q21\Q3→ | CON | MAN | OTH | STA |
| JobInsecurity | 280 |  | 2 | 243 |
| IncrPressureStress | 245 |  | 1 | 238 |
| RedEfficiency | 187 |  |  | 199 |
| IncomeLoss | 184 |  |  | 188 |
| WorseWorkAtmos | 232 |  | 3 | 222 |
|  |  |  |  |  |
| WorkAutonomyLoss | 160 |  | 2 | 174 |
| SciFreedomLoss | 173 |  | 4 | 151 |
| FSIAutonomyLoss | 187 |  | 3 | 212 |

## Which Deteriorations vs Age

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q21\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| JobInsecurity | 5 | 38 | 136 | 186 | 134 | 20 | 6 |
| IncrPressureStress | 8 | 40 | 120 | 170 | 125 | 17 | 4 |
| RedEfficiency | 6 | 23 | 98 | 144 | 99 | 14 | 2 |
| IncomeLoss | 3 | 25 | 88 | 136 | 105 | 12 | 3 |
| WorseWorkAtmos | 5 | 31 | 118 | 163 | 120 | 15 | 5 |
| WorkAutonomyLoss | 1 | 19 | 89 | 117 | 94 | 10 | 6 |
| SciFreedomLoss | 4 | 27 | 85 | 112 | 82 | 13 | 5 |
| FSIAutonomyLoss | 5 | 26 | 103 | 147 | 103 | 15 | 3 |

## Additional Contingency Tables (Comparison of several questions per Institute Types)

Institutes were grouped by main domain of activity:

**Papers** = KB­BR + AGR­ARA  
**Museums** = IRSNB­KBIN + MRAC­KMMA + MRAH­KMKG + MRBAB­KMSKB  
**SpaceScience** = IASB­BIRA + IRM­KMI + ORB­KSB

BELSPO & KIK­IRPA have been ignored here because of the very few answers we receive from there.

### Feel Concerned by the Reform vs Institute Type

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓InstType\\Q6→ | NoAnswer | NO | YES, BUT | YES |
| Papers | 2 | 7 | 79 | 91 |
| Museums | 6 | 13 | 163 | 165 |
| SpaceScience | 1 | 6 | 134 | 143 |

### Agree with Reform Objectives vs Institute Type

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓InstType\\Q8→ | NoAnswer | ? | NO | YES |
| Papers | 34 | 35 | 100 | 10 |
| Museums | 44 | 102 | 181 | 20 |
| SpaceScience | 32 | 102 | 131 | 19 |

### How better will work the institution vs Institute Type

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| ↓InstType\\Q12→ | NoAnswer | + | ­ | = | ? |
| Papers | 35 | 6 | 83 | 19 | 36 |
| Museums | 46 | 15 | 147 | 42 | 97 |
| SpaceScience | 33 | 12 | 123 | 40 | 76 |

### FSIs need Major Reform vs Institute Type

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓InstType\\Q15→ | NoAnswer | ? | NO | YES |
| Papers | 1 | 33 | 59 | 86 |
| Museums | 0 | 87 | 89 | 171 |
| SpaceScience | 0 | 67 | 84 | 133 |

### Fear for Job vs Institute Type

|  |  |  |  |
| --- | --- | --- | --- |
| ↓InstType\\Q17→ | NoAnswer | NO | YES |
| Papers | 1 | 61 | 117 |
| Museums | 8 | 107 | 232 |
| SpaceScience | 7 | 101 | 176 |

### Impact of BELSPO's reform on the FSIs vs Institute Type

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| ↓InstType\\Q17→ | NoAnswer | ? | NO | YES+ | YES­ |
| Papers | 4 | 62 | 9 | 13 | 91 |
| Museums | 7 | 144 | 13 | 27 | 156 |
| SpaceScience | 152 | 64 | 10 | 13 | 45 |

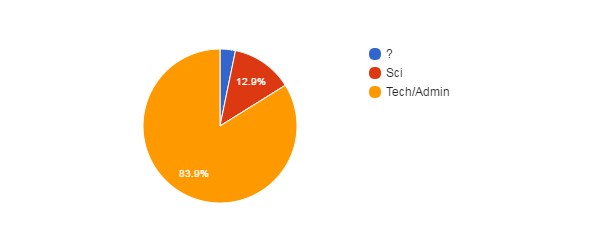
# KB­BR

## Total number of answers (KB­BR)

|  |  |
| --- | --- |
| Q1 | count(\*) |
| KB­BR | 62 |

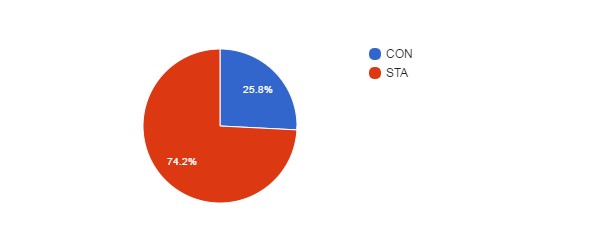
## Scientific or Administrative/Technical Career? (KB­BR)

|  |  |
| --- | --- |
| Q2 | count(\*) |
| ? | 2 |
| Sci | 8 |
| Tech/Admin | 52 |



## Position (KB­BR)

|  |  |
| --- | --- |
| Q3 | count(\*) |
| CON | 16 |
| STA | 46 |

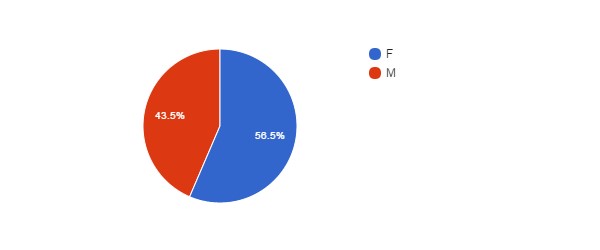


## Position vs Age (KB­BR)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q3\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| CON |  | 4 | 2 | 5 | 3 | 1 | 1 |
| MAN |  |  |  |  |  |  |  |
| OTH |  |  |  |  |  |  |  |
| STA | 1 | 3 | 7 | 21 | 14 |  |  |

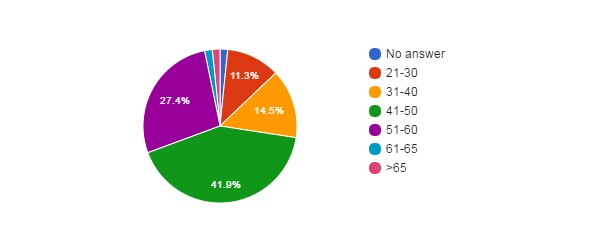
## Gender (KB­BR)

|  |  |
| --- | --- |
| Q4 | count(\*) |
| F | 35 |
| M | 27 |



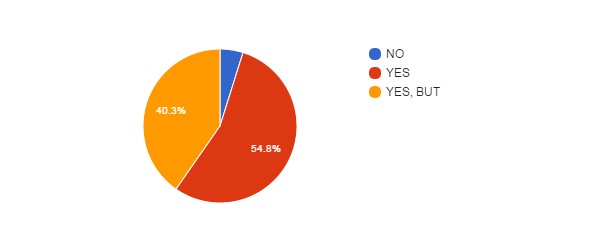
## Age (KB­BR)

|  |  |
| --- | --- |
| Q5 | count(\*) |
| No answer | 1 |
| 21­30 | 7 |
| 31­40 | 9 |
| 41­50 | 26 |
| 51­60 | 17 |
| 61­65 | 1 |
| >65 | 1 |



## Feel Concerned by the Reform ? (KB­BR)

|  |  |
| --- | --- |
| Q6 | count(\*) |
| NO | 3 |
| YES | 34 |
| YES, BUT | 25 |



## Concerned vs Career (KB­BR)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| NO |  | 1 | 2 |
| YES | 1 | 5 | 28 |
| YES, BUT | 1 | 2 | 22 |

## Concerned vs Position (KB­BR)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q6\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| NO | 1 |  |  | 2 |
| YES | 5 |  |  | 29 |
| YES, BUT | 10 |  |  | 15 |

## Concerned vs Gender (KB­BR)

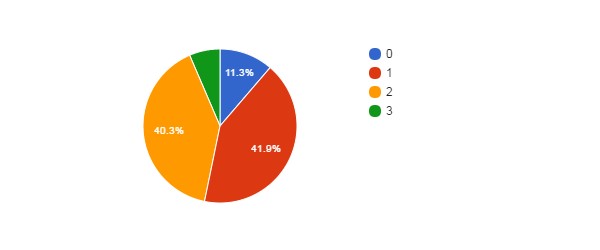
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q4→ | NoAnswer | F | M |
| NoAnswer |  |  |  |
| NO |  | 1 | 2 |
| YES |  | 19 | 15 |
| YES, BUT |  | 15 | 10 |

## Concerned vs Age (KB­BR)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q6\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| NO |  | 2 |  | 1 |  |  |  |
| YES | 1 | 2 | 5 | 13 | 11 | 1 | 1 |
| YES, BUT |  | 3 | 4 | 12 | 6 |  |  |

## How Informed ? (KB­BR)

|  |  |
| --- | --- |
| Q7 | count(\*) |
| 0 | 7 |
| 1 | 26 |
| 2 | 25 |
| 3 | 4 |



## How Informed vs Career (KB­BR)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q7\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| 0 |  | 1 | 6 |
| 1 | 2 | 1 | 23 |
| 2 |  | 5 | 20 |
| 3 |  | 1 | 3 |

## How Informed vs Position (KB­BR)

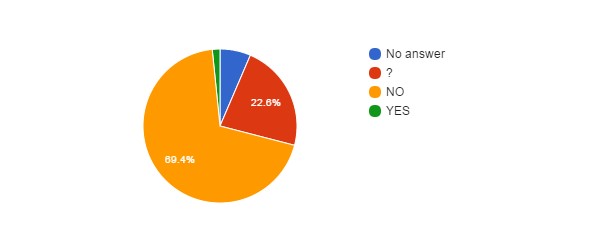
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q7\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| 0 | 2 |  |  | 5 |
| 1 | 7 |  |  | 19 |
| 2 | 7 |  |  | 18 |
| 3 |  |  |  | 4 |

## How Informed vs Age (KB­BR)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q7\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| 0 |  |  |  | 5 | 1 | 1 |  |
| 1 |  | 1 | 3 | 14 | 7 |  | 1 |
| 2 | 1 | 5 | 5 | 6 | 8 |  |  |
| 3 |  | 1 | 1 | 1 | 1 |  |  |

## Agree with Objectives ? (KB­BR)

|  |  |
| --- | --- |
| Q8 | count(\*) |
| No answer | 4 |
| ? | 14 |
| NO | 43 |
| YES | 1 |



## Agree with Objectives vs Career (KB­BR)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q8\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  | 4 |
| ? |  | 1 | 13 |
| NO | 2 | 7 | 34 |
| YES |  |  | 1 |

## Agree with Objectives vs Position (KB­BR)

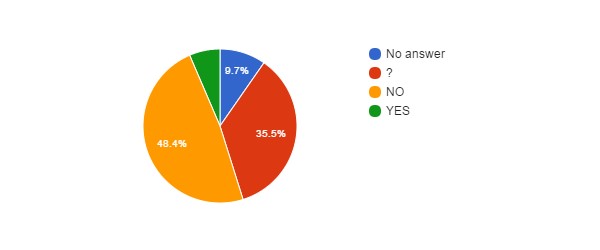
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q8\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  |  | 3 |
| ? | 2 |  |  | 12 |
| NO | 13 |  |  | 30 |
| YES |  |  |  | 1 |

## Agree with Objectives vs Age (KB­BR)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q8\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  | 3 |  | 1 |  |
| ? | 1 |  | 2 | 8 | 3 |  |  |
| NO |  | 6 | 7 | 15 | 14 |  | 1 |
| YES |  | 1 |  |  |  |  |  |

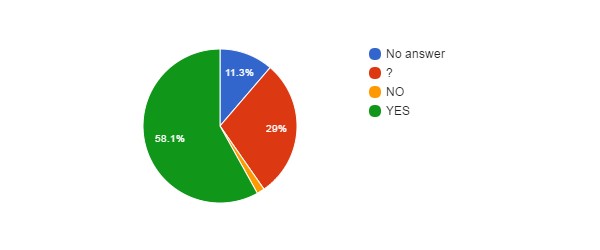
## Reform will Achieve Objectives ? (KB­BR)

|  |  |
| --- | --- |
| Q9 | count(\*) |
| No answer | 6 |
| ? | 22 |
| NO | 30 |
| YES | 4 |



## Hidden Agenda ? (KB­BR)

|  |  |
| --- | --- |
| Q10 | count(\*) |
| No answer | 7 |
| ? | 18 |
| NO | 1 |
| YES | 36 |

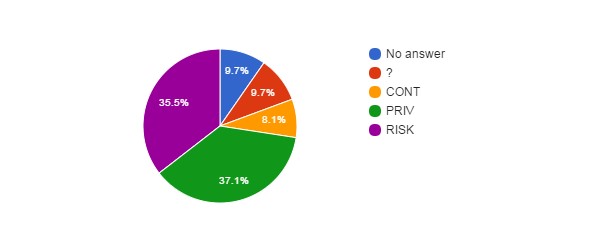


## Hidden Agenda vs Language (KB­BR)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q10\Lang→ | EN | FR | NL |
| NoAnswer |  | 3 | 4 |
| ? |  | 9 | 9 |
| NO |  | 1 |  |
| YES |  | 29 | 7 |

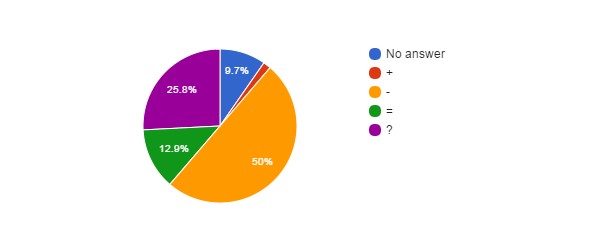
## Reform entails... (KB­BR)

|  |  |
| --- | --- |
| Q11 | count(\*) |
| No answer | 6 |
| ? | 6 |
| CONT | 5 |
| PRIV | 23 |
| RISK | 22 |



## How better will work the institution after the reform ? (KB­BR)

|  |  |
| --- | --- |
| Q12 | count(\*) |
| No answer | 6 |
| + | 1 |
| ­ | 31 |
| = | 8 |
| ? | 16 |

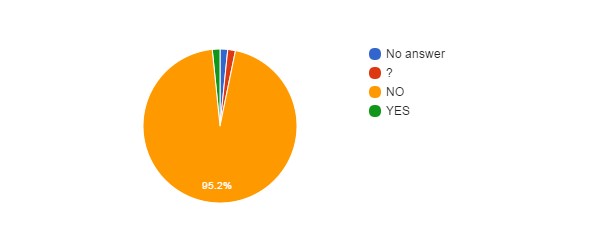


## How better will work the institution vs Career (KB­BR)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q12\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 1 | 5 |
| + |  |  | 1 |
| ­ | 2 | 5 | 24 |
| = |  |  | 8 |
| ? |  | 2 | 14 |

## Agree with Privatisation of Public Services ? (KB­BR)

|  |  |
| --- | --- |
| Q13 | count(\*) |
| No answer | 1 |
| ? | 1 |
| NO | 59 |
| YES | 1 |



## Agree with Privatisation of Public Services vs Age (KB­BR)

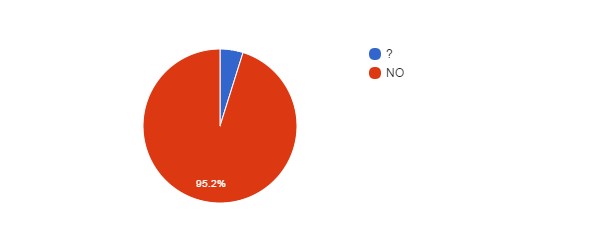
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q13\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  | 1 |  |  |
| ? |  |  |  | 1 |  |  |  |
| NO | 1 | 6 | 9 | 25 | 16 | 1 | 1 |
| YES |  | 1 |  |  |  |  |  |

## Agree with Privatisation of Public Services vs Language (KB­BR)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q13\Lang→ | EN | FR | NL |
| NoAnswer |  |  | 1 |
| ? |  | 1 |  |
| NO |  | 40 | 19 |
| YES |  | 1 |  |

## Agree with Privatisation of the FSIs ? (KB­BR)

|  |  |
| --- | --- |
| Q14 | count(\*) |
| ? | 3 |
| NO | 59 |



## Agree with Privatisation of FSIs vs Agree with Privatisation of Public Services (KB­BR)

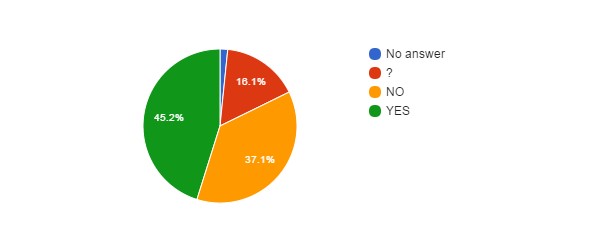
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q14\Q13→ | NoAnswer | ? | NO | YES |
| NoAnswer |  |  |  |  |
| ? |  | 1 | 2 |  |
| NO | 1 |  | 57 | 1 |
| YES |  |  |  |  |

## Agree with Privatisation of FSIs vs Career (KB­BR)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q14\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? |  |  | 3 |
| NO | 2 | 8 | 49 |
| YES |  |  |  |

## FSIs need Major Reforms ? (KB­BR)

|  |  |
| --- | --- |
| Q15 | count(\*) |
| No answer | 1 |
| ? | 10 |
| NO | 23 |
| YES | 28 |



## FSIs need Major Reforms vs Career (KB­BR)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q15\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  | 1 |
| ? |  |  | 10 |
| NO | 2 | 3 | 18 |
| YES |  | 5 | 23 |

## FSIs need Major Reforms vs Position (KB­BR)

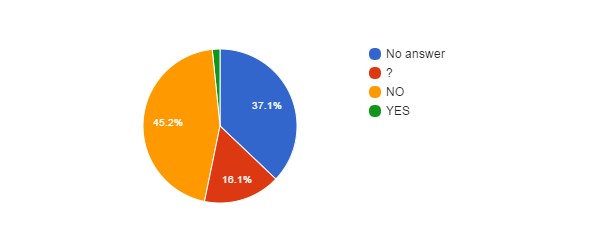
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q15\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  | 1 |
| ? | 3 |  |  | 7 |
| NO | 8 |  |  | 15 |
| YES | 5 |  |  | 23 |

## FSIs need Major Reforms vs Age (KB­BR)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q15\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  | 1 |  |  |
| ? |  | 1 | 2 | 7 |  |  |  |
| NO |  | 2 | 2 | 11 | 7 |  | 1 |
| YES | 1 | 4 | 5 | 8 | 9 | 1 |  |

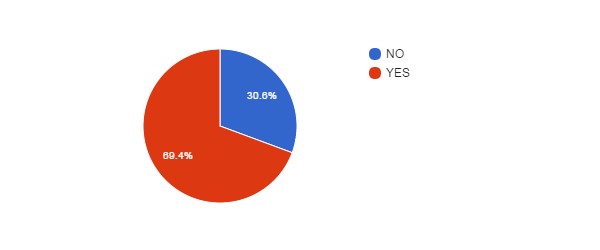
## FSIs Reforms need status change ? (KB­BR)

|  |  |
| --- | --- |
| Q16 | count(\*) |
| No answer | 23 |
| ? | 10 |
| NO | 28 |
| YES | 1 |



## Fear for your Job ? (KB­BR)

|  |  |
| --- | --- |
| Q17 | count(\*) |
| NO | 19 |
| YES | 43 |



## Fear for Job vs Position (KB­BR)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q17\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| NO | 3 |  |  | 16 |
| YES | 13 |  |  | 30 |

## Fear for Job vs Age (KB­BR)

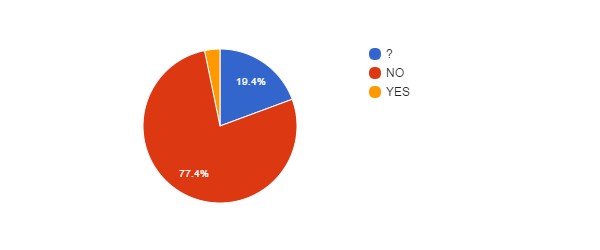
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q17\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| NO |  | 2 | 2 | 7 | 8 |  |  |
| YES | 1 | 5 | 7 | 19 | 9 | 1 | 1 |

## Fear for Job vs Career (KB­BR)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q17\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| NO | 1 | 1 | 17 |
| YES | 1 | 7 | 35 |

## Reform will improve some employment conditions ? (KB­BR)

|  |  |
| --- | --- |
| Q18 | count(\*) |
| ? | 12 |
| NO | 48 |
| YES | 2 |



## Reform will improve some employment conditions vs Position (KB­BR)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q18\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 3 |  |  | 9 |
| NO | 12 |  |  | 36 |
| YES | 1 |  |  | 1 |

## Reform will improve some employment conditions vs Age (KB-BR)

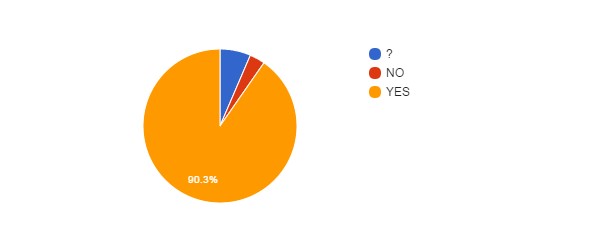
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q18\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 1 |  | 10 | 1 |  |  |
| NO | 1 | 4 | 9 | 16 | 16 | 1 | 1 |
| YES |  | 2 |  |  |  |  |  |

## Reform will improve some employment conditions vs Career (KB­BR)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q18\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? |  | 1 | 11 |
| NO | 2 | 7 | 39 |
| YES |  |  | 2 |

## Reform will deteriorate some employment conditions ? (KB­BR)

|  |  |
| --- | --- |
| Q20 | count(\*) |
| ? | 4 |
| NO | 2 |
| YES | 56 |



## Reform will deteriorate some employment conditions vs Position (KB­BR)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q20\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 1 |  |  | 3 |
| NO |  |  |  | 2 |
| YES | 15 |  |  | 41 |

## Reform will deteriorate some employment conditions vs Age (KB­BR)

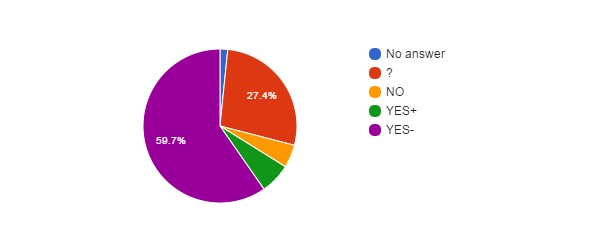
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q20\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 1 |  | 3 |  |  |  |
| NO |  | 1 | 1 |  |  |  |  |
| YES | 1 | 5 | 8 | 23 | 17 | 1 | 1 |

## Reform will deteriorate some employment conditions vs Career (KB­BR)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q20\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? |  |  | 4 |
| NO |  |  | 2 |
| YES | 2 | 8 | 46 |

## Impact of BELSPO's reform on the FSIs (KB­BR)

|  |  |
| --- | --- |
| Q22 | count(\*) |
| No answer | 1 |
| ? | 17 |
| NO | 3 |
| YES+ | 4 |
| YES­ | 37 |



## Impact of BELSPO's reform on the FSIs vs Career (KB­BR)

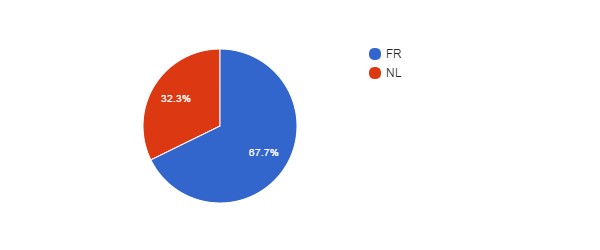
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q22\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  | 1 |
| ? |  | 1 | 16 |
| NO |  |  | 3 |
| YES+ | 1 | 1 | 2 |
| YES­ | 1 | 6 | 30 |

## Impact of BELSPO's reform on the FSIs vs Position (KB­BR)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q22\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  |  |  |
| ? | 2 |  |  | 15 |
| NO |  |  |  | 3 |
| YES+ | 1 |  |  | 3 |
| YES­ | 12 |  |  | 25 |

## Language (KB­BR)

|  |  |
| --- | --- |
| Lang | count(\*) |
| FR | 42 |
| NL | 20 |



## Language vs Age (KB­BR)

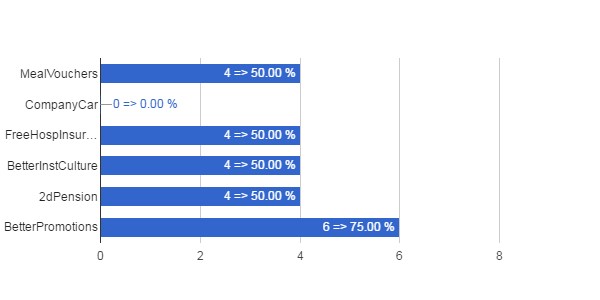
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Lang\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| EN |  |  |  |  |  |  |  |
| FR | 1 | 6 | 8 | 17 | 8 | 1 | 1 |
| NL |  | 1 | 1 | 9 | 9 |  |  |

## Language vs Position (KB­BR)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Lang\Q3→ | CON | MAN | OTH | STA |
| EN |  |  |  |  |
| FR | 13 |  |  | 29 |
| NL | 3 |  |  | 17 |

## Which improvements do you expect ? (KB­BR)

|  |  |
| --- | --- |
| #answers Q19 | 8 |
| MealVouchers | 4 |
| CompanyCar | 0 |
| FreeHospInsurance | 4 |
| BetterInstCulture | 4 |
| 2dPension | 4 |
| BetterPromotions | 6 |



## Which Improvements vs Career (KB­BR)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q19\Q2→ | ? | Sci | Tech/Admin |
| MealVouchers |  |  | 4 |
| CompanyCar |  |  |  |
| FreeHospInsurance |  |  | 4 |
| BetterInstCulture |  |  | 4 |
| 2dPension |  |  | 4 |
| BetterPromotions |  |  | 6 |

## Which Improvements vs Position (KB­BR)

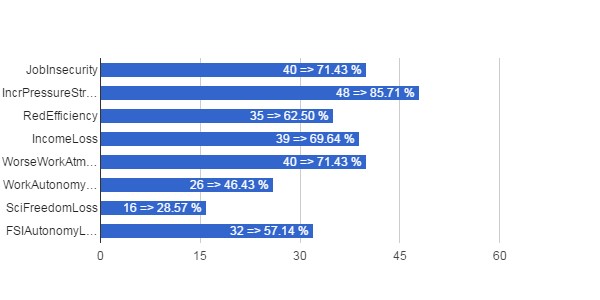
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q19\Q3→ | CON | MAN | OTH | STA |
| MealVouchers | 2 |  |  | 2 |
| CompanyCar |  |  |  |  |
| FreeHospInsurance | 2 |  |  | 2 |
| BetterInstCulture | 1 |  |  | 3 |
| 2dPension | 1 |  |  | 3 |
| BetterPromotions | 1 |  |  | 5 |

## Which Improvements vs Age (KB­BR)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q19\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| MealVouchers |  | 1 |  | 3 |  |  |  |
|  |  |  |  |  |  |  |  |
| CompanyCar |  |  |  |  |  |  |  |
| FreeHospInsurance |  | 1 |  | 1 | 2 |  |  |
| BetterInstCulture |  | 1 |  | 2 | 1 |  |  |
| 2dPension |  | 1 |  | 1 | 2 |  |  |
| BetterPromotions |  | 1 |  | 2 | 3 |  |  |

## Which deteriorations do you expect ? (KB­BR)

|  |  |
| --- | --- |
| #answers Q21 | 56 |
| JobInsecurity | 40 |
| IncrPressureStress | 48 |
| RedEfficiency | 35 |
| IncomeLoss | 39 |
| WorseWorkAtmos | 40 |
| WorkAutonomyLoss | 26 |
| SciFreedomLoss | 16 |
| FSIAutonomyLoss | 32 |



## Which Deteriorations vs Career (KB­BR)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q21\Q2→ | ? | Sci | Tech/Admin |
| JobInsecurity | 2 | 7 | 31 |
| IncrPressureStress | 2 | 7 | 39 |
| RedEfficiency | 1 | 5 | 29 |
| IncomeLoss | 2 | 5 | 32 |
| WorseWorkAtmos | 2 | 7 | 31 |
| WorkAutonomyLoss | 2 | 4 | 20 |
| SciFreedomLoss | 1 | 7 | 8 |
| FSIAutonomyLoss | 1 | 6 | 25 |

## Which Deteriorations vs Position (KB­BR)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q21\Q3→ | CON | MAN | OTH | STA |
| JobInsecurity | 12 |  |  | 28 |
| IncrPressureStress | 15 |  |  | 33 |
| RedEfficiency | 11 |  |  | 24 |
| IncomeLoss | 11 |  |  | 28 |
| WorseWorkAtmos | 12 |  |  | 28 |
| WorkAutonomyLoss | 8 |  |  | 18 |
| SciFreedomLoss | 9 |  |  | 7 |
| FSIAutonomyLoss | 9 |  |  | 23 |

## Which Deteriorations vs Age (KB­BR)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q21\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| JobInsecurity | 1 | 4 | 7 | 17 | 9 | 1 | 1 |
| IncrPressureStress | 1 | 5 | 8 | 18 | 14 | 1 | 1 |
| RedEfficiency |  | 3 | 7 | 15 | 9 | 1 |  |
| IncomeLoss |  | 3 | 6 | 17 | 12 |  | 1 |
| WorseWorkAtmos |  | 4 | 7 | 15 | 12 | 1 | 1 |
| WorkAutonomyLoss |  |  | 7 | 9 | 8 | 1 | 1 |
| SciFreedomLoss |  | 3 | 2 | 4 | 6 | 1 |  |
| FSIAutonomyLoss |  | 3 | 6 | 11 | 11 | 1 |  |

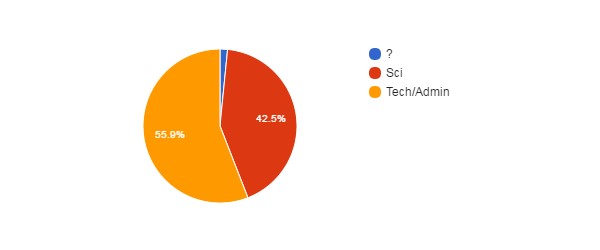
# IRSNB­KBIN

## Total number of answers (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q1 | count(\*) |
| IRSNB­KBIN | 127 |

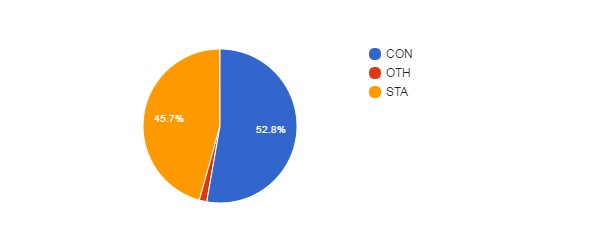
## Scientific or Administrative/Technical Career? (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q2 | count(\*) |
| ? | 2 |
| Sci | 54 |
| Tech/Admin | 71 |



## Position (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q3 | count(\*) |
| CON | 67 |
| OTH | 2 |
| STA | 58 |

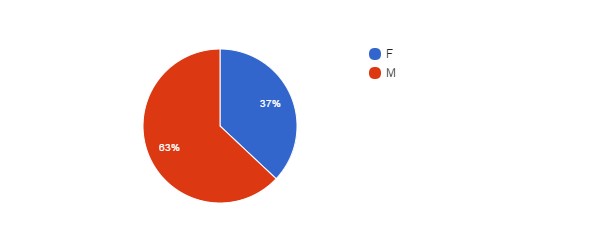


## Position vs Age (IRSNB­KBIN)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q3\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| CON | 1 | 11 | 19 | 25 | 10 | 1 |  |
| MAN |  |  |  |  |  |  |  |
| OTH |  |  |  |  | 1 |  | 1 |
| STA | 1 | 1 | 11 | 25 | 18 | 2 |  |

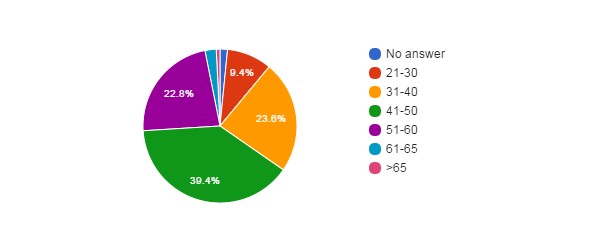
## Gender (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q4 | count(\*) |
| F | 47 |
| M | 80 |



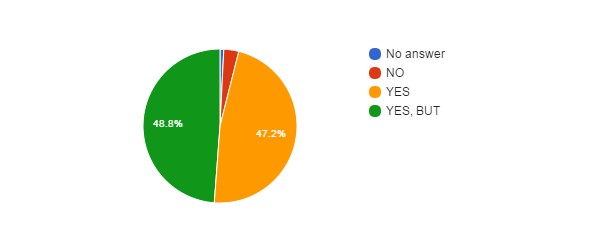
## Age (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q5 | count(\*) |
| No answer | 2 |
| 21-30 | 12 |
| 31-40 | 30 |
| 41-50 | 50 |
| 51-60 | 29 |
| 61-65 | 3 |
| >65 | 1 |



## Feel Concerned by the Reform ? (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q6 | count(\*) |
| No answer | 1 |
| NO | 4 |
| YES | 60 |
| YES, BUT | 62 |



## Concerned vs Career (IRSNB­KBIN)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 1 |  |
| NO |  | 2 | 2 |
| YES | 1 | 30 | 29 |
| YES, BUT | 1 | 21 | 40 |

## Concerned vs Position (IRSNB­KBIN)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q6\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  |  |  |
| NO | 3 |  |  | 1 |
| YES | 33 |  | 1 | 26 |
| YES, BUT | 30 |  | 1 | 31 |

## Concerned vs Gender (IRSNB­KBIN)

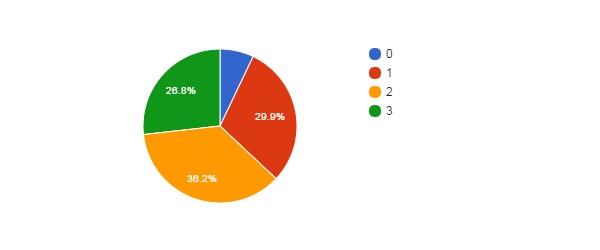
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q4→ | NoAnswer | F | M |
| NoAnswer |  | 1 |  |
| NO |  | 3 | 1 |
| YES |  | 19 | 41 |
| YES, BUT |  | 24 | 38 |

## Concerned vs Age (IRSNB­KBIN)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q6\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  | 1 |  |  |  |  |  |
| NO |  | 1 | 1 | 1 |  | 1 |  |
| YES | 2 | 3 | 11 | 26 | 15 | 2 | 1 |
| YES, BUT |  | 7 | 18 | 23 | 14 |  |  |

## How Informed ? (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q7 | count(\*) |
| 0 | 9 |
| 1 | 38 |
| 2 | 46 |
| 3 | 34 |



## How Informed vs Career (IRSNB­KBIN)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q7\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| 0 |  | 4 | 5 |
| 1 | 1 | 14 | 23 |
| 2 |  | 21 | 25 |
| 3 | 1 | 15 | 18 |

## How Informed vs Position (IRSNB­KBIN)

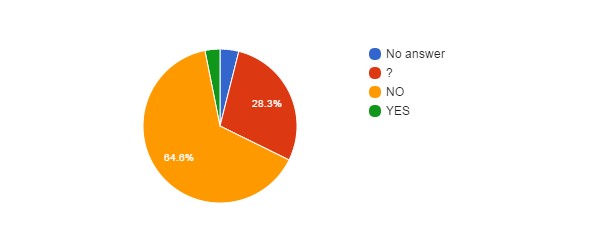
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q7\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| 0 | 7 |  |  | 2 |
| 1 | 19 |  | 1 | 18 |
| 2 | 22 |  | 1 | 23 |
| 3 | 19 |  |  | 15 |

## How Informed vs Age (IRSNB­KBIN)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q7\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| 0 | 1 | 3 | 2 | 2 |  | 1 |  |
| 1 |  | 4 | 16 | 12 | 5 |  | 1 |
| 2 | 1 | 4 | 6 | 20 | 14 | 1 |  |
| 3 |  | 1 | 6 | 16 | 10 | 1 |  |

## Agree with Objectives ? (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q8 | count(\*) |
| No answer | 5 |
| ? | 36 |
| NO | 82 |
| YES | 4 |



## Agree with Objectives vs Career (IRSNB­KBIN)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q8\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 1 | 4 |
| ? | 2 | 13 | 21 |
| NO |  | 37 | 45 |
| YES |  | 3 | 1 |

## Agree with Objectives vs Position (IRSNB­KBIN)

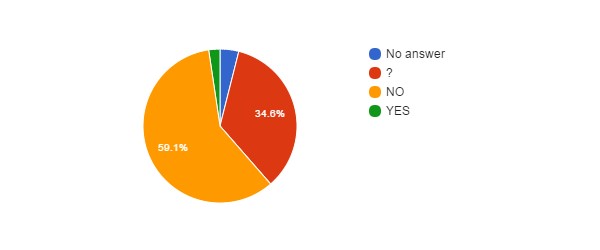
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q8\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 4 |  |  | 1 |
| ? | 21 |  |  | 15 |
| NO | 40 |  | 2 | 40 |
| YES | 2 |  |  | 2 |

## Agree with Objectives vs Age (IRSNB­KBIN)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q8\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer | 1 | 1 | 1 | 2 |  |  |  |
| ? |  | 5 | 7 | 15 | 7 | 2 |  |
| NO | 1 | 6 | 20 | 33 | 21 |  | 1 |
| YES |  |  | 2 |  | 1 | 1 |  |

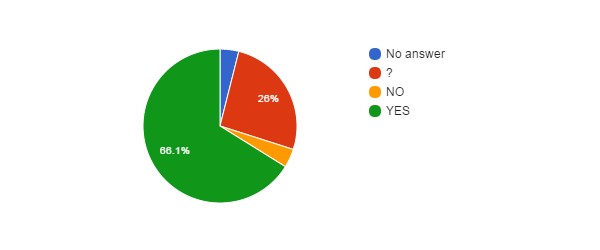
## Reform will Achieve Objectives ? (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q9 | count(\*) |
| No answer | 5 |
| ? | 44 |
| NO | 75 |
| YES | 3 |



## Hidden Agenda ? (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q10 | count(\*) |
| No answer | 5 |
| ? | 33 |
| NO | 5 |
| YES | 84 |

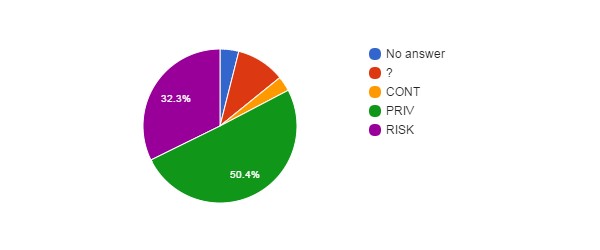


## Hidden Agenda vs Language (IRSNB­KBIN)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q10\Lang→ | EN | FR | NL |
| NoAnswer | 1 | 3 | 1 |
| ? |  | 22 | 11 |
| NO |  | 1 | 4 |
| YES |  | 50 | 34 |

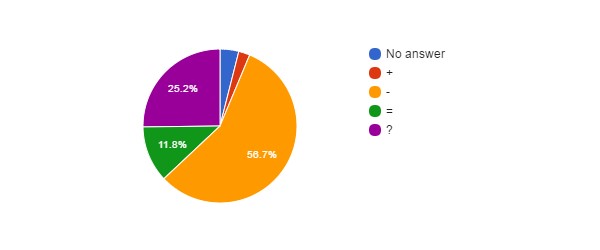
## Reform entails... (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q11 | count(\*) |
| No answer | 5 |
| ? | 13 |
| CONT | 4 |
| PRIV | 64 |
| RISK | 41 |



## How better will work the institution after the reform ? (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q12 | count(\*) |
| No answer | 5 |
| + | 3 |
| ­ | 72 |
| = | 15 |
| ? | 32 |

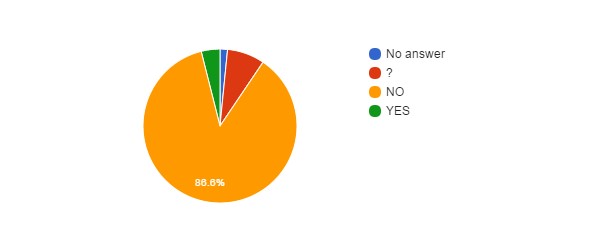


## How better will work the institution vs Career (IRSNB­KBIN)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q12\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 1 | 4 |
| + |  | 2 | 1 |
| ­ | 1 | 35 | 36 |
| = |  | 5 | 10 |
| ? | 1 | 11 | 20 |

## Agree with Privatisation of Public Services ? (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q13 | count(\*) |
| No answer | 2 |
| ? | 10 |
| NO | 110 |
| YES | 5 |



## Agree with Privatisation of Public Services vs Age (IRSNB­KBIN)

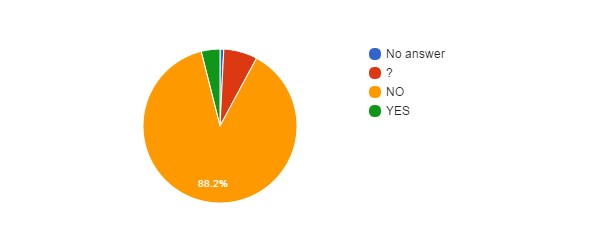
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q13\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  | 2 |  |  |
| ? |  |  | 4 | 2 | 3 | 1 |  |
| NO | 2 | 12 | 25 | 45 | 24 | 1 | 1 |
| YES |  |  | 1 | 3 |  | 1 |  |

## Agree with Privatisation of Public Services vs Language (IRSNB-KBIN)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q13\Lang→ | EN | FR | NL |
| NoAnswer |  | 1 | 1 |
| ? |  | 4 | 6 |
| NO | 1 | 68 | 41 |
| YES |  | 3 | 2 |

## Agree with Privatisation of the FSIs ? (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q14 | count(\*) |
| No answer | 1 |
| ? | 9 |
| NO | 112 |
| YES | 5 |



## Agree with Privatisation of FSIs vs Agree with Privatisation of Public Services (IRSNB­KBIN)

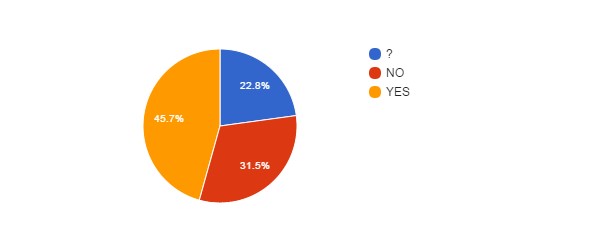
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q14\Q13→ | NoAnswer | ? | NO | YES |
| NoAnswer |  |  | 1 |  |
| ? |  | 6 | 3 |  |
| NO | 2 | 4 | 106 |  |
| YES |  |  |  | 5 |

## Agree with Privatisation of FSIs vs Career (IRSNB­KBIN)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q14\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  | 1 |
| ? |  | 2 | 7 |
| NO | 2 | 50 | 60 |
| YES |  | 2 | 3 |

## FSIs need Major Reforms ? (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q15 | count(\*) |
| ? | 29 |
| NO | 40 |
| YES | 58 |



## FSIs need Major Reforms vs Career (IRSNB­KBIN)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q15\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? |  | 12 | 17 |
| NO | 1 | 16 | 23 |
| YES | 1 | 26 | 31 |

## FSIs need Major Reforms vs Position (IRSNB­KBIN)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q15\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 21 |  | 2 | 6 |
| NO | 19 |  |  | 21 |
| YES | 27 |  |  | 31 |

## FSIs need Major Reforms vs Age (IRSNB­KBIN)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q15\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 7 | 4 | 8 | 8 | 1 | 1 |
| NO | 2 | 2 | 7 | 20 | 9 |  |  |
| YES |  | 3 | 19 | 22 | 12 | 2 |  |

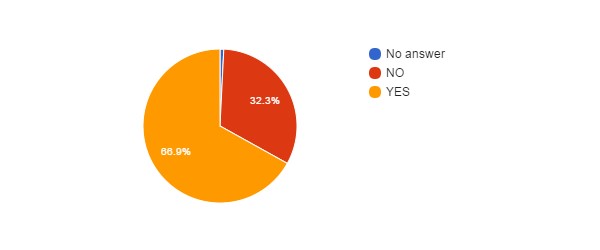
## FSIs Reforms need status change ? (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q16 | count(\*) |
| No answer | 40 |
| ? | 32 |
| NO | 49 |
| YES | 6 |



## Fear for your Job ? (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q17 | count(\*) |
| No answer | 1 |
| NO | 41 |
| YES | 85 |



## Fear for Job vs Position (IRSNB­KBIN)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q17\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  |  |  |
| NO | 16 |  | 1 | 24 |
| YES | 50 |  | 1 | 34 |

## Fear for Job vs Age (IRSNB­KBIN)

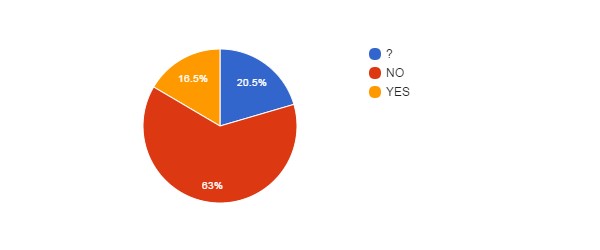
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q17\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  | 1 |  |  |  |  |  |
| NO |  | 2 | 11 | 14 | 11 | 2 | 1 |
| YES | 2 | 9 | 19 | 36 | 18 | 1 |  |

## Fear for Job vs Career (IRSNB­KBIN)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q17\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 1 |  |
| NO |  | 18 | 23 |
| YES | 2 | 35 | 48 |

## Reform will improve some employment conditions ? (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q18 | count(\*) |
| ? | 26 |
| NO | 80 |
| YES | 21 |



## Reform will improve some employment conditions vs Position (IRSNB­KBIN)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q18\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 17 |  | 1 | 8 |
| NO | 37 |  | 1 | 42 |
| YES | 13 |  |  | 8 |

## Reform will improve some employment conditions vs Age (IRSNB­KBIN)

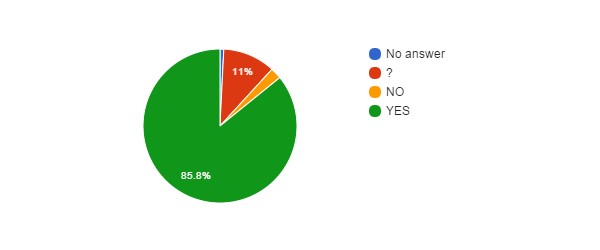
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q18\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 3 | 5 | 9 | 8 | 1 |  |
| NO | 2 | 6 | 20 | 32 | 18 | 1 | 1 |
| YES |  | 3 | 5 | 9 | 3 | 1 |  |

## Reform will improve some employment conditions vs Career (IRSNB­KBIN)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q18\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? | 1 | 11 | 14 |
| NO | 1 | 32 | 47 |
| YES |  | 11 | 10 |

## Reform will deteriorate some employment conditions ? (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q20 | count(\*) |
| No answer | 1 |
| ? | 14 |
| NO | 3 |
| YES | 109 |



## Reform will deteriorate some employment conditions vs Position (IRSNB­KBIN)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q20\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  |  |  |
| ? | 11 |  |  | 3 |
| NO | 2 |  |  | 1 |
| YES | 53 |  | 2 | 54 |

## Reform will deteriorate some employment conditions vs Age (IRSNB­KBIN)

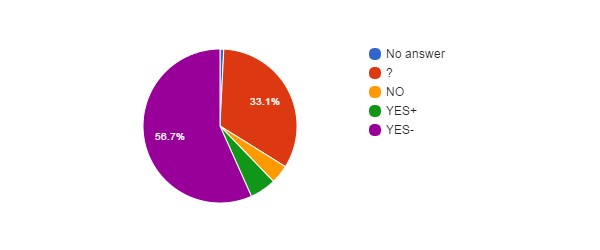
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q20\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  | 1 |  |
| ? |  | 2 | 5 | 2 | 4 | 1 |  |
| NO |  | 1 |  | 1 |  | 1 |  |
| YES | 2 | 9 | 25 | 47 | 25 |  | 1 |

## Reform will deteriorate some employment conditions vs Career (IRSNB­KBIN)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q20\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 1 |  |
| ? |  | 9 | 5 |
| NO |  | 2 | 1 |
| YES | 2 | 42 | 65 |

## Impact of BELSPO's reform on the FSIs (IRSNB­KBIN)

|  |  |
| --- | --- |
| Q22 | count(\*) |
| No answer | 1 |
| ? | 42 |
| NO | 5 |
| YES+ | 7 |
| YES­ | 72 |



## Impact of BELSPO's reform on the FSIs vs Career (IRSNB­KBIN)

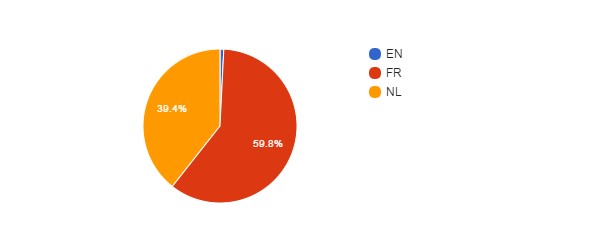
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q22\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  | 1 |
| ? | 1 | 15 | 26 |
| NO |  | 3 | 2 |
| YES+ |  | 3 | 4 |
| YES­ | 1 | 33 | 38 |

## Impact of BELSPO's reform on the FSIs vs Position (IRSNB­KBIN)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q22\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  | 1 |
| ? | 22 |  | 1 | 19 |
| NO | 4 |  |  | 1 |
| YES+ | 3 |  |  | 4 |
| YES­ | 38 |  | 1 | 33 |

## Language (IRSNB­KBIN)

|  |  |
| --- | --- |
| Lang | count(\*) |
| EN | 1 |
| FR | 76 |
| NL | 50 |



## Language vs Age (IRSNB­KBIN)

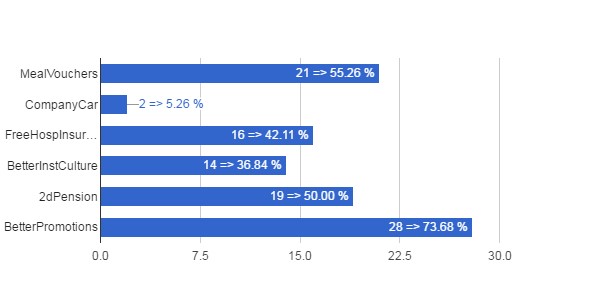
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Lang\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| EN |  | 1 |  |  |  |  |  |
| FR | 2 | 9 | 17 | 29 | 18 | 1 |  |
| NL |  | 2 | 13 | 21 | 11 | 2 | 1 |

## Language vs Position (IRSNB­KBIN)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Lang\Q3→ | CON | MAN | OTH | STA |
| EN | 1 |  |  |  |
| FR | 43 |  | 1 | 32 |
| NL | 23 |  | 1 | 26 |

## Which improvements do you expect ? (IRSNB­KBIN)

|  |  |
| --- | --- |
| #answers Q19 | 38 |
| MealVouchers | 21 |
| CompanyCar | 2 |
| FreeHospInsurance | 16 |
| BetterInstCulture | 14 |
| 2dPension | 19 |
| BetterPromotions | 28 |



## Which Improvements vs Career (IRSNB­KBIN)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q19\Q2→ | ? | Sci | Tech/Admin |
| MealVouchers | 1 | 6 | 14 |
| CompanyCar |  | 2 |  |
| FreeHospInsurance |  | 4 | 12 |
| BetterInstCulture | 1 | 5 | 8 |
| 2dPension | 1 | 9 | 9 |
| BetterPromotions | 1 | 12 | 15 |

## Which Improvements vs Position (IRSNB­KBIN)

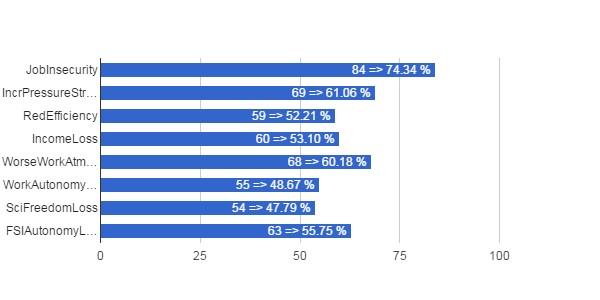
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q19\Q3→ | CON | MAN | OTH | STA |
| MealVouchers | 13 |  | 1 | 7 |
| CompanyCar | 1 |  |  | 1 |
| FreeHospInsurance | 10 |  | 1 | 5 |
| BetterInstCulture | 8 |  | 1 | 5 |
| 2dPension | 12 |  | 1 | 6 |
| BetterPromotions | 21 |  | 1 | 6 |

## Which Improvements vs Age (IRSNB­KBIN)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q19\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| MealVouchers |  | 2 | 5 | 7 | 6 | 1 |  |
|  |  |  |  |  |  |  |  |
| CompanyCar |  | 1 |  |  |  | 1 |  |
| FreeHospInsurance |  | 2 | 2 | 6 | 5 | 1 |  |
| BetterInstCulture |  |  | 2 | 9 | 2 | 1 |  |
| 2dPension |  | 2 | 3 | 9 | 4 | 1 |  |
| BetterPromotions |  | 3 | 8 | 11 | 5 | 1 |  |

## Which deteriorations do you expect ? (IRSNB­KBIN)

|  |  |
| --- | --- |
| #answers Q21 | 113 |
| JobInsecurity | 84 |
| IncrPressureStress | 69 |
| RedEfficiency | 59 |
| IncomeLoss | 60 |
| WorseWorkAtmos | 68 |
| WorkAutonomyLoss | 55 |
| SciFreedomLoss | 54 |
| FSIAutonomyLoss | 63 |



## Which Deteriorations vs Career (IRSNB­KBIN)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q21\Q2→ | ? | Sci | Tech/Admin |
| JobInsecurity | 2 | 33 | 49 |
| IncrPressureStress | 2 | 29 | 38 |
| RedEfficiency | 1 | 20 | 38 |
| IncomeLoss |  | 18 | 42 |
| WorseWorkAtmos | 2 | 30 | 36 |
| WorkAutonomyLoss | 2 | 27 | 26 |
| SciFreedomLoss |  | 33 | 21 |
| FSIAutonomyLoss | 2 | 33 | 28 |

## Which Deteriorations vs Position (IRSNB­KBIN)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q21\Q3→ | CON | MAN | OTH | STA |
| JobInsecurity | 44 |  | 1 | 39 |
| IncrPressureStress | 32 |  | 1 | 36 |
| RedEfficiency | 27 |  |  | 32 |
| IncomeLoss | 28 |  |  | 32 |
| WorseWorkAtmos | 35 |  | 2 | 31 |
| WorkAutonomyLoss | 30 |  | 1 | 24 |
| SciFreedomLoss | 29 |  | 1 | 24 |
| FSIAutonomyLoss | 31 |  | 1 | 31 |

## Which Deteriorations vs Age (IRSNB­KBIN)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q21\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| JobInsecurity | 1 | 7 | 20 | 35 | 19 | 1 | 1 |
| IncrPressureStress | 2 | 4 | 14 | 33 | 15 |  | 1 |
| RedEfficiency | 2 | 3 | 13 | 28 | 13 |  |  |
| IncomeLoss | 1 | 4 | 12 | 27 | 15 | 1 |  |
| WorseWorkAtmos |  | 3 | 17 | 30 | 16 | 1 | 1 |
| WorkAutonomyLoss |  | 3 | 10 | 27 | 13 | 1 | 1 |
| SciFreedomLoss | 1 | 3 | 9 | 28 | 12 |  | 1 |
| FSIAutonomyLoss | 1 | 3 | 13 | 31 | 14 | 1 |  |

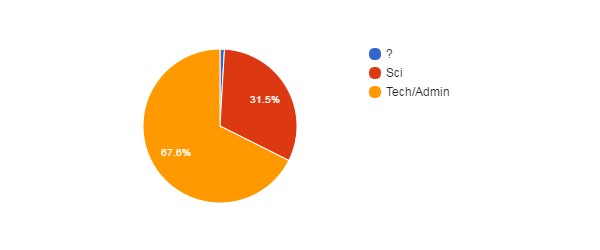
# MRAH­KMKG

## Total number of answers (MRAH­KMKG)

|  |  |
| --- | --- |
| Q1 | count(\*) |
| MRAH­KMKG | 108 |

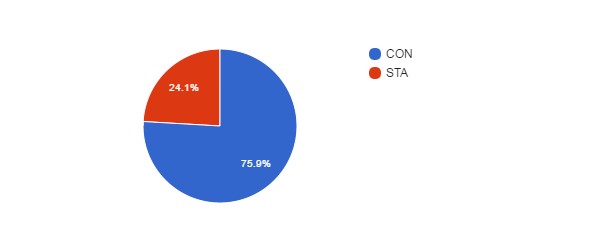
## Scientific or Administrative/Technical Career? (MRAH­KMKG)

|  |  |
| --- | --- |
| Q2 | count(\*) |
| ? | 1 |
| Sci | 34 |
| Tech/Admin | 73 |



## Position (MRAH­KMKG)

|  |  |
| --- | --- |
| Q3 | count(\*) |
| CON | 82 |
| STA | 26 |

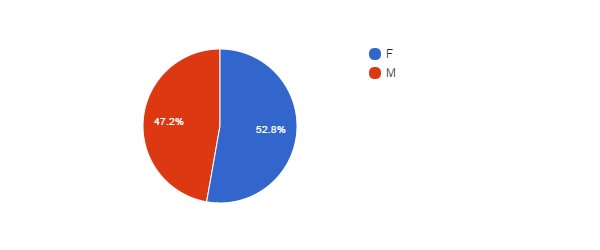


## Position vs Age (MRAH­KMKG)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q3\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| CON | 1 | 2 | 24 | 29 | 24 | 2 |  |
| MAN |  |  |  |  |  |  |  |
| OTH |  |  |  |  |  |  |  |
| STA |  |  | 1 | 15 | 7 | 3 |  |

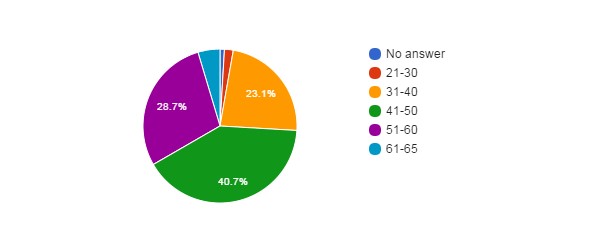
## Gender (MRAH­KMKG)

|  |  |
| --- | --- |
| Q4 | count(\*) |
| F | 57 |
| M | 51 |



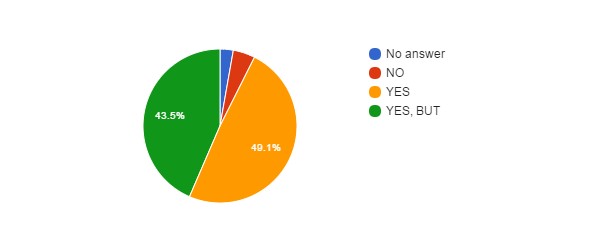
## Age (MRAH­KMKG)

|  |  |
| --- | --- |
| Q5 | count(\*) |
| No answer | 1 |
| 21­30 | 2 |
| 31­40 | 25 |
| 41­50 | 44 |
| 51­60 | 31 |
| 61­65 | 5 |



## Feel Concerned by the Reform ? (MRAH­KMKG)

|  |  |
| --- | --- |
| Q6 | count(\*) |
| No answer | 3 |
| NO | 5 |
| YES | 53 |
| YES, BUT | 47 |



## Concerned vs Career (MRAH­KMKG)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 1 |  | 2 |
| NO |  | 2 | 3 |
| YES |  | 19 | 34 |
| YES, BUT |  | 13 | 34 |

## Concerned vs Position (MRAH­KMKG)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q6\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 3 |  |  |  |
| NO | 4 |  |  | 1 |
| YES | 35 |  |  | 18 |
| YES, BUT | 40 |  |  | 7 |

## Concerned vs Gender (MRAH­KMKG)

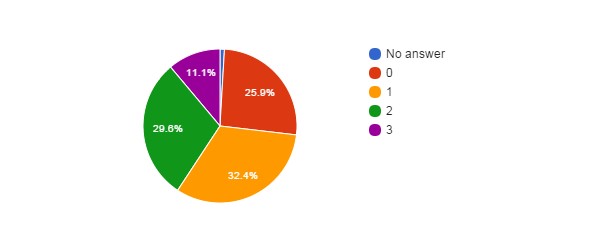
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q4→ | NoAnswer | F | M |
| NoAnswer |  | 2 | 1 |
| NO |  | 2 | 3 |
| YES |  | 33 | 20 |
| YES, BUT |  | 20 | 27 |

## Concerned vs Age (MRAH­KMKG)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q6\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  | 2 | 1 |  |  |
| NO |  |  | 1 | 1 | 3 |  |  |
| YES |  | 1 | 10 | 24 | 14 | 4 |  |
| YES, BUT | 1 | 1 | 14 | 17 | 13 | 1 |  |

## How Informed ? (MRAH­KMKG)

|  |  |
| --- | --- |
| Q7 | count(\*) |
| No answer | 1 |
| 0 | 28 |
| 1 | 35 |
| 2 | 32 |
| 3 | 12 |



## How Informed vs Career (MRAH­KMKG)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q7\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  | 1 |
| 0 |  | 8 | 20 |
| 1 | 1 | 9 | 25 |
| 2 |  | 11 | 21 |
| 3 |  | 6 | 6 |

## How Informed vs Position (MRAH­KMKG)

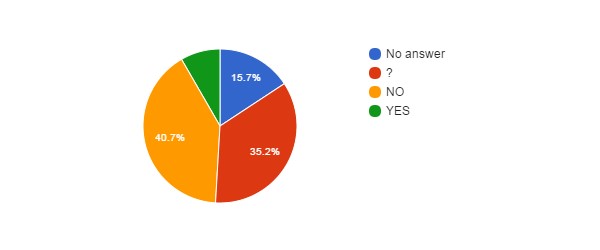
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q7\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  |  |  |
| 0 | 22 |  |  | 6 |
| 1 | 27 |  |  | 8 |
| 2 | 22 |  |  | 10 |
| 3 | 10 |  |  | 2 |

## How Informed vs Age (MRAH­KMKG)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q7\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  | 1 |  |  |  |
| 0 |  | 1 | 4 | 13 | 9 | 1 |  |
| 1 |  |  | 10 | 13 | 10 | 2 |  |
| 2 |  |  | 7 | 13 | 10 | 2 |  |
| 3 | 1 | 1 | 4 | 4 | 2 |  |  |

## Agree with Objectives ? (MRAH­KMKG)

|  |  |
| --- | --- |
| Q8 | count(\*) |
| No answer | 17 |
| ? | 38 |
| NO | 44 |
| YES | 9 |



## Agree with Objectives vs Career (MRAH­KMKG)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q8\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 8 | 9 |
| ? | 1 | 13 | 24 |
| NO |  | 8 | 36 |
| YES |  | 5 | 4 |

## Agree with Objectives vs Position (MRAH­KMKG)

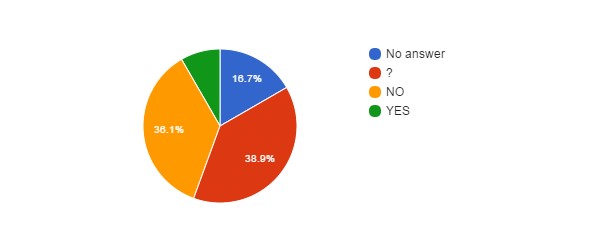
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q8\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 15 |  |  | 2 |
| ? | 30 |  |  | 8 |
| NO | 32 |  |  | 12 |
| YES | 5 |  |  | 4 |

## Agree with Objectives vs Age (MRAH­KMKG)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q8\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  | 1 | 2 | 6 | 8 |  |  |
| ? | 1 |  | 13 | 12 | 10 | 2 |  |
| NO |  | 1 | 8 | 22 | 11 | 2 |  |
| YES |  |  | 2 | 4 | 2 | 1 |  |

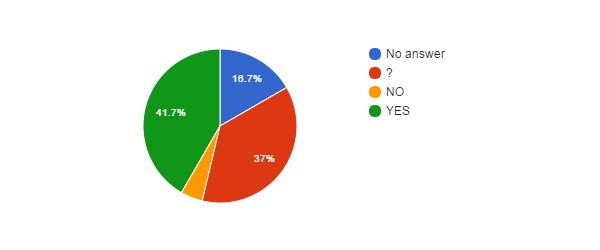
## Reform will Achieve Objectives ? (MRAH­KMKG)

|  |  |
| --- | --- |
| Q9 | count(\*) |
| No answer | 18 |
| ? | 42 |
| NO | 39 |
| YES | 9 |



## Hidden Agenda ? (MRAH­KMKG)

|  |  |
| --- | --- |
| Q10 | count(\*) |
| No answer | 18 |
| ? | 40 |
| NO | 5 |
| YES | 45 |

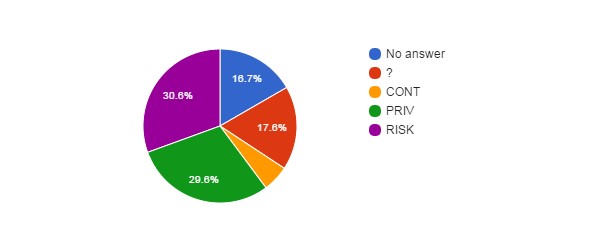


## Hidden Agenda vs Language (MRAH­KMKG)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q10\Lang→ | EN | FR | NL |
| NoAnswer |  | 9 | 9 |
| ? |  | 20 | 20 |
| NO |  | 1 | 4 |
| YES |  | 28 | 17 |

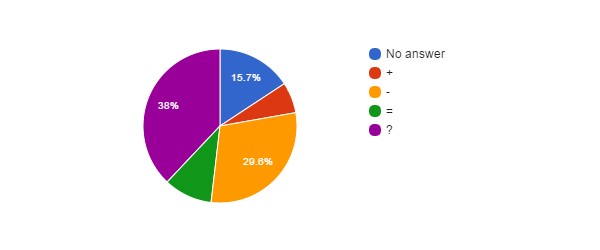
## Reform entails... (MRAH­KMKG)

|  |  |
| --- | --- |
| Q11 | count(\*) |
| No answer | 18 |
| ? | 19 |
| CONT | 6 |
| PRIV | 32 |
| RISK | 33 |



## How better will work the institution after the reform ? (MRAH­KMKG)

|  |  |
| --- | --- |
| Q12 | count(\*) |
| No answer | 17 |
| + | 7 |
| ­ | 32 |
| = | 11 |
| ? | 41 |

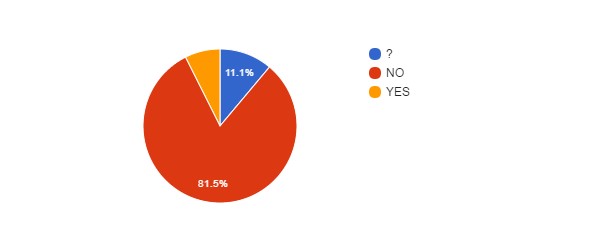


## How better will work the institution vs Career (MRAH­KMKG)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q12\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 8 | 9 |
| + |  | 3 | 4 |
| ­ |  | 7 | 25 |
| = | 1 | 3 | 7 |
| ? |  | 13 | 28 |

## Agree with Privatisation of Public Services ? (MRAH­KMKG)

|  |  |
| --- | --- |
| Q13 | count(\*) |
| ? | 12 |
| NO | 88 |
| YES | 8 |



## Agree with Privatisation of Public Services vs Age (MRAH­KMKG)

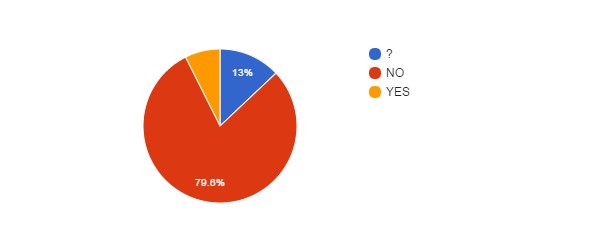
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q13\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  |  | 3 | 5 | 3 | 1 |  |
| NO | 1 | 2 | 20 | 36 | 25 | 4 |  |
| YES |  |  | 2 | 3 | 3 |  |  |

Agree with Privatisation of Public Services vs Language (MRAH­KMKG)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q13\Lang→ | EN | FR | NL |
| NoAnswer |  |  |  |
| ? |  | 2 | 10 |
| NO |  | 55 | 33 |
| YES |  | 1 | 7 |

## Agree with Privatisation of the FSIs ? (MRAH­KMKG)

|  |  |
| --- | --- |
| Q14 | count(\*) |
| ? | 14 |
| NO | 86 |
| YES | 8 |



## Agree with Privatisation of FSIs vs Agree with Privatisation of Public Services (MRAH­KMKG)

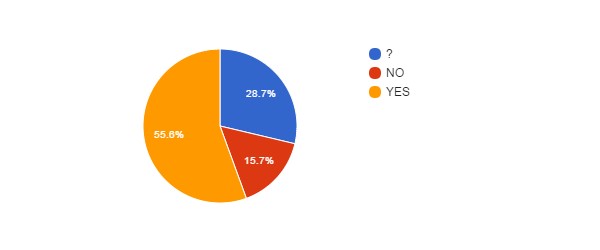
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q14\Q13→ | NoAnswer | ? | NO | YES |
| NoAnswer |  |  |  |  |
| ? |  | 9 | 5 |  |
| NO |  | 3 | 82 | 1 |
| YES |  |  | 1 | 7 |

## Agree with Privatisation of FSIs vs Career (MRAH­KMKG)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q14\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? | 1 | 4 | 9 |
| NO |  | 24 | 62 |
| YES |  | 6 | 2 |

## FSIs need Major Reforms ? (MRAH­KMKG)

|  |  |
| --- | --- |
| Q15 | count(\*) |
| ? | 31 |
| NO | 17 |
| YES | 60 |



## FSIs need Major Reforms vs Career (MRAH­KMKG)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q15\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? | 1 | 4 | 26 |
| NO |  | 2 | 15 |
| YES |  | 28 | 32 |

## FSIs need Major Reforms vs Position (MRAH­KMKG)

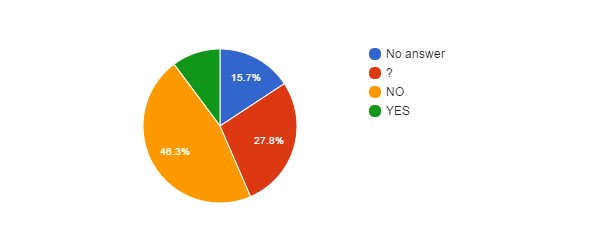
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q15\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 28 |  |  | 3 |
| NO | 14 |  |  | 3 |
| YES | 40 |  |  | 20 |

## FSIs need Major Reforms vs Age (MRAH­KMKG)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q15\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 1 | 8 | 12 | 10 |  |  |
| NO |  |  | 3 | 9 | 5 |  |  |
| YES | 1 | 1 | 14 | 23 | 16 | 5 |  |

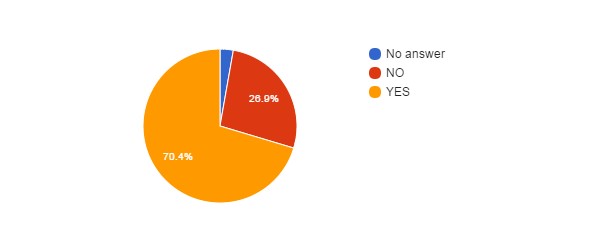
## FSIs Reforms need status change ? (MRAH­KMKG)

|  |  |
| --- | --- |
| Q16 | count(\*) |
| No answer | 17 |
| ? | 30 |
| NO | 50 |
| YES | 11 |



## Fear for your Job ? (MRAH­KMKG)

|  |  |
| --- | --- |
| Q17 | count(\*) |
| No answer | 3 |
| NO | 29 |
| YES | 76 |



## Fear for Job vs Position (MRAH­KMKG)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q17\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 3 |  |  |  |
| NO | 18 |  |  | 11 |
| YES | 61 |  |  | 15 |

## Fear for Job vs Age (MRAH­KMKG)

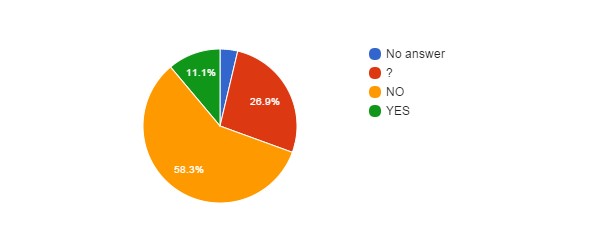
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q17\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  | 1 | 2 |  |  |  |
| NO |  |  | 6 | 10 | 10 | 3 |  |
| YES | 1 | 2 | 18 | 32 | 21 | 2 |  |

## Fear for Job vs Career (MRAH­KMKG)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q17\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  | 3 |
| NO |  | 14 | 15 |
| YES | 1 | 20 | 55 |

## Reform will improve some employment conditions ? (MRAH­KMKG)

|  |  |
| --- | --- |
| Q18 | count(\*) |
| No answer | 4 |
| ? | 29 |
| NO | 63 |
| YES | 12 |



## Reform will improve some employment conditions vs Position (MRAH­KMKG)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q18\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 4 |  |  |  |
| ? | 22 |  |  | 7 |
| NO | 49 |  |  | 14 |
| YES | 7 |  |  | 5 |

## Reform will improve some employment conditions vs Age (MRAH­KMKG)

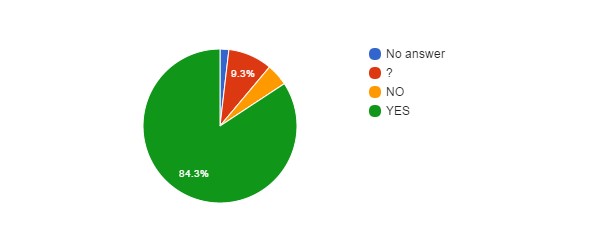
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q18\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  | 1 | 2 | 1 |  |  |
| ? | 1 | 1 | 6 | 16 | 5 |  |  |
| NO |  |  | 16 | 20 | 22 | 5 |  |
| YES |  | 1 | 2 | 6 | 3 |  |  |

## Reform will improve some employment conditions vs Career (MRAH­KMKG)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q18\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 1 | 1 | 2 |
| ? |  | 8 | 21 |
| NO |  | 19 | 44 |
| YES |  | 6 | 6 |

## Reform will deteriorate some employment conditions ? (MRAH­ KMKG)

|  |  |
| --- | --- |
| Q20 | count(\*) |
| No answer | 2 |
| ? | 10 |
| NO | 5 |
| YES | 91 |

Reform will deteriorate some employment conditions vs Position (MRAH­KMKG)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q20\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 2 |  |  |  |
| ? | 10 |  |  |  |
| NO | 3 |  |  | 2 |
| YES | 67 |  |  | 24 |

## Reform will deteriorate some employment conditions vs Age (MRAH­KMKG)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q20\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  | 1 |  | 1 |  |  |
| ? | 1 | 1 |  | 5 | 3 |  |  |
| NO |  |  |  | 3 | 2 |  |  |
| YES |  | 1 | 24 | 36 | 25 | 5 |  |

## Reform will deteriorate some employment conditions vs Career (MRAH­KMKG)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q20\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 1 | 1 |
| ? |  | 4 | 6 |
| NO |  | 3 | 2 |
| YES | 1 | 26 | 64 |

## Impact of BELSPO's reform on the FSIs (MRAH­KMKG)

|  |  |
| --- | --- |
| Q22 | count(\*) |
| No answer | 4 |
| ? | 58 |
| NO | 3 |
| YES+ | 11 |
| YES­ | 32 |



## Impact of BELSPO's reform on the FSIs vs Career (MRAH­KMKG)

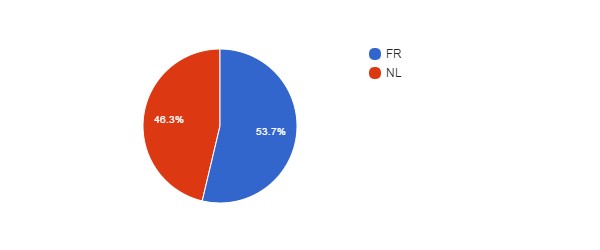
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q22\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 2 | 2 |
| ? | 1 | 18 | 39 |
| NO |  |  | 3 |
| YES+ |  | 7 | 4 |
| YES­ |  | 7 | 25 |

## Impact of BELSPO's reform on the FSIs vs Position (MRAH­KMKG)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q22\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 4 |  |  |  |
| ? | 49 |  |  | 9 |
| NO | 2 |  |  | 1 |
| YES+ | 3 |  |  | 8 |
| YES­ | 24 |  |  | 8 |

## Language (MRAH­KMKG)

|  |  |
| --- | --- |
| Lang | count(\*) |
| FR | 58 |
| NL | 50 |



## Language vs Age (MRAH­KMKG)

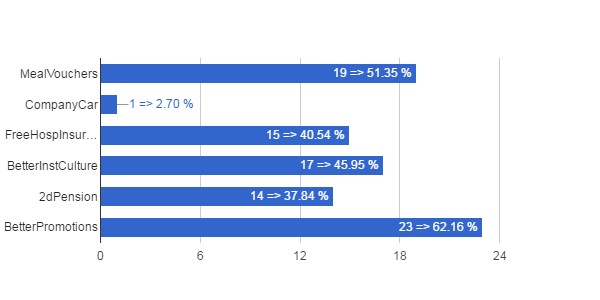
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Lang\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| EN |  |  |  |  |  |  |  |
| FR |  | 2 | 13 | 26 | 15 | 2 |  |
| NL | 1 |  | 12 | 18 | 16 | 3 |  |

## Language vs Position (MRAH­KMKG)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Lang\Q3→ | CON | MAN | OTH | STA |
| EN |  |  |  |  |
| FR | 45 |  |  | 13 |
| NL | 37 |  |  | 13 |

## Which improvements do you expect ? (MRAH­KMKG)

|  |  |
| --- | --- |
| #answers Q19 | 37 |
| MealVouchers | 19 |
| CompanyCar | 1 |
| FreeHospInsurance | 15 |
| BetterInstCulture | 17 |
| 2dPension | 14 |
| BetterPromotions | 23 |



## Which Improvements vs Career (MRAH­KMKG)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q19\Q2→ | ? | Sci | Tech/Admin |
| MealVouchers | 1 | 6 | 12 |
| CompanyCar |  |  | 1 |
| FreeHospInsurance | 1 | 2 | 12 |
| BetterInstCulture |  | 9 | 8 |
| 2dPension |  | 3 | 11 |
| BetterPromotions |  | 8 | 15 |

## Which Improvements vs Position (MRAH­KMKG)

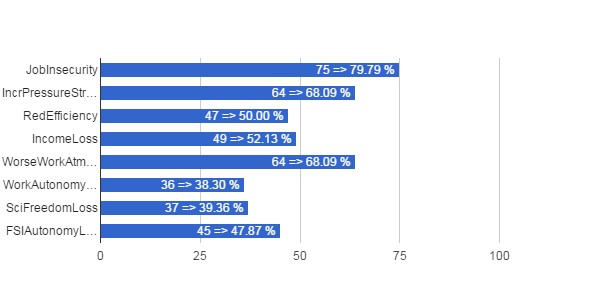
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q19\Q3→ | CON | MAN | OTH | STA |
| MealVouchers | 17 |  |  | 2 |
| CompanyCar | 1 |  |  |  |
| FreeHospInsurance | 12 |  |  | 3 |
| BetterInstCulture | 11 |  |  | 6 |
| 2dPension | 11 |  |  | 3 |
| BetterPromotions | 17 |  |  | 6 |

## Which Improvements vs Age (MRAH­KMKG)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q19\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| MealVouchers |  |  | 5 | 7 | 6 | 1 |  |
|  |  |  |  |  |  |  |  |
| CompanyCar |  |  |  | 1 |  |  |  |
| FreeHospInsurance |  |  | 4 | 7 | 3 | 1 |  |
| BetterInstCulture |  |  | 2 | 10 | 4 | 1 |  |
| 2dPension |  | 1 | 4 | 6 | 3 |  |  |
| BetterPromotions |  | 1 | 6 | 10 | 5 | 1 |  |

## Which deteriorations do you expect ? (MRAH­KMKG)

|  |  |
| --- | --- |
| #answers Q21 | 94 |
| JobInsecurity | 75 |
| IncrPressureStress | 64 |
| RedEfficiency | 47 |
| IncomeLoss | 49 |
| WorseWorkAtmos | 64 |
| WorkAutonomyLoss | 36 |
| SciFreedomLoss | 37 |
| FSIAutonomyLoss | 45 |



## Which Deteriorations vs Career (MRAH­KMKG)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q21\Q2→ | ? | Sci | Tech/Admin |
| JobInsecurity | 1 | 21 | 53 |
| IncrPressureStress |  | 18 | 46 |
| RedEfficiency |  | 12 | 35 |
| IncomeLoss |  | 10 | 39 |
| WorseWorkAtmos |  | 20 | 44 |
| WorkAutonomyLoss |  | 13 | 23 |
| SciFreedomLoss |  | 20 | 17 |
| FSIAutonomyLoss |  | 18 | 27 |

## Which Deteriorations vs Position (MRAH­KMKG)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q21\Q3→ | CON | MAN | OTH | STA |
| JobInsecurity | 60 |  |  | 15 |
| IncrPressureStress | 46 |  |  | 18 |
| RedEfficiency | 36 |  |  | 11 |
| IncomeLoss | 42 |  |  | 7 |
| WorseWorkAtmos | 46 |  |  | 18 |
| WorkAutonomyLoss | 26 |  |  | 10 |
| SciFreedomLoss | 25 |  |  | 12 |
| FSIAutonomyLoss | 31 |  |  | 14 |

## Which Deteriorations vs Age (MRAH­KMKG)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q21\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| JobInsecurity |  | 1 | 20 | 34 | 17 | 3 |  |
| IncrPressureStress |  | 1 | 16 | 24 | 18 | 5 |  |
| RedEfficiency |  |  | 15 | 21 | 9 | 2 |  |
| IncomeLoss |  | 1 | 14 | 19 | 11 | 4 |  |
| WorseWorkAtmos |  |  | 20 | 25 | 15 | 4 |  |
| WorkAutonomyLoss |  |  | 10 | 14 | 10 | 2 |  |
| SciFreedomLoss |  |  | 9 | 15 | 10 | 3 |  |
| FSIAutonomyLoss |  | 1 | 10 | 20 | 12 | 2 |  |

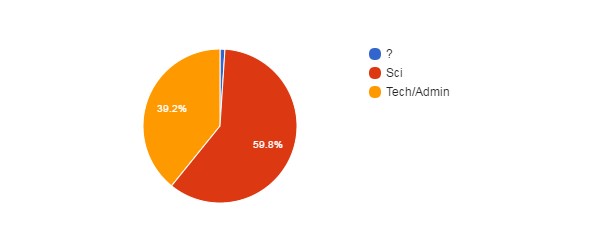
# IASB­BIRA

## Total number of answers (IASB­BIRA)

|  |  |
| --- | --- |
| Q1 | count(\*) |
| IASB­BIRA | 97 |

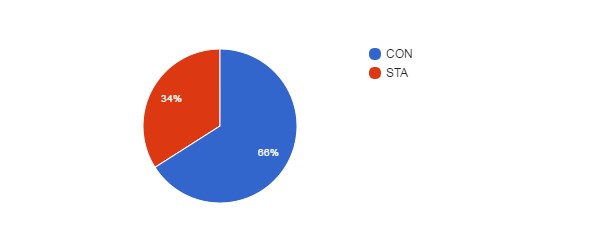
## Scientific or Administrative/Technical Career? (IASB­BIRA)

|  |  |
| --- | --- |
| Q2 | count(\*) |
| ? | 1 |
| Sci | 58 |
| Tech/Admin | 38 |



## Position (IASB­BIRA)

|  |  |
| --- | --- |
| Q3 | count(\*) |
| CON | 64 |
| STA | 33 |

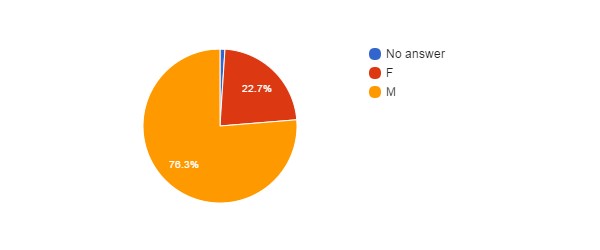


## Position vs Age (IASB­BIRA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q3\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| CON | 1 | 5 | 38 | 13 | 3 | 3 | 1 |
| MAN |  |  |  |  |  |  |  |
| OTH |  |  |  |  |  |  |  |
| STA |  | 1 | 6 | 13 | 12 |  | 1 |

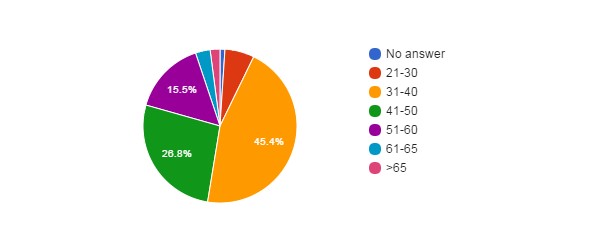
## Gender (IASB­BIRA)

|  |  |
| --- | --- |
| Q4 | count(\*) |
| No answer | 1 |
| F | 22 |
| M | 74 |



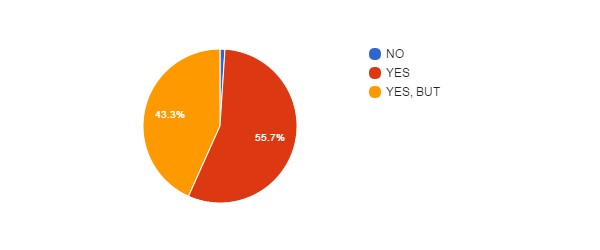
## Age (IASB­BIRA)

|  |  |
| --- | --- |
| Q5 | count(\*) |
| No answer | 1 |
| 21­30 | 6 |
| 31­40 | 44 |
| 41­50 | 26 |
| 51­60 | 15 |
| 61­65 | 3 |
| >65 | 2 |



## Feel Concerned by the Reform ? (IASB­BIRA)

|  |  |
| --- | --- |
| Q6 | count(\*) |
| NO | 1 |
| YES | 54 |
| YES, BUT | 42 |



## Concerned vs Career (IASB­BIRA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| NO |  |  | 1 |
| YES |  | 42 | 12 |
| YES, BUT | 1 | 16 | 25 |

## Concerned vs Position (IASB­BIRA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q6\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| NO |  |  |  | 1 |
| YES | 34 |  |  | 20 |
| YES, BUT | 30 |  |  | 12 |

## Concerned vs Gender (IASB­BIRA)

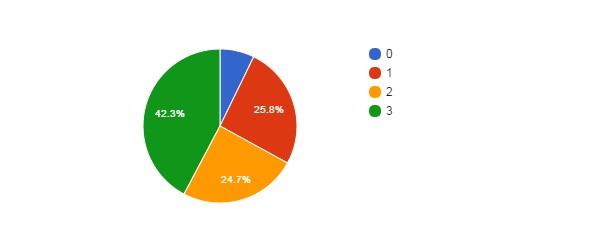
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q4→ | NoAnswer | F | M |
| NoAnswer |  |  |  |
| NO |  |  | 1 |
| YES | 1 | 10 | 43 |
| YES, BUT |  | 12 | 30 |

## Concerned vs Age (IASB­BIRA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q6\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| NO |  |  | 1 |  |  |  |  |
| YES |  | 1 | 23 | 15 | 10 | 3 | 2 |
| YES, BUT | 1 | 5 | 20 | 11 | 5 |  |  |

## How Informed ? (IASB­BIRA)

|  |  |
| --- | --- |
| Q7 | count(\*) |
| 0 | 7 |
| 1 | 25 |
| 2 | 24 |
| 3 | 41 |



## How Informed vs Career (IASB­BIRA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q7\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| 0 |  | 4 | 3 |
| 1 |  | 9 | 16 |
| 2 |  | 18 | 6 |
| 3 | 1 | 27 | 13 |

## How Informed vs Position (IASB­BIRA)

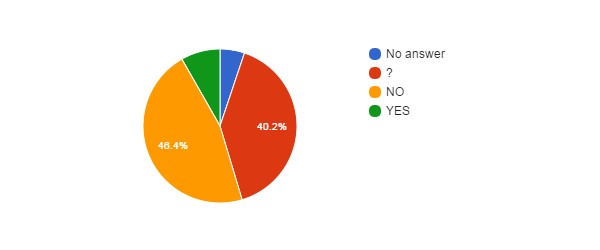
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q7\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| 0 | 6 |  |  | 1 |
| 1 | 17 |  |  | 8 |
| 2 | 15 |  |  | 9 |
| 3 | 26 |  |  | 15 |

## How Informed vs Age (IASB­BIRA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q7\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| 0 |  | 2 | 3 | 1 | 1 |  |  |
| 1 | 1 | 1 | 11 | 6 | 4 | 1 | 1 |
| 2 |  | 1 | 8 | 10 | 4 |  | 1 |
| 3 |  | 2 | 22 | 9 | 6 | 2 |  |

## Agree with Objectives ? (IASB­BIRA)

|  |  |
| --- | --- |
| Q8 | count(\*) |
| No answer | 5 |
| ? | 39 |
| NO | 45 |
| YES | 8 |



## Agree with Objectives vs Career (IASB­BIRA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q8\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 3 | 2 |
| ? |  | 23 | 16 |
| NO | 1 | 29 | 15 |
| YES |  | 3 | 5 |

## Agree with Objectives vs Position (IASB­BIRA)

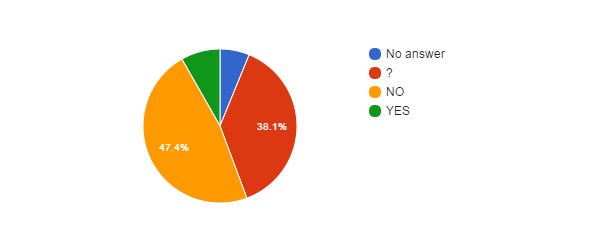
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q8\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 4 |  |  | 1 |
| ? | 29 |  |  | 10 |
| NO | 24 |  |  | 21 |
| YES | 7 |  |  | 1 |

## Agree with Objectives vs Age (IASB­BIRA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q8\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  | 1 | 2 | 1 | 1 |  |  |
| ? | 1 | 1 | 22 | 9 | 3 | 2 | 1 |
| NO |  | 3 | 16 | 14 | 10 | 1 | 1 |
| YES |  | 1 | 4 | 2 | 1 |  |  |

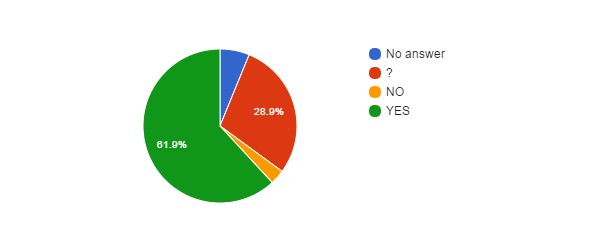
## Reform will Achieve Objectives ? (IASB­BIRA)

|  |  |
| --- | --- |
| Q9 | count(\*) |
| No answer | 6 |
| ? | 37 |
| NO | 46 |
| YES | 8 |



## Hidden Agenda ? (IASB­BIRA)

|  |  |
| --- | --- |
| Q10 | count(\*) |
| No answer | 6 |
| ? | 28 |
| NO | 3 |
| YES | 60 |

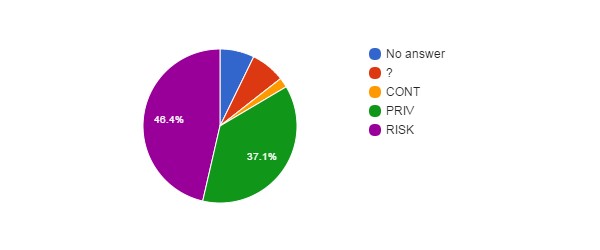


## Hidden Agenda vs Language (IASB­BIRA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q10\Lang→ | EN | FR | NL |
| NoAnswer | 2 | 2 | 2 |
| ? | 3 | 13 | 12 |
| NO |  | 2 | 1 |
| YES | 3 | 43 | 14 |

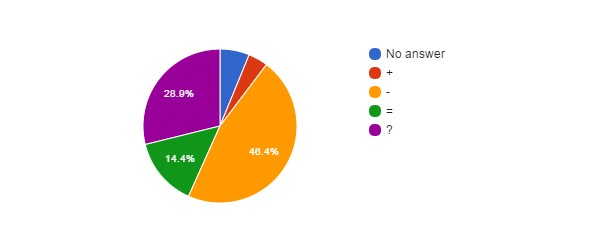
## Reform entails... (IASB­BIRA)

|  |  |
| --- | --- |
| Q11 | count(\*) |
| No answer | 7 |
| ? | 7 |
| CONT | 2 |
| PRIV | 36 |
| RISK | 45 |



## How better will work the institution after the reform ? (IASB­BIRA)

|  |  |
| --- | --- |
| Q12 | count(\*) |
| No answer | 6 |
| + | 4 |
| ­ | 45 |
| = | 14 |
| ? | 28 |

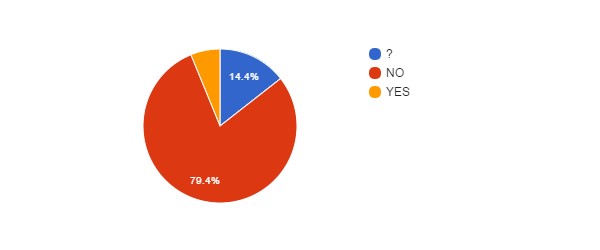


## How better will work the institution vs Career (IASB­BIRA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q12\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 3 | 3 |
| + |  | 1 | 3 |
| ­ | 1 | 29 | 15 |
| = |  | 10 | 4 |
| ? |  | 15 | 13 |

## Agree with Privatisation of Public Services ? (IASB­BIRA)

|  |  |
| --- | --- |
| Q13 | count(\*) |
| ? | 14 |
| NO | 77 |
| YES | 6 |



## Agree with Privatisation of Public Services vs Age (IASB­BIRA)

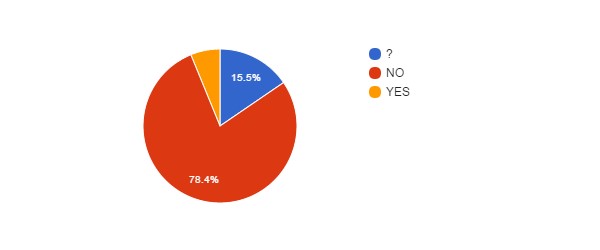
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q13\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 1 | 9 | 2 | 2 |  |  |
| NO |  | 2 | 33 | 24 | 13 | 3 | 2 |
| YES | 1 | 3 | 2 |  |  |  |  |

## Agree with Privatisation of Public Services vs Language (IASB-BIRA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q13\Lang→ | EN | FR | NL |
| NoAnswer |  |  |  |
| ? | 1 | 6 | 7 |
| NO | 6 | 52 | 19 |
| YES | 1 | 2 | 3 |

## Agree with Privatisation of the FSIs ? (IASB­BIRA)

|  |  |
| --- | --- |
| Q14 | count(\*) |
| ? | 15 |
| NO | 76 |
| YES | 6 |



## Agree with Privatisation of FSIs vs Agree with Privatisation of Public Services (IASB­BIRA)

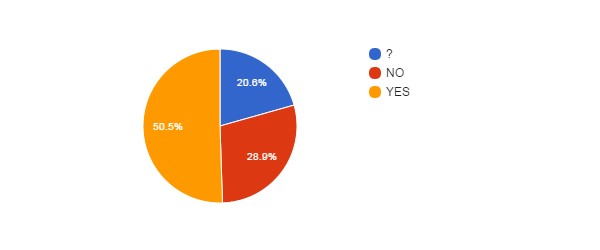
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q14\Q13→ | NoAnswer | ? | NO | YES |
| NoAnswer |  |  |  |  |
| ? |  | 10 | 4 | 1 |
| NO |  | 4 | 72 |  |
| YES |  |  | 1 | 5 |

## Agree with Privatisation of FSIs vs Career (IASB­BIRA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q14\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? |  | 8 | 7 |
| NO | 1 | 48 | 27 |
| YES |  | 2 | 4 |

## FSIs need Major Reforms ? (IASB­BIRA)

|  |  |
| --- | --- |
| Q15 | count(\*) |
| ? | 20 |
| NO | 28 |
| YES | 49 |



## FSIs need Major Reforms vs Career (IASB­BIRA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q15\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? |  | 16 | 4 |
| NO |  | 18 | 10 |
| YES | 1 | 24 | 24 |

## FSIs need Major Reforms vs Position (IASB­BIRA)

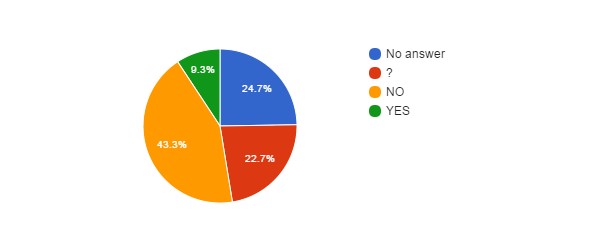
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q15\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 16 |  |  | 4 |
| NO | 13 |  |  | 15 |
| YES | 35 |  |  | 14 |

## FSIs need Major Reforms vs Age (IASB­BIRA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q15\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 1 | 12 | 4 | 2 | 1 |  |
| NO |  | 2 | 12 | 5 | 8 | 1 |  |
| YES | 1 | 3 | 20 | 17 | 5 | 1 | 2 |

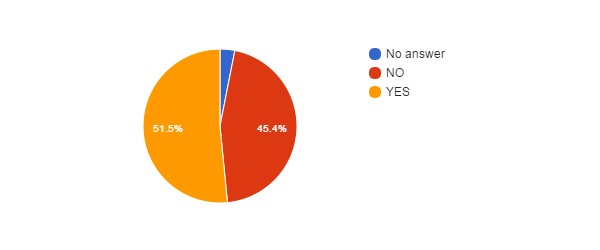
## FSIs Reforms need status change ? (IASB­BIRA)

|  |  |
| --- | --- |
| Q16 | count(\*) |
| No answer | 24 |
| ? | 22 |
| NO | 42 |
| YES | 9 |



## Fear for your Job ? (IASB­BIRA)

|  |  |
| --- | --- |
| Q17 | count(\*) |
| No answer | 3 |
| NO | 44 |
| YES | 50 |



## Fear for Job vs Position (IASB­BIRA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q17\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 3 |  |  |  |
| NO | 31 |  |  | 13 |
| YES | 30 |  |  | 20 |

## Fear for Job vs Age (IASB­BIRA)

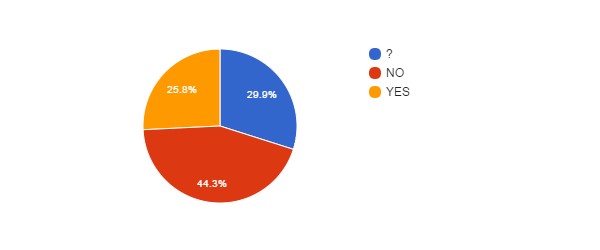
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q17\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  | 3 |  |  |  |  |
| NO | 1 | 3 | 22 | 10 | 7 |  | 1 |
| YES |  | 3 | 19 | 16 | 8 | 3 | 1 |

## Fear for Job vs Career (IASB­BIRA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q17\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 2 | 1 |
| NO |  | 24 | 20 |
| YES | 1 | 32 | 17 |

## Reform will improve some employment conditions ? (IASB­BIRA)

|  |  |
| --- | --- |
| Q18 | count(\*) |
| ? | 29 |
| NO | 43 |
| YES | 25 |



Reform will improve some employment conditions vs Position (IASB­BIRA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q18\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 23 |  |  | 6 |
| NO | 21 |  |  | 22 |
| YES | 20 |  |  | 5 |

## Reform will improve some employment conditions vs Age (IASB-BIRA)

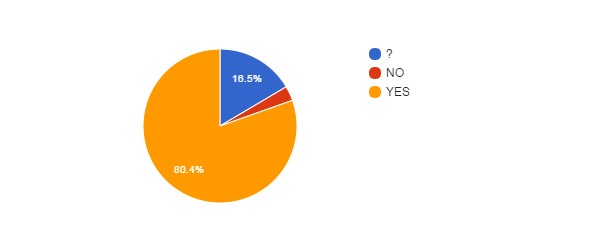
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q18\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? | 1 | 2 | 13 | 9 | 2 | 2 |  |
| NO |  | 3 | 17 | 11 | 10 | 1 | 1 |
| YES |  | 1 | 14 | 6 | 3 |  | 1 |

## Reform will improve some employment conditions vs Career (IASB­BIRA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q18\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? |  | 20 | 9 |
| NO | 1 | 22 | 20 |
| YES |  | 16 | 9 |

## Reform will deteriorate some employment conditions ? (IASB­BIRA)

|  |  |
| --- | --- |
| Q20 | count(\*) |
| ? | 16 |
| NO | 3 |
| YES | 78 |

Reform will deteriorate some employment conditions vs Position (IASB­BIRA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q20\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 15 |  |  | 1 |
| NO | 3 |  |  |  |
| YES | 46 |  |  | 32 |

## Reform will deteriorate some employment conditions vs Age (IASB­BIRA)

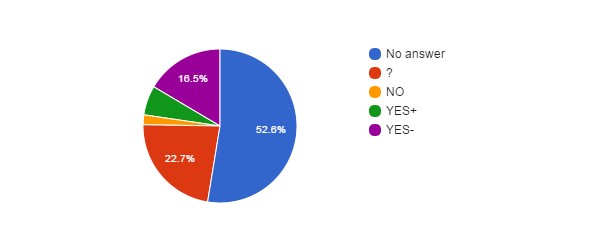
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q20\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 2 | 9 | 3 | 1 | 1 |  |
| NO |  |  | 3 |  |  |  |  |
| YES | 1 | 4 | 32 | 23 | 14 | 2 | 2 |

## Reform will deteriorate some employment conditions vs Career (IASB­BIRA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q20\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? |  | 10 | 6 |
| NO |  | 1 | 2 |
| YES | 1 | 47 | 30 |

## Impact of BELSPO's reform on the FSIs (IASB­BIRA)

|  |  |
| --- | --- |
| Q22 | count(\*) |
| No answer | 51 |
| ? | 22 |
| NO | 2 |
| YES+ | 6 |
| YES­ | 16 |



## Impact of BELSPO's reform on the FSIs vs Career (IASB­BIRA)

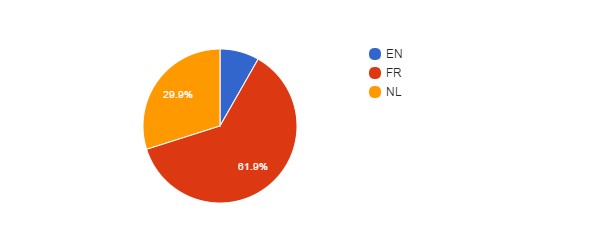
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q22\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 35 | 16 |
| ? |  | 12 | 10 |
| NO |  |  | 2 |
| YES+ |  | 2 | 4 |
| YES­ | 1 | 9 | 6 |

## Impact of BELSPO's reform on the FSIs vs Position (IASB­BIRA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q22\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 33 |  |  | 18 |
| ? | 17 |  |  | 5 |
| NO |  |  |  | 2 |
| YES+ | 5 |  |  | 1 |
| YES­ | 9 |  |  | 7 |

## Language (IASB­BIRA)

|  |  |
| --- | --- |
| Lang | count(\*) |
| EN | 8 |
| FR | 60 |
| NL | 29 |



## Language vs Age (IASB­BIRA)

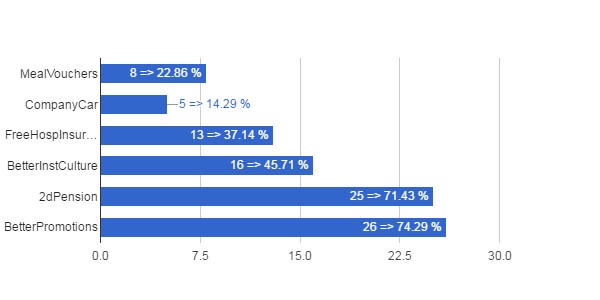
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Lang\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| EN |  | 1 | 4 | 3 |  |  |  |
| FR |  | 2 | 24 | 19 | 10 | 3 | 2 |
| NL | 1 | 3 | 16 | 4 | 5 |  |  |

## Language vs Position (IASB­BIRA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Lang\Q3→ | CON | MAN | OTH | STA |
| EN | 8 |  |  |  |
| FR | 39 |  |  | 21 |
| NL | 17 |  |  | 12 |

## Which improvements do you expect ? (IASB­BIRA)

|  |  |
| --- | --- |
| #answers Q19 | 35 |
| MealVouchers | 8 |
| CompanyCar | 5 |
| FreeHospInsurance | 13 |
| BetterInstCulture | 16 |
| 2dPension | 25 |
| BetterPromotions | 26 |



## Which Improvements vs Career (IASB­BIRA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q19\Q2→ | ? | Sci | Tech/Admin |
| MealVouchers |  | 4 | 4 |
| CompanyCar |  | 2 | 3 |
| FreeHospInsurance |  | 6 | 7 |
| BetterInstCulture |  | 8 | 8 |
| 2dPension |  | 16 | 9 |
| BetterPromotions |  | 17 | 9 |

## Which Improvements vs Position (IASB­BIRA)

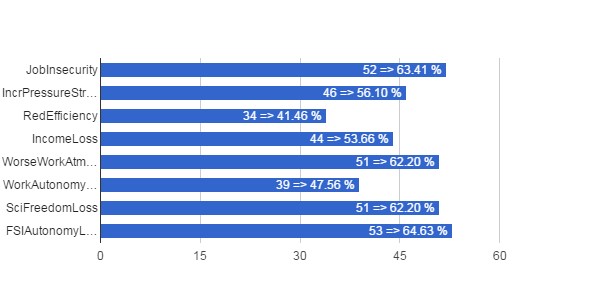
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q19\Q3→ | CON | MAN | OTH | STA |
| MealVouchers | 6 |  |  | 2 |
| CompanyCar | 3 |  |  | 2 |
| FreeHospInsurance | 10 |  |  | 3 |
| BetterInstCulture | 12 |  |  | 4 |
| 2dPension | 20 |  |  | 5 |
| BetterPromotions | 20 |  |  | 6 |

## Which Improvements vs Age (IASB­BIRA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q19\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| MealVouchers |  | 1 | 5 | 1 |  |  | 1 |
|  |  |  |  |  |  |  |  |
| CompanyCar |  |  | 3 | 2 |  |  |  |
| FreeHospInsurance |  | 1 | 6 | 5 |  |  | 1 |
| BetterInstCulture |  |  | 12 | 3 |  |  | 1 |
| 2dPension |  |  | 16 | 7 | 1 |  | 1 |
| BetterPromotions |  | 1 | 17 | 6 | 1 |  | 1 |

## Which deteriorations do you expect ? (IASB­BIRA)

|  |  |
| --- | --- |
| #answers Q21 | 82 |
| JobInsecurity | 52 |
| IncrPressureStress | 46 |
| RedEfficiency | 34 |
| IncomeLoss | 44 |
| WorseWorkAtmos | 51 |
| WorkAutonomyLoss | 39 |
| SciFreedomLoss | 51 |
| FSIAutonomyLoss | 53 |



## Which Deteriorations vs Career (IASB­BIRA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q21\Q2→ | ? | Sci | Tech/Admin |
| JobInsecurity | 1 | 29 | 22 |
| IncrPressureStress | 1 | 23 | 22 |
| RedEfficiency |  | 18 | 16 |
| IncomeLoss | 1 | 24 | 19 |
| WorseWorkAtmos | 1 | 29 | 21 |
| WorkAutonomyLoss | 1 | 21 | 17 |
| SciFreedomLoss |  | 38 | 13 |
| FSIAutonomyLoss | 1 | 34 | 18 |

## Which Deteriorations vs Position (IASB­BIRA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q21\Q3→ | CON | MAN | OTH | STA |
| JobInsecurity | 28 |  |  | 24 |
| IncrPressureStress | 27 |  |  | 19 |
| RedEfficiency | 18 |  |  | 16 |
| IncomeLoss | 23 |  |  | 21 |
| WorseWorkAtmos | 28 |  |  | 23 |
| WorkAutonomyLoss | 17 |  |  | 22 |
| SciFreedomLoss | 28 |  |  | 23 |
| FSIAutonomyLoss | 27 |  |  | 26 |

## Which Deteriorations vs Age (IASB­BIRA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q21\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| JobInsecurity | 1 | 1 | 21 | 15 | 10 | 2 | 2 |
| IncrPressureStress | 1 | 4 | 18 | 15 | 7 | 1 |  |
| RedEfficiency | 1 | 1 | 13 | 10 | 7 | 1 | 1 |
| IncomeLoss |  | 2 | 15 | 14 | 11 | 1 | 1 |
| WorseWorkAtmos | 1 | 4 | 15 | 17 | 11 | 1 | 2 |
| WorkAutonomyLoss |  | 1 | 11 | 14 | 10 | 1 | 2 |
| SciFreedomLoss | 1 | 3 | 20 | 12 | 13 | 1 | 1 |
| FSIAutonomyLoss | 1 | 3 | 20 | 17 | 10 | 1 | 1 |

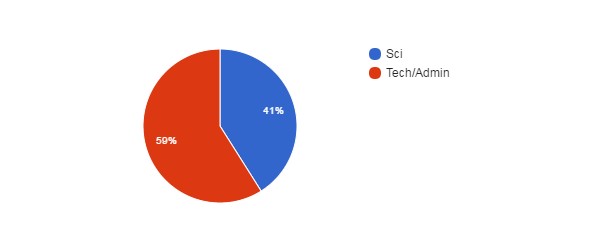
# AGR­ARA

## Total number of answers (AGR­ARA)

|  |  |
| --- | --- |
| Q1 | count(\*) |
| AGR­ARA | 117 |

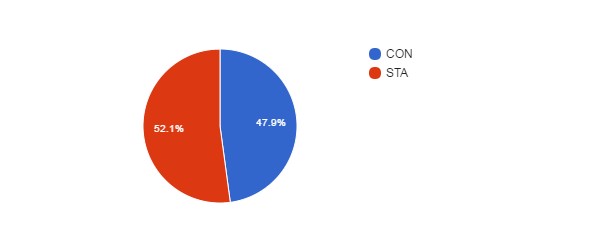
## Scientific or Administrative/Technical Career? (AGR­ARA)

|  |  |
| --- | --- |
| Q2 | count(\*) |
| Sci | 48 |
| Tech/Admin | 69 |



## Position (AGR­ARA)

|  |  |
| --- | --- |
| Q3 | count(\*) |
| CON | 56 |
| STA | 61 |

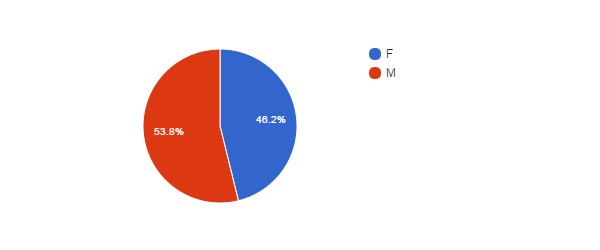


## Position vs Age (AGR­ARA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q3\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| CON |  | 14 | 11 | 13 | 15 | 3 |  |
| MAN |  |  |  |  |  |  |  |
| OTH |  |  |  |  |  |  |  |
| STA |  | 1 | 12 | 28 | 18 | 2 |  |

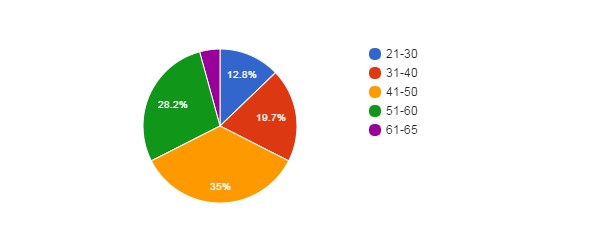
## Gender (AGR­ARA)

|  |  |
| --- | --- |
| Q4 | count(\*) |
| F | 54 |
| M | 63 |



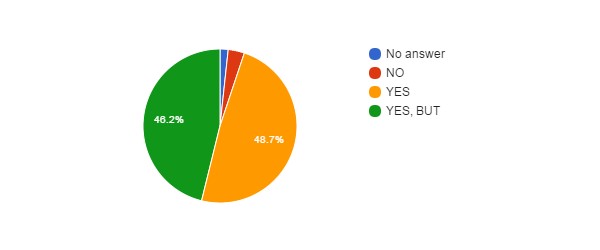
## Age (AGR­ARA)

|  |  |
| --- | --- |
| Q5 | count(\*) |
| 21­30 | 15 |
| 31­40 | 23 |
| 41­50 | 41 |
| 51­60 | 33 |
| 61­65 | 5 |



## Feel Concerned by the Reform ? (AGR­ARA)

|  |  |
| --- | --- |
| Q6 | count(\*) |
| No answer | 2 |
| NO | 4 |
| YES | 57 |
| YES, BUT | 54 |



## Concerned vs Career (AGR­ARA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  | 2 |
| NO |  | 1 | 3 |
| YES |  | 29 | 28 |
| YES, BUT |  | 18 | 36 |

## Concerned vs Position (AGR­ARA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q6\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 2 |  |  |  |
| NO | 3 |  |  | 1 |
| YES | 22 |  |  | 35 |
| YES, BUT | 29 |  |  | 25 |

## Concerned vs Gender (AGR­ARA)

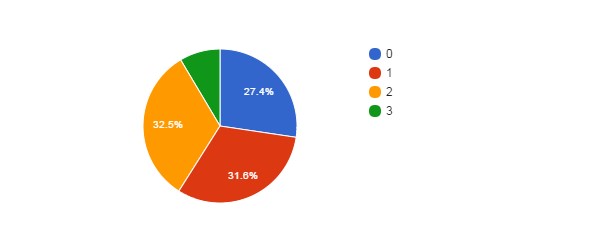
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q4→ | NoAnswer | F | M |
| NoAnswer |  | 2 |  |
| NO |  | 3 | 1 |
| YES |  | 20 | 37 |
| YES, BUT |  | 29 | 25 |

## Concerned vs Age (AGR­ARA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q6\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  | 1 | 1 |  |  |
| NO |  | 2 |  | 1 | 1 |  |  |
| YES |  | 6 | 11 | 17 | 20 | 3 |  |
| YES, BUT |  | 7 | 12 | 22 | 11 | 2 |  |

## How Informed ? (AGR­ARA)

|  |  |
| --- | --- |
| Q7 | count(\*) |
| 0 | 32 |
| 1 | 37 |
| 2 | 38 |
| 3 | 10 |



## How Informed vs Career (AGR­ARA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q7\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| 0 |  | 11 | 21 |
| 1 |  | 9 | 28 |
| 2 |  | 20 | 18 |
| 3 |  | 8 | 2 |

## How Informed vs Position (AGR­ARA)

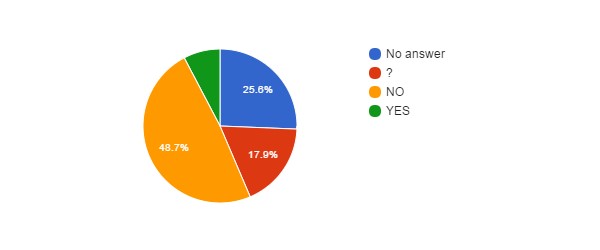
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q7\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| 0 | 16 |  |  | 16 |
| 1 | 19 |  |  | 18 |
| 2 | 15 |  |  | 23 |
| 3 | 6 |  |  | 4 |

## How Informed vs Age (AGR­ARA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q7\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| 0 |  | 5 | 3 | 13 | 11 |  |  |
| 1 |  | 5 | 6 | 13 | 10 | 3 |  |
| 2 |  | 4 | 10 | 13 | 9 | 2 |  |
| 3 |  | 1 | 4 | 2 | 3 |  |  |

## Agree with Objectives ? (AGR­ARA)

|  |  |
| --- | --- |
| Q8 | count(\*) |
| No answer | 30 |
| ? | 21 |
| NO | 57 |
| YES | 9 |

Agree with Objectives vs Career (AGR­ARA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q8\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 10 | 20 |
| ? |  | 5 | 16 |
| NO |  | 28 | 29 |
| YES |  | 5 | 4 |

## Agree with Objectives vs Position (AGR­ARA)

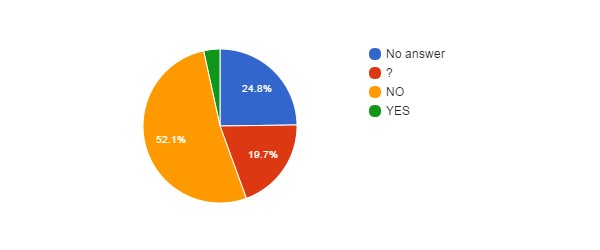
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q8\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 15 |  |  | 15 |
| ? | 9 |  |  | 12 |
| NO | 27 |  |  | 30 |
| YES | 5 |  |  | 4 |

## Agree with Objectives vs Age (AGR­ARA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q8\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  | 5 | 3 | 12 | 10 |  |  |
| ? |  | 2 | 5 | 8 | 6 |  |  |
| NO |  | 4 | 14 | 19 | 15 | 5 |  |
| YES |  | 4 | 1 | 2 | 2 |  |  |

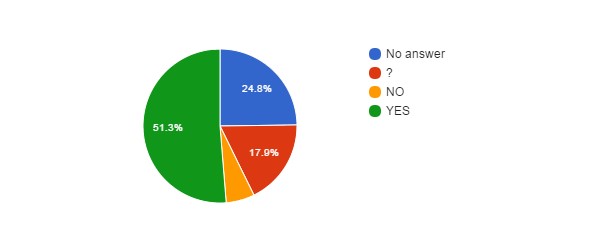
## Reform will Achieve Objectives ? (AGR­ARA)

|  |  |
| --- | --- |
| Q9 | count(\*) |
| No answer | 29 |
| ? | 23 |
| NO | 61 |
| YES | 4 |



## Hidden Agenda ? (AGR­ARA)

|  |  |
| --- | --- |
| Q10 | count(\*) |
| No answer | 29 |
| ? | 21 |
| NO | 7 |
| YES | 60 |

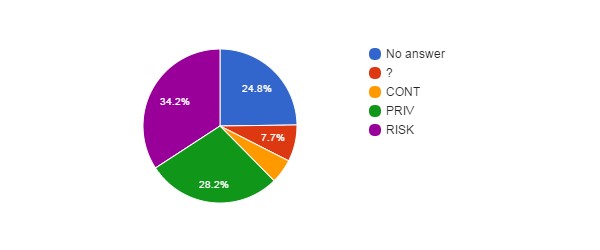


## Hidden Agenda vs Language (AGR­ARA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q10\Lang→ | EN | FR | NL |
| NoAnswer |  | 16 | 13 |
| ? |  | 8 | 13 |
| NO |  | 4 | 3 |
| YES |  | 33 | 27 |

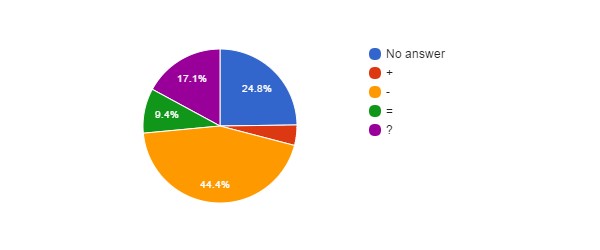
## Reform entails... (AGR­ARA)

|  |  |
| --- | --- |
| Q11 | count(\*) |
| No answer | 29 |
| ? | 9 |
| CONT | 6 |
| PRIV | 33 |
| RISK | 40 |



## How better will work the institution after the reform ? (AGR­ARA)

|  |  |
| --- | --- |
| Q12 | count(\*) |
| No answer | 29 |
| + | 5 |
| ­ | 52 |
| = | 11 |
| ? | 20 |

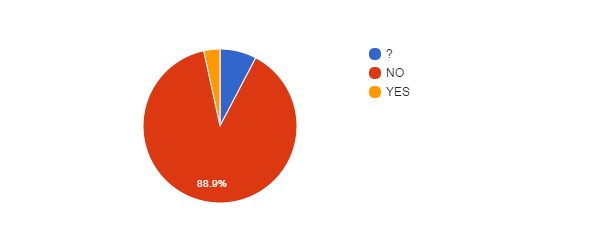


## How better will work the institution vs Career (AGR­ARA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q12\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 10 | 19 |
| + |  | 2 | 3 |
| ­ |  | 22 | 30 |
| = |  | 6 | 5 |
| ? |  | 8 | 12 |

## Agree with Privatisation of Public Services ? (AGR­ARA)

|  |  |
| --- | --- |
| Q13 | count(\*) |
| ? | 9 |
| NO | 104 |
| YES | 4 |

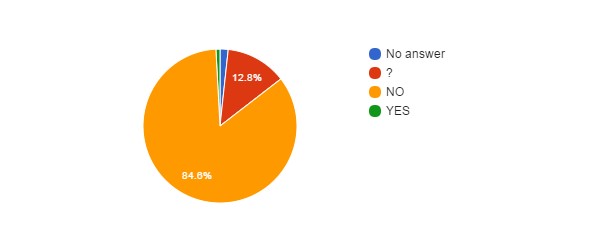


## Agree with Privatisation of Public Services vs Age (AGR­ARA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q13\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  |  | 2 | 6 | 1 |  |  |
| NO |  | 14 | 21 | 32 | 32 | 5 |  |
| YES |  | 1 |  | 3 |  |  |  |

## Agree with Privatisation of Public Services vs Language (AGR­ARA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q13\Lang→ | EN | FR | NL |
| NoAnswer |  |  |  |
| ? |  | 5 | 4 |
| NO |  | 55 | 49 |
| YES |  | 1 | 3 |



Agree with Privatisation of the FSIs ? (AGR­ARA)

|  |  |
| --- | --- |
| Q14 | count(\*) |
| No answer | 2 |
| ? | 15 |
| NO | 99 |
| YES | 1 |

## Agree with Privatisation of FSIs vs Agree with Privatisation of Public Services (AGR­ARA)

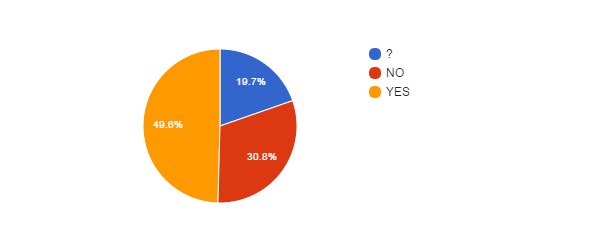
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q14\Q13→ | NoAnswer | ? | NO | YES |
| NoAnswer |  | 1 | 1 |  |
| ? |  | 8 | 5 | 2 |
| NO |  |  | 98 | 1 |
| YES |  |  |  | 1 |

## Agree with Privatisation of FSIs vs Career (AGR­ARA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q14\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 2 |  |
| ? |  | 6 | 9 |
| NO |  | 40 | 59 |
| YES |  |  | 1 |

## FSIs need Major Reforms ? (AGR­ARA)

|  |  |
| --- | --- |
| Q15 | count(\*) |
| ? | 23 |
| NO | 36 |
| YES | 58 |



## FSIs need Major Reforms vs Career (AGR­ARA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q15\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? |  | 5 | 18 |
| NO |  | 7 | 29 |
| YES |  | 36 | 22 |

## FSIs need Major Reforms vs Position (AGR­ARA)

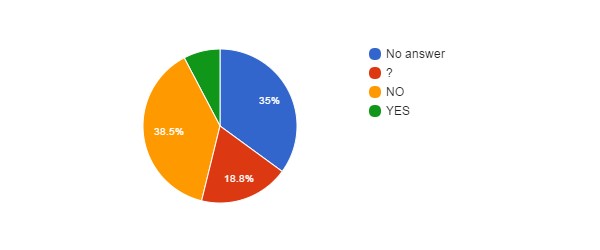
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q15\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 13 |  |  | 10 |
| NO | 14 |  |  | 22 |
| YES | 29 |  |  | 29 |

## FSIs need Major Reforms vs Age (AGR­ARA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q15\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 4 | 2 | 9 | 7 | 1 |  |
| NO |  | 1 | 6 | 13 | 15 | 1 |  |
| YES |  | 10 | 15 | 19 | 11 | 3 |  |

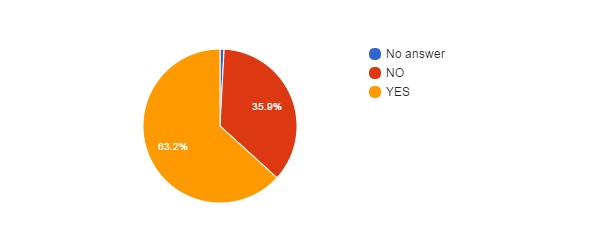
## FSIs Reforms need status change ? (AGR­ARA)

|  |  |
| --- | --- |
| Q16 | count(\*) |
| No answer | 41 |
| ? | 22 |
| NO | 45 |
| YES | 9 |



## Fear for your Job ? (AGR­ARA)

|  |  |
| --- | --- |
| Q17 | count(\*) |
| No answer | 1 |
| NO | 42 |
| YES | 74 |



## Fear for Job vs Position (AGR­ARA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q17\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  |  |  |
| NO | 21 |  |  | 21 |
| YES | 34 |  |  | 40 |

## Fear for Job vs Age (AGR­ARA)

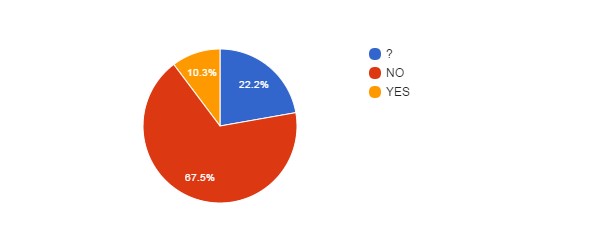
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q17\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  | 1 |  |  |  |
| NO |  | 7 | 8 | 11 | 13 | 3 |  |
| YES |  | 8 | 15 | 29 | 20 | 2 |  |

## Fear for Job vs Career (AGR­ARA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q17\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  | 1 |
| NO |  | 23 | 19 |
| YES |  | 25 | 49 |

## Reform will improve some employment conditions ? (AGR­ARA)

|  |  |
| --- | --- |
| Q18 | count(\*) |
| ? | 26 |
| NO | 79 |
| YES | 12 |



## Reform will improve some employment conditions vs Position (AGR­ARA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q18\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 16 |  |  | 10 |
| NO | 32 |  |  | 47 |
| YES | 8 |  |  | 4 |

## Reform will improve some employment conditions vs Age (AGR-ARA)

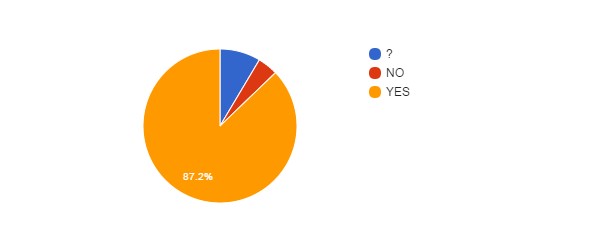
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q18\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 6 | 9 | 7 | 3 | 1 |  |
| NO |  | 6 | 12 | 30 | 27 | 4 |  |
| YES |  | 3 | 2 | 4 | 3 |  |  |

## Reform will improve some employment conditions vs Career (AGR­ARA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q18\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? |  | 13 | 13 |
| NO |  | 30 | 49 |
| YES |  | 5 | 7 |

## Reform will deteriorate some employment conditions ? (AGR­ARA)

|  |  |
| --- | --- |
| Q20 | count(\*) |
| ? | 10 |
| NO | 5 |
| YES | 102 |



## Reform will deteriorate some employment conditions vs Position (AGR­ARA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q20\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 6 |  |  | 4 |
| NO | 5 |  |  |  |
| YES | 45 |  |  | 57 |

Reform will deteriorate some employment conditions vs Age (AGR­ARA)

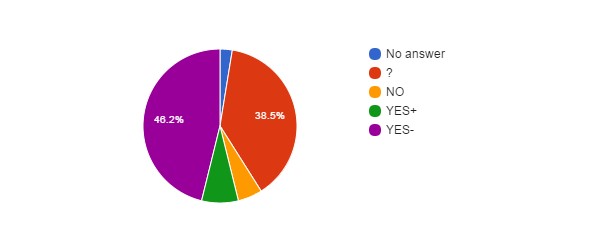
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q20\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 2 | 2 | 5 | 1 |  |  |
| NO |  | 3 | 1 |  | 1 |  |  |
| YES |  | 10 | 20 | 36 | 31 | 5 |  |

Reform will deteriorate some employment conditions vs Career (AGR­ARA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q20\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? |  | 5 | 5 |
| NO |  | 3 | 2 |
| YES |  | 40 | 62 |

## Impact of BELSPO's reform on the FSIs (AGR­ARA)

|  |  |
| --- | --- |
| Q22 | count(\*) |
| No answer | 3 |
| ? | 45 |
| NO | 6 |
| YES+ | 9 |
| YES­ | 54 |



## Impact of BELSPO's reform on the FSIs vs Career (AGR­ARA)

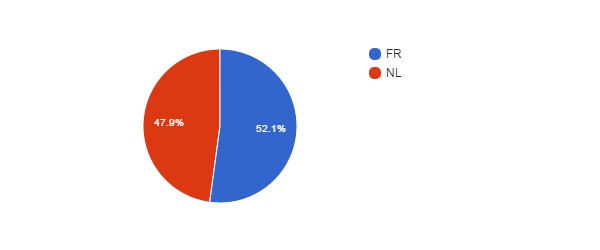
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q22\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  | 3 |
| ? |  | 21 | 24 |
| NO |  | 4 | 2 |
| YES+ |  | 7 | 2 |
| YES­ |  | 16 | 38 |

## Impact of BELSPO's reform on the FSIs vs Position (AGR­ARA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q22\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 2 |  |  | 1 |
| ? | 21 |  |  | 24 |
| NO | 2 |  |  | 4 |
| YES+ | 4 |  |  | 5 |
| YES­ | 27 |  |  | 27 |

## Language (AGR­ARA)

|  |  |
| --- | --- |
| Lang | count(\*) |
| FR | 61 |
| NL | 56 |



## Language vs Age (AGR­ARA)

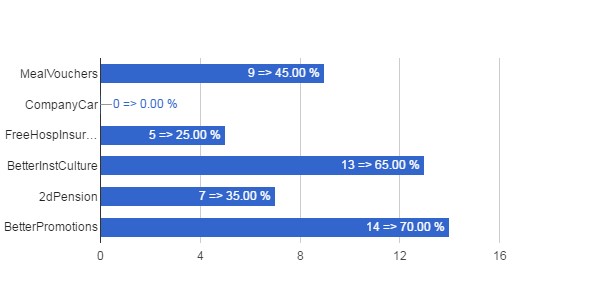
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Lang\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| EN |  |  |  |  |  |  |  |
| FR |  | 9 | 12 | 24 | 15 | 1 |  |
| NL |  | 6 | 11 | 17 | 18 | 4 |  |

## Language vs Position (AGR­ARA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Lang\Q3→ | CON | MAN | OTH | STA |
| EN |  |  |  |  |
| FR | 29 |  |  | 32 |
| NL | 27 |  |  | 29 |

## Which improvements do you expect ? (AGR­ARA)

|  |  |
| --- | --- |
| #answers Q19 | 20 |
| MealVouchers | 9 |
| CompanyCar | 0 |
| FreeHospInsurance | 5 |
| BetterInstCulture | 13 |
| 2dPension | 7 |
| BetterPromotions | 14 |



## Which Improvements vs Career (AGR­ARA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q19\Q2→ | ? | Sci | Tech/Admin |
| MealVouchers |  | 1 | 8 |
| CompanyCar |  |  |  |
| FreeHospInsurance |  | 1 | 4 |
| BetterInstCulture |  | 8 | 5 |
| 2dPension |  | 3 | 4 |
| BetterPromotions |  | 2 | 12 |

## Which Improvements vs Position (AGR­ARA)

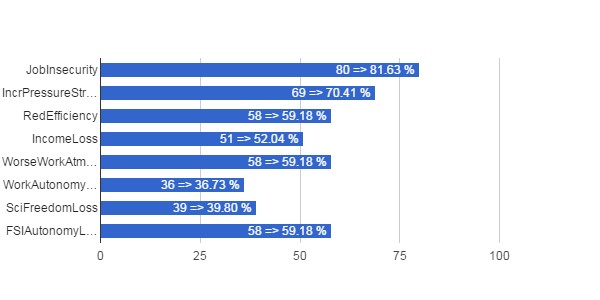
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q19\Q3→ | CON | MAN | OTH | STA |
| MealVouchers | 6 |  |  | 3 |
| CompanyCar |  |  |  |  |
| FreeHospInsurance | 3 |  |  | 2 |
| BetterInstCulture | 7 |  |  | 6 |
| 2dPension | 4 |  |  | 3 |
| BetterPromotions | 9 |  |  | 5 |

## Which Improvements vs Age (AGR­ARA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q19\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| MealVouchers |  | 1 | 3 | 1 | 4 |  |  |
|  |  |  |  |  |  |  |  |
| CompanyCar |  |  |  |  |  |  |  |
| FreeHospInsurance |  |  | 1 | 1 | 3 |  |  |
| BetterInstCulture |  | 3 | 3 | 4 | 2 | 1 |  |
| 2dPension |  | 2 | 1 | 2 | 1 | 1 |  |
| BetterPromotions |  | 3 | 3 | 3 | 4 | 1 |  |

## Which deteriorations do you expect ? (AGR­ARA)

|  |  |
| --- | --- |
| #answers Q21 | 98 |
| JobInsecurity | 80 |
| IncrPressureStress | 69 |
| RedEfficiency | 58 |
| IncomeLoss | 51 |
| WorseWorkAtmos | 58 |
| WorkAutonomyLoss | 36 |
| SciFreedomLoss | 39 |
| FSIAutonomyLoss | 58 |



## Which Deteriorations vs Career (AGR­ARA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q21\Q2→ | ? | Sci | Tech/Admin |
| JobInsecurity |  | 32 | 48 |
| IncrPressureStress |  | 28 | 41 |
| RedEfficiency |  | 21 | 37 |
| IncomeLoss |  | 12 | 39 |
| WorseWorkAtmos |  | 24 | 34 |
| WorkAutonomyLoss |  | 14 | 22 |
| SciFreedomLoss |  | 25 | 14 |
| FSIAutonomyLoss |  | 31 | 27 |

## Which Deteriorations vs Position (AGR­ARA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q21\Q3→ | CON | MAN | OTH | STA |
| JobInsecurity | 36 |  |  | 44 |
| IncrPressureStress | 31 |  |  | 38 |
| RedEfficiency | 24 |  |  | 34 |
| IncomeLoss | 19 |  |  | 32 |
| WorseWorkAtmos | 25 |  |  | 33 |
| WorkAutonomyLoss | 11 |  |  | 25 |
| SciFreedomLoss | 16 |  |  | 23 |
| FSIAutonomyLoss | 23 |  |  | 35 |

## Which Deteriorations vs Age (AGR­ARA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q21\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| JobInsecurity |  | 8 | 19 | 25 | 23 | 5 |  |
| IncrPressureStress |  | 9 | 15 | 18 | 23 | 4 |  |
| RedEfficiency |  | 5 | 12 | 16 | 21 | 4 |  |
| IncomeLoss |  | 2 | 10 | 19 | 17 | 3 |  |
| WorseWorkAtmos |  | 6 | 15 | 17 | 16 | 4 |  |
| WorkAutonomyLoss |  | 4 | 7 | 10 | 13 | 2 |  |
| SciFreedomLoss |  | 5 | 9 | 11 | 10 | 4 |  |
| FSIAutonomyLoss |  | 6 | 12 | 18 | 18 | 4 |  |

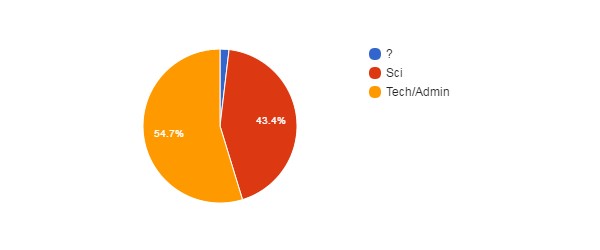
# MRAC­KMMA

## Total number of answers (MRAC­KMMA)

|  |  |
| --- | --- |
| Q1 | count(\*) |
| MRAC­KMMA | 53 |

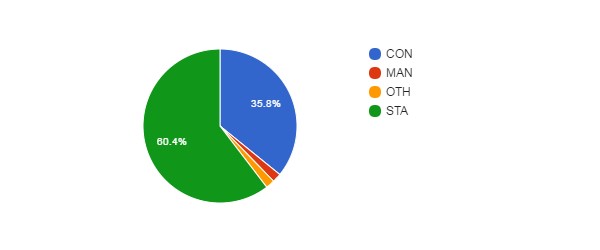
## Scientific or Administrative/Technical Career? (MRAC­KMMA)

|  |  |
| --- | --- |
| Q2 | count(\*) |
| ? | 1 |
| Sci | 23 |
| Tech/Admin | 29 |



## Position (MRAC­KMMA)

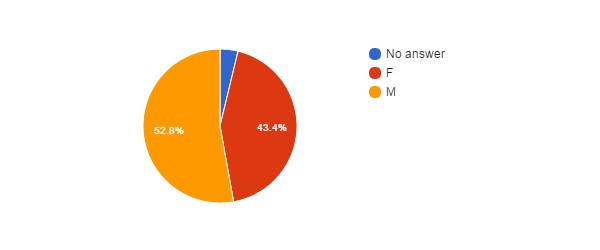
|  |  |
| --- | --- |
| Q3 | count(\*) |
| CON | 19 |
| MAN | 1 |
| OTH | 1 |
| STA | 32 |

Position vs Age (MRAC­KMMA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q3\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| CON |  | 3 | 8 | 3 | 5 |  |  |
| MAN |  |  |  |  | 1 |  |  |
| OTH |  |  | 1 |  |  |  |  |
| STA | 1 |  | 4 | 3 | 22 |  | 2 |

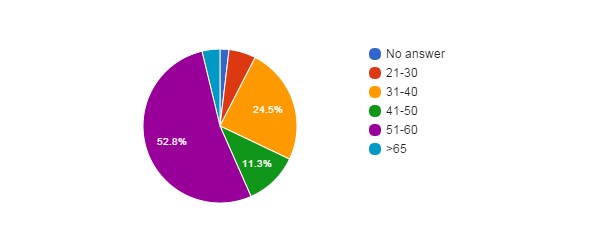
## Gender (MRAC­KMMA)

|  |  |
| --- | --- |
| Q4 | count(\*) |
| No answer | 2 |
| F | 23 |
| M | 28 |



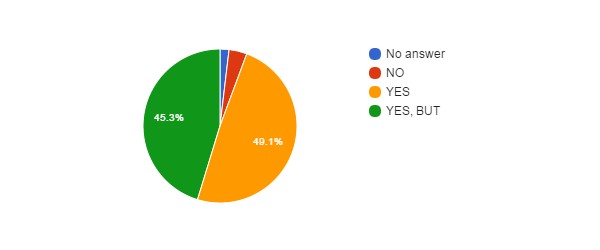
## Age (MRAC­KMMA)

|  |  |
| --- | --- |
| Q5 | count(\*) |
| No answer | 1 |
| 21­30 | 3 |
| 31­40 | 13 |
| 41­50 | 6 |
| 51­60 | 28 |
| >65 | 2 |



## Feel Concerned by the Reform ? (MRAC­KMMA)

|  |  |
| --- | --- |
| Q6 | count(\*) |
| No answer | 1 |
| NO | 2 |
| YES | 26 |
| YES, BUT | 24 |



## Concerned vs Career (MRAC­KMMA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 1 |  |  |
| NO |  |  | 2 |
| YES |  | 17 | 9 |
| YES, BUT |  | 6 | 18 |

## Concerned vs Position (MRAC­KMMA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q6\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  |  |  |
| NO | 1 |  |  | 1 |
| YES | 7 | 1 |  | 18 |
| YES, BUT | 10 |  | 1 | 13 |

## Concerned vs Gender (MRAC­KMMA)

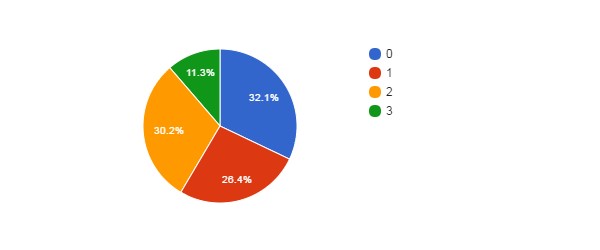
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q4→ | NoAnswer | F | M |
| NoAnswer |  |  | 1 |
| NO |  |  | 2 |
| YES | 1 | 10 | 15 |
| YES, BUT | 1 | 13 | 10 |

## Concerned vs Age (MRAC­KMMA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q6\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  | 1 |  |  |
| NO |  |  |  | 1 | 1 |  |  |
| YES |  | 1 | 3 | 4 | 16 |  | 2 |
| YES, BUT | 1 | 2 | 10 | 1 | 10 |  |  |

## How Informed ? (MRAC­KMMA)

|  |  |
| --- | --- |
| Q7 | count(\*) |
| 0 | 17 |
| 1 | 14 |
| 2 | 16 |
| 3 | 6 |



## How Informed vs Career (MRAC­KMMA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q7\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| 0 | 1 | 7 | 9 |
| 1 |  | 2 | 12 |
| 2 |  | 8 | 8 |
| 3 |  | 6 |  |

## How Informed vs Position (MRAC­KMMA)

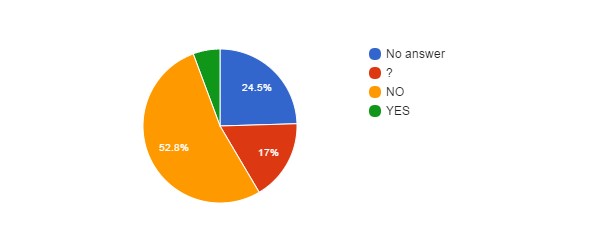
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q7\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| 0 | 7 |  | 1 | 9 |
| 1 | 4 |  |  | 10 |
| 2 | 6 |  |  | 10 |
| 3 | 2 | 1 |  | 3 |

## How Informed vs Age (MRAC­KMMA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q7\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| 0 | 1 | 1 | 4 | 2 | 8 |  | 1 |
| 1 |  | 2 | 4 |  | 8 |  |  |
| 2 |  |  | 4 | 3 | 8 |  | 1 |
| 3 |  |  | 1 | 1 | 4 |  |  |

## Agree with Objectives ? (MRAC­KMMA)

|  |  |
| --- | --- |
| Q8 | count(\*) |
| No answer | 13 |
| ? | 9 |
| NO | 28 |
| YES | 3 |



## Agree with Objectives vs Career (MRAC­KMMA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q8\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 1 | 6 | 6 |
| ? |  | 3 | 6 |
| NO |  | 12 | 16 |
| YES |  | 2 | 1 |

## Agree with Objectives vs Position (MRAC­KMMA)

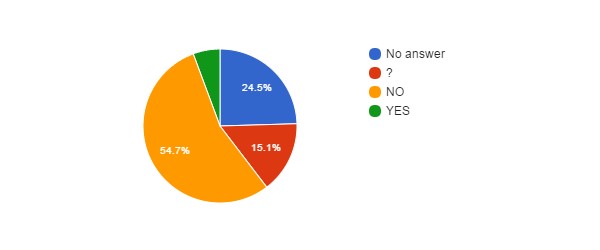
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q8\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 6 |  | 1 | 6 |
| ? | 4 |  |  | 5 |
| NO | 8 |  |  | 20 |
| YES | 1 | 1 |  | 1 |

## Agree with Objectives vs Age (MRAC­KMMA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q8\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  | 1 | 4 | 1 | 6 |  | 1 |
| ? | 1 | 1 | 2 | 2 | 3 |  |  |
| NO |  | 1 | 7 | 2 | 17 |  | 1 |
| YES |  |  |  | 1 | 2 |  |  |

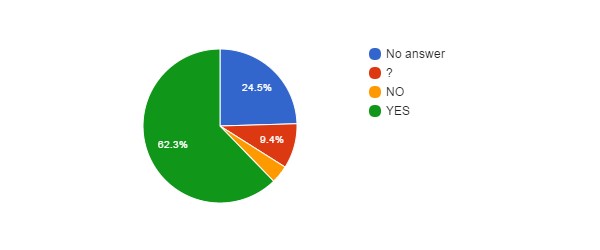
## Reform will Achieve Objectives ? (MRAC­KMMA)

|  |  |
| --- | --- |
| Q9 | count(\*) |
| No answer | 13 |
| ? | 8 |
| NO | 29 |
| YES | 3 |



## Hidden Agenda ? (MRAC­KMMA)

|  |  |
| --- | --- |
| Q10 | count(\*) |
| No answer | 13 |
| ? | 5 |
| NO | 2 |
| YES | 33 |

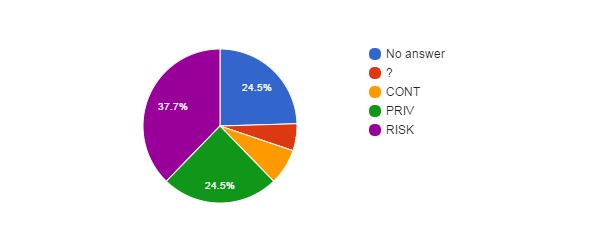


## Hidden Agenda vs Language (MRAC­KMMA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q10\Lang→ | EN | FR | NL |
| NoAnswer |  | 5 | 8 |
| ? |  | 1 | 4 |
| NO |  |  | 2 |
| YES |  | 23 | 10 |

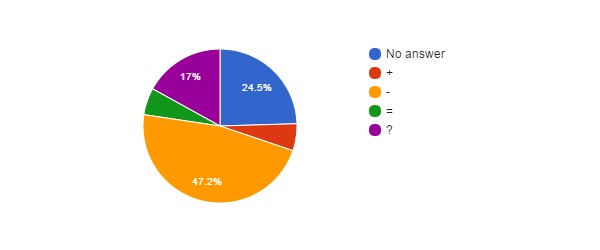
## Reform entails... (MRAC­KMMA)

|  |  |
| --- | --- |
| Q11 | count(\*) |
| No answer | 13 |
| ? | 3 |
| CONT | 4 |
| PRIV | 13 |
| RISK | 20 |



## How better will work the institution after the reform ? (MRAC­KMMA)

|  |  |
| --- | --- |
| Q12 | count(\*) |
| No answer | 13 |
| + | 3 |
| ­ | 25 |
| = | 3 |
| ? | 9 |

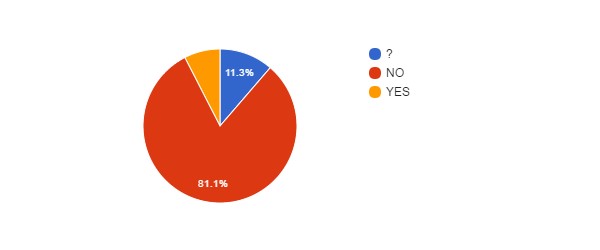


## How better will work the institution vs Career (MRAC­KMMA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q12\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 1 | 6 | 6 |
| + |  | 2 | 1 |
| ­ |  | 10 | 15 |
| = |  |  | 3 |
| ? |  | 5 | 4 |

## Agree with Privatisation of Public Services ? (MRAC­KMMA)

|  |  |
| --- | --- |
| Q13 | count(\*) |
| ? | 6 |
| NO | 43 |
| YES | 4 |



## Agree with Privatisation of Public Services vs Age (MRAC­KMMA)

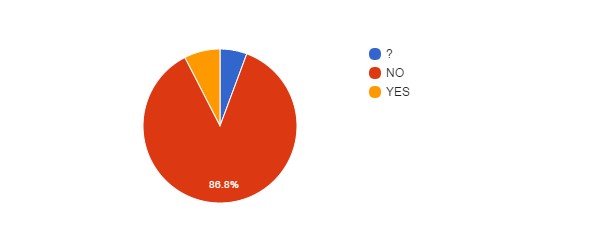
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q13\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 2 | 3 |  | 1 |  |  |
| NO |  | 1 | 9 | 5 | 26 |  | 2 |
| YES | 1 |  | 1 | 1 | 1 |  |  |

## Agree with Privatisation of Public Services vs Language (MRAC­KMMA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q13\Lang→ | EN | FR | NL |
| NoAnswer |  |  |  |
| ? |  | 2 | 4 |
| NO |  | 26 | 17 |
| YES |  | 1 | 3 |

## Agree with Privatisation of the FSIs ? (MRAC­KMMA)

|  |  |
| --- | --- |
| Q14 | count(\*) |
| ? | 3 |
| NO | 46 |
| YES | 4 |



## Agree with Privatisation of FSIs vs Agree with Privatisation of Public Services (MRAC­KMMA)

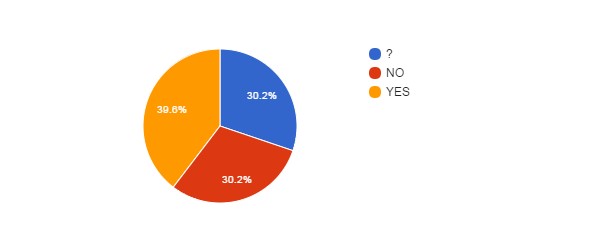
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q14\Q13→ | NoAnswer | ? | NO | YES |
| NoAnswer |  |  |  |  |
| ? |  | 3 |  |  |
| NO |  | 2 | 42 | 2 |
| YES |  | 1 | 1 | 2 |

## Agree with Privatisation of FSIs vs Career (MRAC­KMMA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q14\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? |  | 1 | 2 |
| NO | 1 | 20 | 25 |
| YES |  | 2 | 2 |

## FSIs need Major Reforms ? (MRAC­KMMA)

|  |  |
| --- | --- |
| Q15 | count(\*) |
| ? | 16 |
| NO | 16 |
| YES | 21 |



## FSIs need Major Reforms vs Career (MRAC­KMMA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q15\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? | 1 | 4 | 11 |
| NO |  | 5 | 11 |
| YES |  | 14 | 7 |

## FSIs need Major Reforms vs Position (MRAC­KMMA)

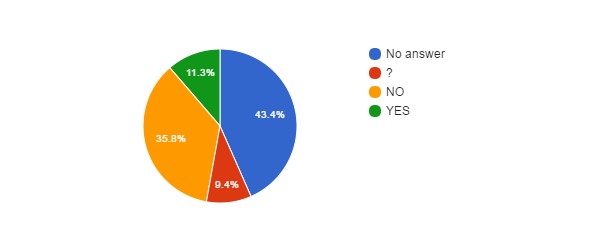
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q15\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 9 |  | 1 | 6 |
| NO | 1 |  |  | 15 |
| YES | 9 | 1 |  | 11 |

## FSIs need Major Reforms vs Age (MRAC­KMMA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q15\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 2 | 6 | 1 | 7 |  |  |
| NO |  | 1 |  | 1 | 12 |  | 2 |
| YES | 1 |  | 7 | 4 | 9 |  |  |

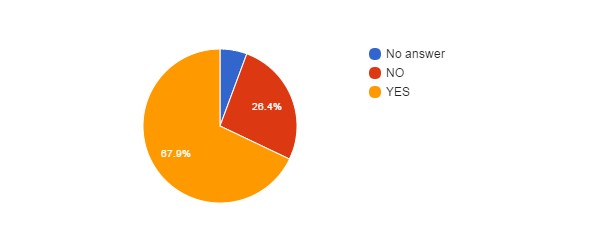
## FSIs Reforms need status change ? (MRAC­KMMA)

|  |  |
| --- | --- |
| Q16 | count(\*) |
| No answer | 23 |
| ? | 5 |
| NO | 19 |
| YES | 6 |



## Fear for your Job ? (MRAC­KMMA)

|  |  |
| --- | --- |
| Q17 | count(\*) |
| No answer | 3 |
| NO | 14 |
| YES | 36 |



## Fear for Job vs Position (MRAC­KMMA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q17\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  | 1 | 1 |
| NO | 5 | 1 |  | 8 |
| YES | 13 |  |  | 23 |

## Fear for Job vs Age (MRAC­KMMA)

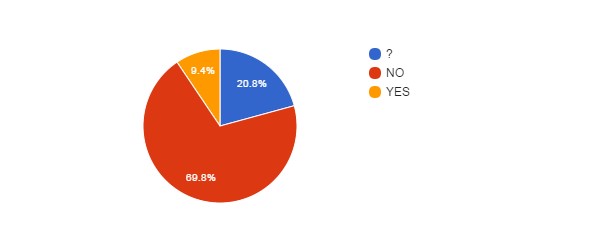
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q17\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  | 1 |  | 2 |  |  |
| NO | 1 | 1 | 1 | 3 | 7 |  | 1 |
| YES |  | 2 | 11 | 3 | 19 |  | 1 |

## Fear for Job vs Career (MRAC­KMMA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q17\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 1 | 1 | 1 |
| NO |  | 6 | 8 |
| YES |  | 16 | 20 |

## Reform will improve some employment conditions ? (MRAC­KMMA)

|  |  |
| --- | --- |
| Q18 | count(\*) |
| ? | 11 |
| NO | 37 |
| YES | 5 |



## Reform will improve some employment conditions vs Position (MRAC­KMMA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q18\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 6 |  | 1 | 4 |
| NO | 11 |  |  | 26 |
| YES | 2 | 1 |  | 2 |

## Reform will improve some employment conditions vs Age (MRAC­KMMA)

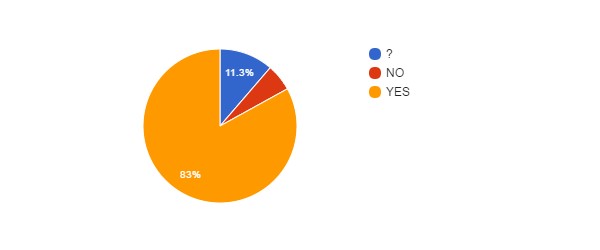
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q18\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 2 | 4 | 1 | 4 |  |  |
| NO | 1 | 1 | 9 | 3 | 21 |  | 2 |
| YES |  |  |  | 2 | 3 |  |  |

## Reform will improve some employment conditions vs Career (MRAC­KMMA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q18\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? | 1 | 4 | 6 |
| NO |  | 16 | 21 |
| YES |  | 3 | 2 |

## Reform will deteriorate some employment conditions ? (MRAC­KMMA)

|  |  |
| --- | --- |
| Q20 | count(\*) |
| ? | 6 |
| NO | 3 |
| YES | 44 |

Reform will deteriorate some employment conditions vs Position (MRAC­KMMA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q20\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 3 |  | 1 | 2 |
| NO | 1 | 1 |  | 1 |
| YES | 15 |  |  | 29 |

## Reform will deteriorate some employment conditions vs Age (MRAC­KMMA)

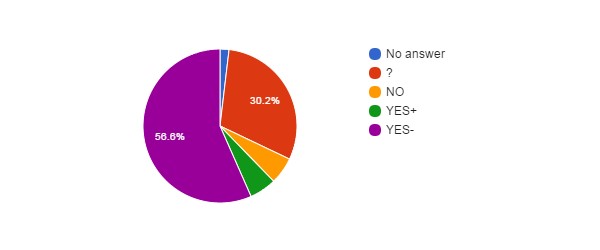
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q20\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 1 | 2 |  | 3 |  |  |
| NO |  |  |  | 1 | 2 |  |  |
| YES | 1 | 2 | 11 | 5 | 23 |  | 2 |

## Reform will deteriorate some employment conditions vs Career (MRAC­KMMA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q20\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? |  | 1 | 5 |
| NO |  | 2 | 1 |
| YES | 1 | 20 | 23 |

## Impact of BELSPO's reform on the FSIs (MRAC­KMMA)

|  |  |
| --- | --- |
| Q22 | count(\*) |
| No answer | 1 |
| ? | 16 |
| NO | 3 |
| YES+ | 3 |
| YES­ | 30 |



## Impact of BELSPO's reform on the FSIs vs Career (MRAC­KMMA)

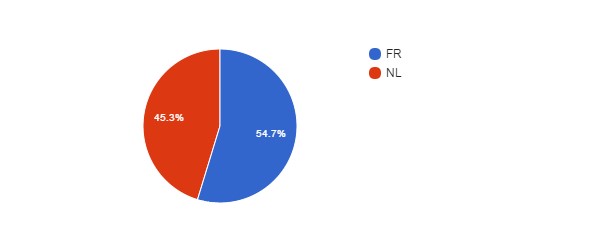
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q22\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 1 |  |
| ? | 1 | 2 | 13 |
| NO |  | 1 | 2 |
| YES+ |  | 2 | 1 |
| YES­ |  | 17 | 13 |

## Impact of BELSPO's reform on the FSIs vs Position (MRAC­KMMA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q22\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  | 1 |
| ? | 7 |  |  | 9 |
| NO | 1 |  |  | 2 |
| YES+ | 1 | 1 |  | 1 |
| YES­ | 10 |  | 1 | 19 |

## Language (MRAC­KMMA)

|  |  |
| --- | --- |
| Lang | count(\*) |
| FR | 29 |
| NL | 24 |



## Language vs Age (MRAC­KMMA)

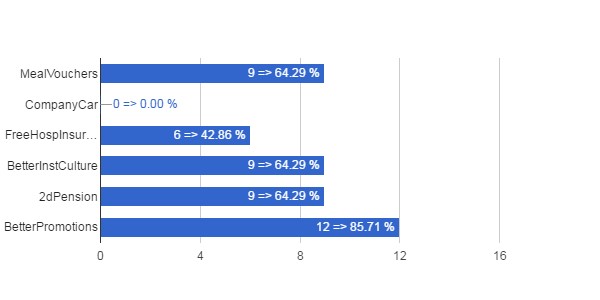
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Lang\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| EN |  |  |  |  |  |  |  |
| FR |  | 1 | 7 | 3 | 17 |  | 1 |
| NL | 1 | 2 | 6 | 3 | 11 |  | 1 |

## Language vs Position (MRAC­KMMA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Lang\Q3→ | CON | MAN | OTH | STA |
| EN |  |  |  |  |
| FR | 7 |  | 1 | 21 |
| NL | 12 | 1 |  | 11 |

## Which improvements do you expect ? (MRAC­KMMA)

|  |  |
| --- | --- |
| #answers Q19 | 14 |
| MealVouchers | 9 |
| CompanyCar | 0 |
| FreeHospInsurance | 6 |
| BetterInstCulture | 9 |
| 2dPension | 9 |
| BetterPromotions | 12 |



## Which Improvements vs Career (MRAC­KMMA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q19\Q2→ | ? | Sci | Tech/Admin |
| MealVouchers |  | 4 | 5 |
| CompanyCar |  |  |  |
| FreeHospInsurance |  | 2 | 4 |
| BetterInstCulture |  | 6 | 3 |
| 2dPension |  | 4 | 5 |
| BetterPromotions |  | 6 | 6 |

## Which Improvements vs Position (MRAC­KMMA)

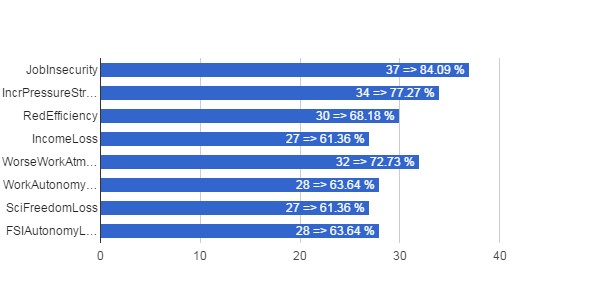
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q19\Q3→ | CON | MAN | OTH | STA |
| MealVouchers | 2 | 1 |  | 6 |
| CompanyCar |  |  |  |  |
| FreeHospInsurance | 2 | 1 |  | 3 |
| BetterInstCulture | 2 | 1 |  | 6 |
| 2dPension | 2 | 1 |  | 6 |
| BetterPromotions | 3 | 1 |  | 8 |

## Which Improvements vs Age (MRAC­KMMA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q19\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| MealVouchers | 1 |  | 2 | 3 | 3 |  |  |
|  |  |  |  |  |  |  |  |
| CompanyCar |  |  |  |  |  |  |  |
| FreeHospInsurance |  |  |  | 3 | 3 |  |  |
| BetterInstCulture | 1 |  | 1 | 3 | 4 |  |  |
| 2dPension | 1 |  | 1 | 2 | 5 |  |  |
| BetterPromotions | 1 |  | 1 | 3 | 7 |  |  |

## Which deteriorations do you expect ? (MRAC­KMMA)

|  |  |
| --- | --- |
| #answers Q21 | 44 |
| JobInsecurity | 37 |
| IncrPressureStress | 34 |
| RedEfficiency | 30 |
| IncomeLoss | 27 |
| WorseWorkAtmos | 32 |
| WorkAutonomyLoss | 28 |
| SciFreedomLoss | 27 |
| FSIAutonomyLoss | 28 |



## Which Deteriorations vs Career (MRAC­KMMA)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q21\Q2→ | ? | Sci | Tech/Admin |
| JobInsecurity | 1 | 16 | 20 |
| IncrPressureStress | 1 | 13 | 20 |
| RedEfficiency |  | 12 | 18 |
| IncomeLoss |  | 10 | 17 |
| WorseWorkAtmos |  | 12 | 20 |
| WorkAutonomyLoss |  | 11 | 17 |
| SciFreedomLoss |  | 14 | 13 |
| FSIAutonomyLoss |  | 14 | 14 |

## Which Deteriorations vs Position (MRAC­KMMA)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q21\Q3→ | CON | MAN | OTH | STA |
| JobInsecurity | 13 |  |  | 24 |
| IncrPressureStress | 8 |  |  | 26 |
| RedEfficiency | 7 |  |  | 23 |
| IncomeLoss | 6 |  |  | 21 |
| WorseWorkAtmos | 8 |  |  | 24 |
| WorkAutonomyLoss | 5 |  |  | 23 |
| SciFreedomLoss | 8 |  |  | 19 |
| FSIAutonomyLoss | 8 |  |  | 20 |

## Which Deteriorations vs Age (MRAC­KMMA)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q21\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| JobInsecurity |  | 2 | 10 | 4 | 19 |  | 2 |
| IncrPressureStress | 1 |  | 6 | 5 | 20 |  | 2 |
| RedEfficiency |  | 1 | 6 | 5 | 17 |  | 1 |
| IncomeLoss |  | 1 | 6 | 4 | 15 |  | 1 |
| WorseWorkAtmos | 1 |  | 5 | 5 | 20 |  | 1 |
| WorkAutonomyLoss | 1 |  | 5 | 4 | 17 |  | 1 |
| SciFreedomLoss |  | 2 | 6 | 4 | 13 |  | 2 |
| FSIAutonomyLoss | 1 | 1 | 7 | 3 | 15 |  | 1 |

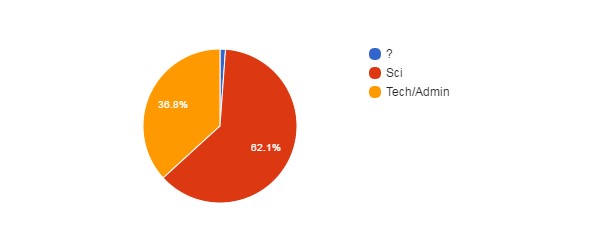
# ORB­KSB

## Total number of answers (ORB­KSB)

|  |  |
| --- | --- |
| Q1 | count(\*) |
| ORB­KSB | 87 |

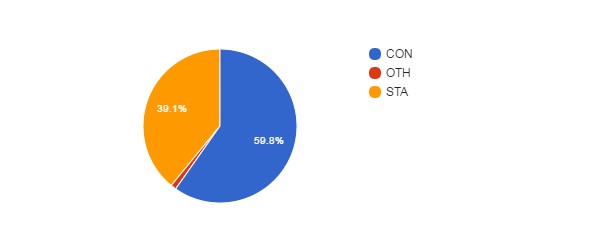
## Scientific or Administrative/Technical Career? (ORB­KSB)

|  |  |
| --- | --- |
| Q2 | count(\*) |
| ? | 1 |
| Sci | 54 |
| Tech/Admin | 32 |



## Position (ORB­KSB)

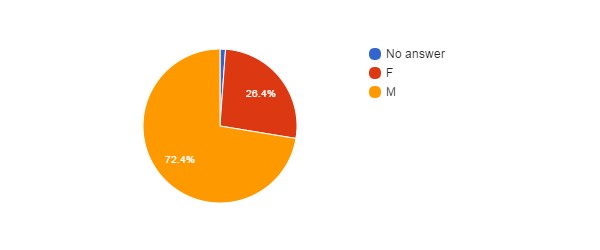
|  |  |
| --- | --- |
| Q3 | count(\*) |
| CON | 52 |
| OTH | 1 |
| STA | 34 |

Position vs Age (ORB­KSB)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q3\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| CON |  | 5 | 22 | 21 | 3 | 1 |  |
| MAN |  |  |  |  |  |  |  |
| OTH |  | 1 |  |  |  |  |  |
| STA | 2 | 1 | 6 | 10 | 10 | 4 | 1 |

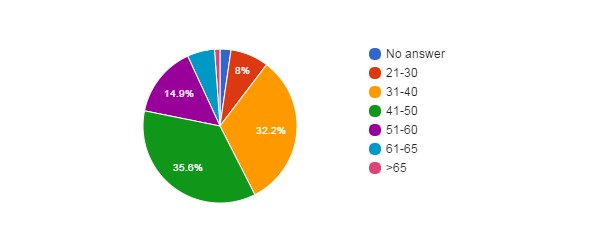
## Gender (ORB­KSB)

|  |  |
| --- | --- |
| Q4 | count(\*) |
| No answer | 1 |
| F | 23 |
| M | 63 |



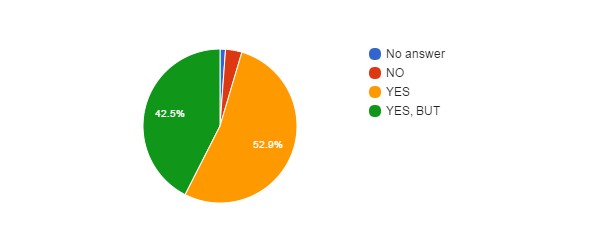
## Age (ORB­KSB)

|  |  |
| --- | --- |
| Q5 | count(\*) |
| No answer | 2 |
| 21­30 | 7 |
| 31­40 | 28 |
| 41­50 | 31 |
| 51­60 | 13 |
| 61­65 | 5 |
| >65 | 1 |



## Feel Concerned by the Reform ? (ORB­KSB)

|  |  |
| --- | --- |
| Q6 | count(\*) |
| No answer | 1 |
| NO | 3 |
| YES | 46 |
| YES, BUT | 37 |



## Concerned vs Career (ORB­KSB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  | 1 |
| NO |  | 3 |  |
| YES |  | 29 | 17 |
| YES, BUT | 1 | 22 | 14 |

## Concerned vs Position (ORB­KSB)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q6\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  |  |  |
| NO | 2 |  |  | 1 |
| YES | 27 |  | 1 | 18 |
| YES, BUT | 22 |  |  | 15 |

## Concerned vs Gender (ORB­KSB)

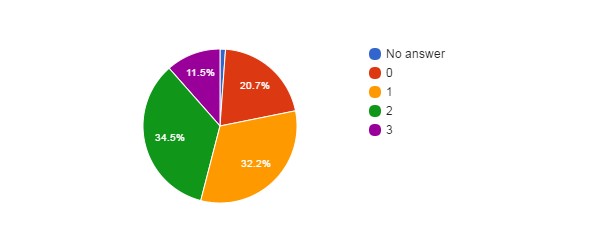
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q4→ | NoAnswer | F | M |
| NoAnswer |  | 1 |  |
| NO |  | 1 | 2 |
| YES |  | 13 | 33 |
| YES, BUT | 1 | 8 | 28 |

## Concerned vs Age (ORB­KSB)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q6\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  | 1 |  |  |  |  |  |
| NO |  |  | 1 | 1 |  |  | 1 |
| YES |  | 3 | 15 | 14 | 10 | 4 |  |
| YES, BUT | 2 | 3 | 12 | 16 | 3 | 1 |  |

## How Informed ? (ORB­KSB)

|  |  |
| --- | --- |
| Q7 | count(\*) |
| No answer | 1 |
| 0 | 18 |
| 1 | 28 |
| 2 | 30 |
| 3 | 10 |



## How Informed vs Career (ORB­KSB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q7\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  | 1 |
| 0 |  | 12 | 6 |
| 1 | 1 | 19 | 8 |
| 2 |  | 13 | 17 |
| 3 |  | 10 |  |

## How Informed vs Position (ORB­KSB)

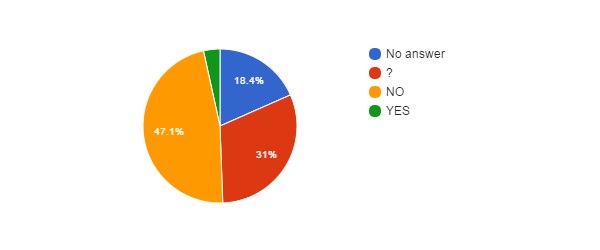
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q7\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  |  |  |
| 0 | 13 |  |  | 5 |
| 1 | 17 |  |  | 11 |
| 2 | 15 |  | 1 | 14 |
| 3 | 6 |  |  | 4 |

## How Informed vs Age (ORB­KSB)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q7\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  | 1 |  |  |  |  |
| 0 | 2 | 2 | 4 | 7 | 3 |  |  |
| 1 |  | 3 | 7 | 12 | 3 | 2 | 1 |
| 2 |  | 2 | 13 | 7 | 5 | 3 |  |
| 3 |  |  | 3 | 5 | 2 |  |  |

## Agree with Objectives ? (ORB­KSB)

|  |  |
| --- | --- |
| Q8 | count(\*) |
| No answer | 16 |
| ? | 27 |
| NO | 41 |
| YES | 3 |



## Agree with Objectives vs Career (ORB­KSB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q8\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 10 | 6 |
| ? |  | 19 | 8 |
| NO | 1 | 22 | 18 |
| YES |  | 3 |  |

## Agree with Objectives vs Position (ORB­KSB)

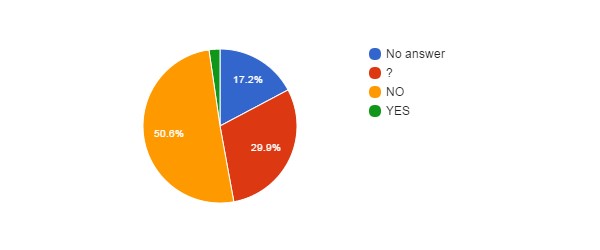
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q8\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 14 |  |  | 2 |
| ? | 15 |  |  | 12 |
| NO | 23 |  |  | 18 |
| YES |  |  | 1 | 2 |

## Agree with Objectives vs Age (ORB­KSB)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q8\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  | 2 | 6 | 6 | 2 |  |  |
| ? | 2 | 2 | 10 | 9 | 3 |  | 1 |
| NO |  | 2 | 12 | 15 | 7 | 5 |  |
| YES |  | 1 |  | 1 | 1 |  |  |

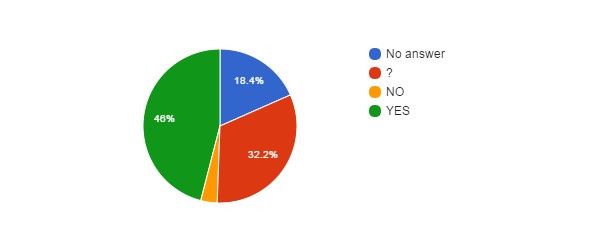
## Reform will Achieve Objectives ? (ORB­KSB)

|  |  |
| --- | --- |
| Q9 | count(\*) |
| No answer | 15 |
| ? | 26 |
| NO | 44 |
| YES | 2 |



## Hidden Agenda ? (ORB­KSB)

|  |  |
| --- | --- |
| Q10 | count(\*) |
| No answer | 16 |
| ? | 28 |
| NO | 3 |
| YES | 40 |

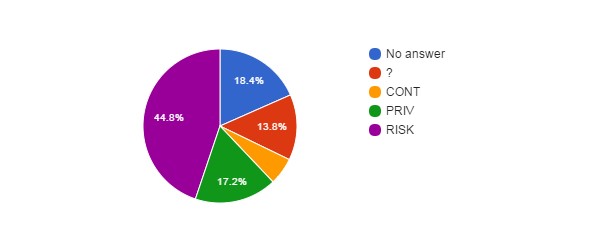


## Hidden Agenda vs Language (ORB­KSB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q10\Lang→ | EN | FR | NL |
| NoAnswer | 3 | 9 | 4 |
| ? | 6 | 11 | 11 |
| NO | 2 |  | 1 |
| YES | 2 | 27 | 11 |

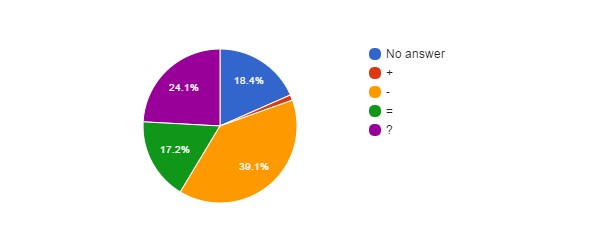
## Reform entails... (ORB­KSB)

|  |  |
| --- | --- |
| Q11 | count(\*) |
| No answer | 16 |
| ? | 12 |
| CONT | 5 |
| PRIV | 15 |
| RISK | 39 |



## How better will work the institution after the reform ? (ORB­KSB)

|  |  |
| --- | --- |
| Q12 | count(\*) |
| No answer | 16 |
| + | 1 |
| ­ | 34 |
| = | 15 |
| ? | 21 |

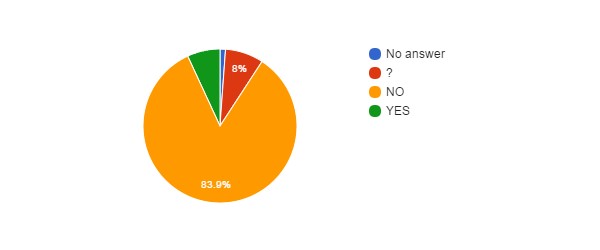


## How better will work the institution vs Career (ORB­KSB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q12\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 10 | 6 |
| + |  | 1 |  |
| ­ |  | 21 | 13 |
| = | 1 | 10 | 4 |
| ? |  | 12 | 9 |

## Agree with Privatisation of Public Services ? (ORB­KSB)

|  |  |
| --- | --- |
| Q13 | count(\*) |
| No answer | 1 |
| ? | 7 |
| NO | 73 |
| YES | 6 |



## Agree with Privatisation of Public Services vs Age (ORB­KSB)

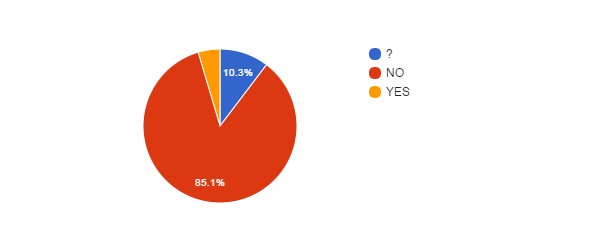
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q13\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  | 1 |  |  |  |  |
| ? |  | 2 |  | 3 | 2 |  |  |
| NO | 2 | 5 | 25 | 25 | 11 | 5 |  |
| YES |  |  | 2 | 3 |  |  | 1 |

## Agree with Privatisation of Public Services vs Language (ORBKSB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q13\Lang→ | EN | FR | NL |
| NoAnswer |  |  | 1 |
| ? | 1 | 1 | 5 |
| NO | 9 | 43 | 21 |
| YES | 3 | 3 |  |

## Agree with Privatisation of the FSIs ? (ORB­KSB)

|  |  |
| --- | --- |
| Q14 | count(\*) |
| ? | 9 |
| NO | 74 |
| YES | 4 |



## Agree with Privatisation of FSIs vs Agree with Privatisation of Public Services (ORB­KSB)

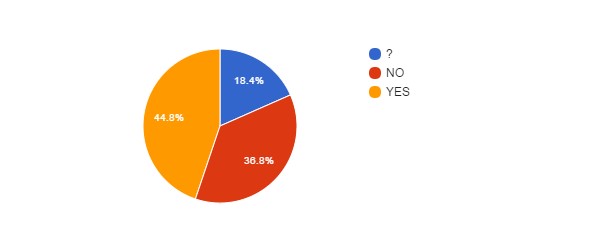
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q14\Q13→ | NoAnswer | ? | NO | YES |
| NoAnswer |  |  |  |  |
| ? |  | 6 | 3 |  |
| NO | 1 | 1 | 70 | 2 |
| YES |  |  |  | 4 |

## Agree with Privatisation of FSIs vs Career (ORB­KSB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q14\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? |  | 7 | 2 |
| NO | 1 | 43 | 30 |
| YES |  | 4 |  |

## FSIs need Major Reforms ? (ORB­KSB)

|  |  |
| --- | --- |
| Q15 | count(\*) |
| ? | 16 |
| NO | 32 |
| YES | 39 |



## FSIs need Major Reforms vs Career (ORB­KSB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q15\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? |  | 11 | 5 |
| NO | 1 | 18 | 13 |
| YES |  | 25 | 14 |

## FSIs need Major Reforms vs Position (ORB­KSB)

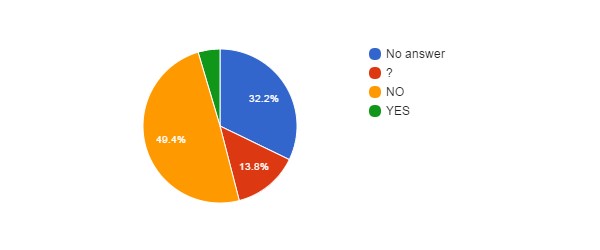
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q15\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 12 |  |  | 4 |
| NO | 17 |  |  | 15 |
| YES | 23 |  | 1 | 15 |

## FSIs need Major Reforms vs Age (ORB­KSB)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q15\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 1 | 5 | 7 | 2 |  | 1 |
| NO | 2 | 2 | 10 | 13 | 4 | 1 |  |
| YES |  | 4 | 13 | 11 | 7 | 4 |  |

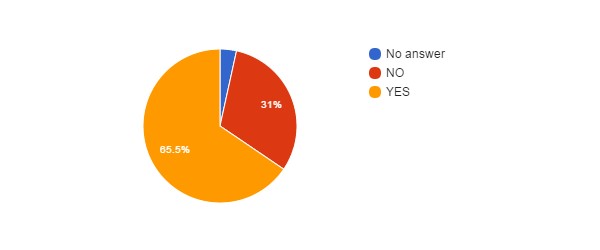
## FSIs Reforms need status change ? (ORB­KSB)

|  |  |
| --- | --- |
| Q16 | count(\*) |
| No answer | 28 |
| ? | 12 |
| NO | 43 |
| YES | 4 |



## Fear for your Job ? (ORB­KSB)

|  |  |
| --- | --- |
| Q17 | count(\*) |
| No answer | 3 |
| NO | 27 |
| YES | 57 |



## Fear for Job vs Position (ORB­KSB)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q17\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 2 |  |  | 1 |
| NO | 11 |  | 1 | 15 |
| YES | 39 |  |  | 18 |

## Fear for Job vs Age (ORB­KSB)

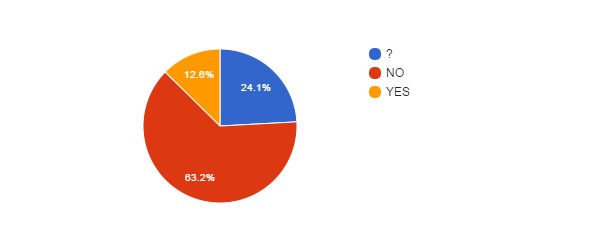
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q17\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  | 1 | 1 | 1 |  |  |
| NO |  | 3 | 7 | 9 | 5 | 2 | 1 |
| YES | 2 | 4 | 20 | 21 | 7 | 3 |  |

## Fear for Job vs Career (ORB­KSB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q17\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 3 |  |
| NO |  | 17 | 10 |
| YES | 1 | 34 | 22 |

## Reform will improve some employment conditions ? (ORB­KSB)

|  |  |
| --- | --- |
| Q18 | count(\*) |
| ? | 21 |
| NO | 55 |
| YES | 11 |



## Reform will improve some employment conditions vs Position (ORB­KSB)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q18\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 16 |  |  | 5 |
| NO | 28 |  |  | 27 |
| YES | 8 |  | 1 | 2 |

## Reform will improve some employment conditions vs Age (ORB-KSB)

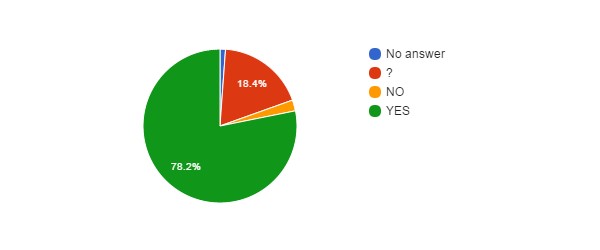
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q18\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 1 | 10 | 7 | 2 |  | 1 |
| NO | 2 | 3 | 15 | 20 | 10 | 5 |  |
| YES |  | 3 | 3 | 4 | 1 |  |  |

## Reform will improve some employment conditions vs Career (ORB­KSB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q18\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? |  | 15 | 6 |
| NO | 1 | 31 | 23 |
| YES |  | 8 | 3 |

## Reform will deteriorate some employment conditions ? (ORB­KSB)

|  |  |
| --- | --- |
| Q20 | count(\*) |
| No answer | 1 |
| ? | 16 |
| NO | 2 |
| YES | 68 |

Reform will deteriorate some employment conditions vs Position (ORB­KSB)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q20\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  |  |  |
| ? | 10 |  |  | 6 |
| NO | 1 |  |  | 1 |
| YES | 40 |  | 1 | 27 |

## Reform will deteriorate some employment conditions vs Age (ORB­KSB)

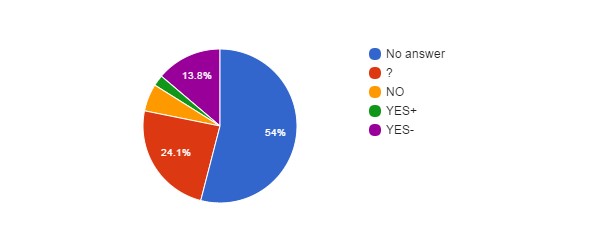
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q20\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  | 1 |  |  |  |  |  |
| ? | 1 | 2 | 6 | 6 |  |  | 1 |
| NO |  |  |  | 1 | 1 |  |  |
| YES | 1 | 4 | 22 | 24 | 12 | 5 |  |

## Reform will deteriorate some employment conditions vs Career (ORB­KSB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q20\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  | 1 |
| ? |  | 11 | 5 |
| NO |  | 2 |  |
| YES | 1 | 41 | 26 |

## Impact of BELSPO's reform on the FSIs (ORB­KSB)

|  |  |
| --- | --- |
| Q22 | count(\*) |
| No answer | 47 |
| ? | 21 |
| NO | 5 |
| YES+ | 2 |
| YES­ | 12 |



## Impact of BELSPO's reform on the FSIs vs Career (ORB­KSB)

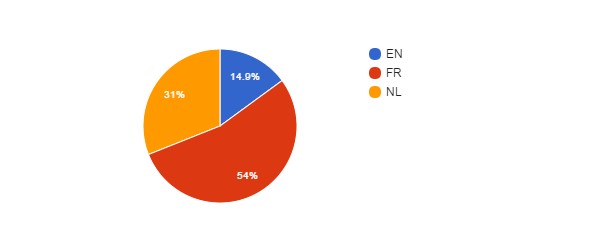
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q22\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 1 | 31 | 15 |
| ? |  | 12 | 9 |
| NO |  | 5 |  |
| YES+ |  | 1 | 1 |
| YES­ |  | 5 | 7 |

## Impact of BELSPO's reform on the FSIs vs Position (ORB­KSB)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q22\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 27 |  |  | 20 |
| ? | 12 |  | 1 | 8 |
| NO | 4 |  |  | 1 |
| YES+ | 2 |  |  |  |
| YES­ | 7 |  |  | 5 |

## Language (ORB­KSB)

|  |  |
| --- | --- |
| Lang | count(\*) |
| EN | 13 |
| FR | 47 |
| NL | 27 |



## Language vs Age (ORB­KSB)

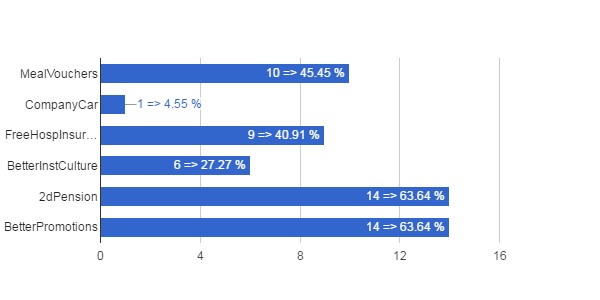
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Lang\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| EN |  |  | 3 | 9 |  |  | 1 |
| FR |  | 3 | 19 | 13 | 8 | 4 |  |
| NL | 2 | 4 | 6 | 9 | 5 | 1 |  |

## Language vs Position (ORB­KSB)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Lang\Q3→ | CON | MAN | OTH | STA |
| EN | 11 |  |  | 2 |
| FR | 24 |  | 1 | 22 |
| NL | 17 |  |  | 10 |

## Which improvements do you expect ? (ORB­KSB)

|  |  |
| --- | --- |
| #answers Q19 | 22 |
| MealVouchers | 10 |
| CompanyCar | 1 |
| FreeHospInsurance | 9 |
| BetterInstCulture | 6 |
| 2dPension | 14 |
| BetterPromotions | 14 |



## Which Improvements vs Career (ORB­KSB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q19\Q2→ | ? | Sci | Tech/Admin |
| MealVouchers |  | 6 | 4 |
| CompanyCar |  | 1 |  |
| FreeHospInsurance |  | 6 | 3 |
| BetterInstCulture |  | 4 | 2 |
| 2dPension |  | 9 | 5 |
| BetterPromotions |  | 11 | 3 |

## Which Improvements vs Position (ORB­KSB)

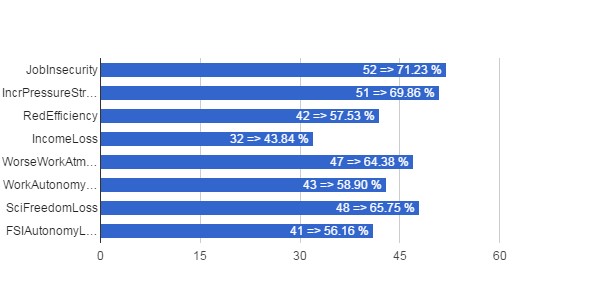
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q19\Q3→ | CON | MAN | OTH | STA |
| MealVouchers | 6 |  | 1 | 3 |
| CompanyCar |  |  | 1 |  |
| FreeHospInsurance | 7 |  |  | 2 |
| BetterInstCulture | 4 |  |  | 2 |
| 2dPension | 10 |  | 1 | 3 |
| BetterPromotions | 10 |  | 1 | 3 |

## Which Improvements vs Age (ORB­KSB)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q19\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| MealVouchers | 2 | 3 | 4 |  | 1 |  |  |
|  |  |  |  |  |  |  |  |
| CompanyCar |  | 1 |  |  |  |  |  |
| FreeHospInsurance | 2 | 1 | 5 | 1 |  |  |  |
| BetterInstCulture | 1 | 1 | 3 | 1 |  |  |  |
| 2dPension | 2 | 3 | 6 | 2 | 1 |  |  |
| BetterPromotions | 1 | 2 | 5 | 5 | 1 |  |  |

## Which deteriorations do you expect ? (ORB­KSB)

|  |  |
| --- | --- |
| #answers Q21 | 73 |
| JobInsecurity | 52 |
| IncrPressureStress | 51 |
| RedEfficiency | 42 |
| IncomeLoss | 32 |
| WorseWorkAtmos | 47 |
| WorkAutonomyLoss | 43 |
| SciFreedomLoss | 48 |
| FSIAutonomyLoss | 41 |



## Which Deteriorations vs Career (ORB­KSB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q21\Q2→ | ? | Sci | Tech/Admin |
| JobInsecurity | 1 | 34 | 17 |
| IncrPressureStress | 1 | 32 | 18 |
| RedEfficiency | 1 | 29 | 12 |
| IncomeLoss | 1 | 19 | 12 |
| WorseWorkAtmos | 1 | 29 | 17 |
| WorkAutonomyLoss | 1 | 28 | 14 |
| SciFreedomLoss | 1 | 36 | 11 |
| FSIAutonomyLoss | 1 | 23 | 17 |

## Which Deteriorations vs Position (ORB­KSB)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q21\Q3→ | CON | MAN | OTH | STA |
| JobInsecurity | 31 |  |  | 21 |
| IncrPressureStress | 31 |  |  | 20 |
| RedEfficiency | 26 |  |  | 16 |
| IncomeLoss | 22 |  |  | 10 |
| WorseWorkAtmos | 29 |  | 1 | 17 |
| WorkAutonomyLoss | 29 |  |  | 14 |
| SciFreedomLoss | 28 |  | 1 | 19 |
| FSIAutonomyLoss | 21 |  |  | 20 |

## Which Deteriorations vs Age (ORB­KSB)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q21\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| JobInsecurity | 2 | 4 | 12 | 20 | 10 | 4 |  |
| IncrPressureStress | 2 | 3 | 17 | 19 | 7 | 3 |  |
| RedEfficiency | 2 | 2 | 13 | 17 | 6 | 2 |  |
| IncomeLoss | 2 | 3 | 10 | 7 | 8 | 2 |  |
| WorseWorkAtmos | 2 | 3 | 13 | 20 | 7 | 2 |  |
| WorkAutonomyLoss |  | 2 | 16 | 13 | 10 | 2 |  |
| SciFreedomLoss | 2 | 3 | 13 | 21 | 6 | 3 |  |
| FSIAutonomyLoss | 1 | 2 | 12 | 16 | 7 | 3 |  |

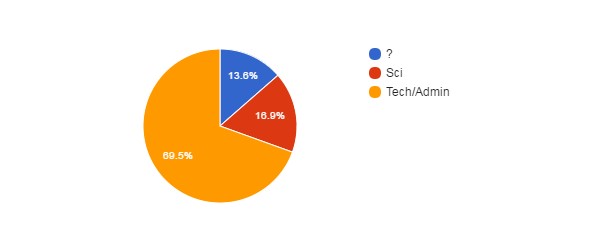
# MRBAB­KMSKB

## Total number of answers (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q1 | count(\*) |
| MRBAB­KMSKB | 59 |

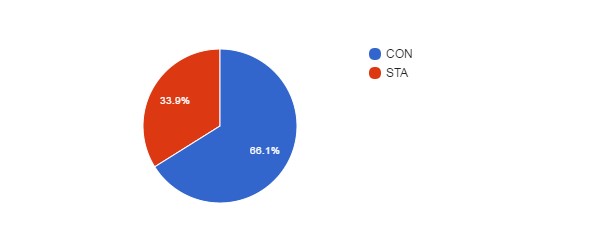
## Scientific or Administrative/Technical Career? (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q2 | count(\*) |
| ? | 8 |
| Sci | 10 |
| Tech/Admin | 41 |



## Position (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q3 | count(\*) |
| CON | 39 |
| STA | 20 |

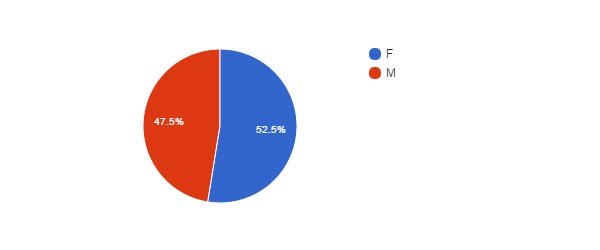


## Position vs Age (MRBAB­KMSKB)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q3\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| CON |  | 7 | 8 | 14 | 10 |  |  |
| MAN |  |  |  |  |  |  |  |
| OTH |  |  |  |  |  |  |  |
| STA | 1 |  | 5 | 7 | 6 | 1 |  |

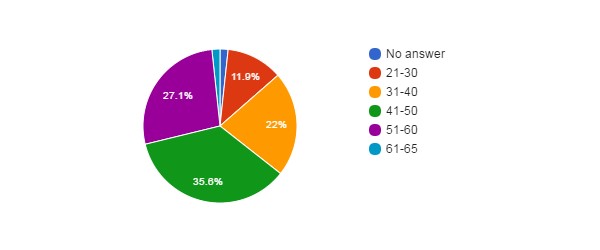
## Gender (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q4 | count(\*) |
| F | 31 |
| M | 28 |



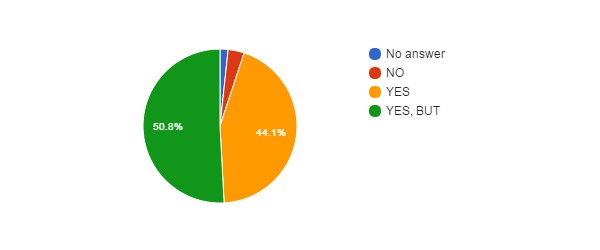
## Age (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q5 | count(\*) |
| No answer | 1 |
| 21­30 | 7 |
| 31­40 | 13 |
| 41­50 | 21 |
| 51­60 | 16 |
| 61­65 | 1 |



## Feel Concerned by the Reform ? (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q6 | count(\*) |
| No answer | 1 |
| NO | 2 |
| YES | 26 |
| YES, BUT | 30 |



## Concerned vs Career (MRBAB­KMSKB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 1 |  |
| NO | 1 |  | 1 |
| YES | 1 | 4 | 21 |
| YES, BUT | 6 | 5 | 19 |

## Concerned vs Position (MRBAB­KMSKB)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q6\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  |  |  |
| NO | 1 |  |  | 1 |
| YES | 13 |  |  | 13 |
| YES, BUT | 24 |  |  | 6 |

## Concerned vs Gender (MRBAB­KMSKB)

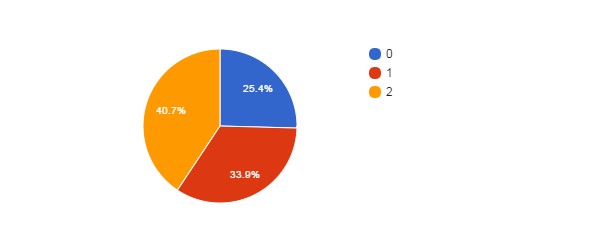
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q4→ | NoAnswer | F | M |
| NoAnswer |  | 1 |  |
| NO |  | 1 | 1 |
| YES |  | 12 | 14 |
| YES, BUT |  | 17 | 13 |

## Concerned vs Age (MRBAB­KMSKB)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q6\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  | 1 |  |  |  |  |  |
| NO |  |  | 1 |  | 1 |  |  |
| YES |  | 1 | 5 | 10 | 9 | 1 |  |
| YES, BUT | 1 | 5 | 7 | 11 | 6 |  |  |

## How Informed ? (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q7 | count(\*) |
| 0 | 15 |
| 1 | 20 |
| 2 | 24 |



## How Informed vs Career (MRBAB­KMSKB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q7\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| 0 | 2 | 3 | 10 |
| 1 | 6 | 4 | 10 |
| 2 |  | 3 | 21 |
| 3 |  |  |  |

## How Informed vs Position (MRBAB­KMSKB)

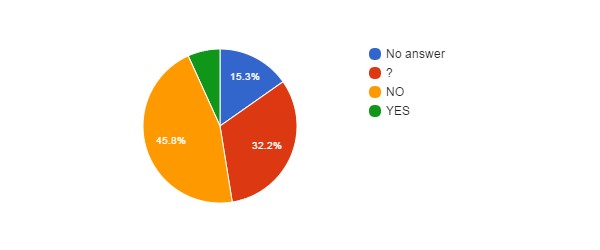
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q7\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| 0 | 12 |  |  | 3 |
| 1 | 15 |  |  | 5 |
| 2 | 12 |  |  | 12 |
| 3 |  |  |  |  |

## How Informed vs Age (MRBAB­KMSKB)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q7\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| 0 |  | 2 | 3 | 5 | 5 |  |  |
| 1 |  | 1 | 6 | 9 | 4 |  |  |
| 2 | 1 | 4 | 4 | 7 | 7 | 1 |  |
| 3 |  |  |  |  |  |  |  |

## Agree with Objectives ? (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q8 | count(\*) |
| No answer | 9 |
| ? | 19 |
| NO | 27 |
| YES | 4 |



## Agree with Objectives vs Career (MRBAB­KMSKB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q8\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 3 | 2 | 4 |
| ? | 3 | 7 | 9 |
| NO | 2 | 1 | 24 |
| YES |  |  | 4 |

## Agree with Objectives vs Position (MRBAB­KMSKB)

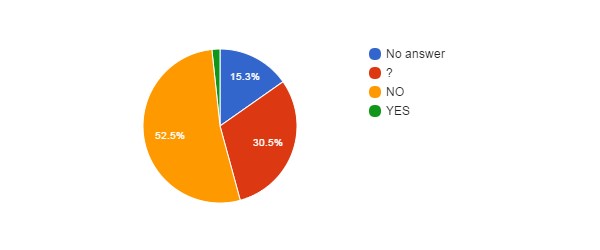
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q8\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 7 |  |  | 2 |
| ? | 16 |  |  | 3 |
| NO | 13 |  |  | 14 |
| YES | 3 |  |  | 1 |

## Agree with Objectives vs Age (MRBAB­KMSKB)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q8\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  | 2 | 2 | 3 | 2 |  |  |
| ? | 1 | 2 | 3 | 10 | 3 |  |  |
| NO |  | 2 | 7 | 8 | 9 | 1 |  |
| YES |  | 1 | 1 |  | 2 |  |  |

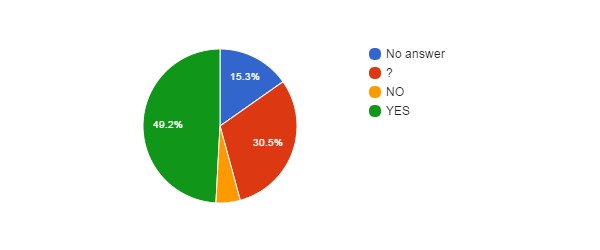
## Reform will Achieve Objectives ? (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q9 | count(\*) |
| No answer | 9 |
| ? | 18 |
| NO | 31 |
| YES | 1 |



## Hidden Agenda ? (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q10 | count(\*) |
| No answer | 9 |
| ? | 18 |
| NO | 3 |
| YES | 29 |

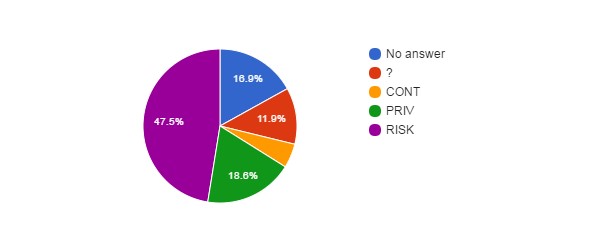


## Hidden Agenda vs Language (MRBAB­KMSKB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q10\Lang→ | EN | FR | NL |
| NoAnswer |  | 3 | 6 |
| ? |  | 6 | 12 |
| NO |  | 1 | 2 |
| YES |  | 11 | 18 |

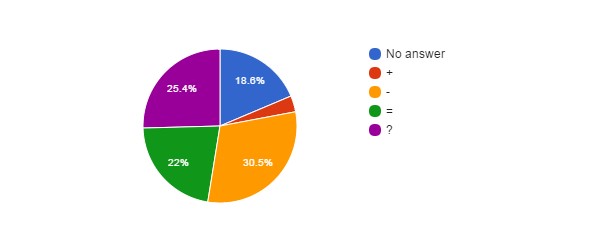
## Reform entails... (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q11 | count(\*) |
| No answer | 10 |
| ? | 7 |
| CONT | 3 |
| PRIV | 11 |
| RISK | 28 |



## How better will work the institution after the reform ? (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q12 | count(\*) |
| No answer | 11 |
| + | 2 |
| ­ | 18 |
| = | 13 |
| ? | 15 |

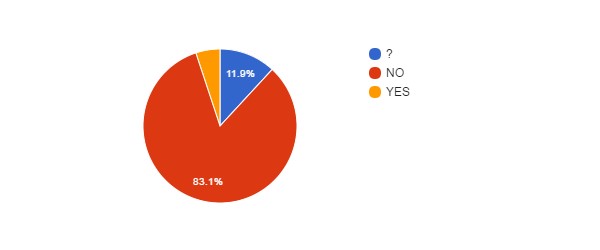


## How better will work the institution vs Career (MRBAB­KMSKB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q12\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 4 | 2 | 5 |
| + |  |  | 2 |
| ­ |  | 2 | 16 |
| = | 2 | 1 | 10 |
| ? | 2 | 5 | 8 |

## Agree with Privatisation of Public Services ? (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q13 | count(\*) |
| ? | 7 |
| NO | 49 |
| YES | 3 |



## Agree with Privatisation of Public Services vs Age (MRBAB­KMSKB)

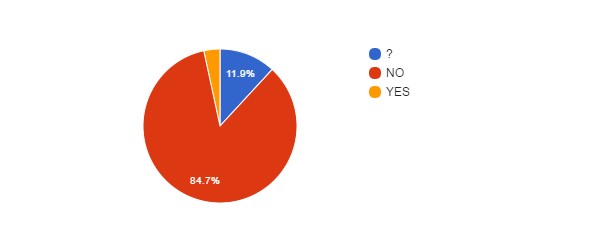
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q13\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 2 |  | 4 | 1 |  |  |
| NO | 1 | 4 | 11 | 17 | 15 | 1 |  |
| YES |  | 1 | 2 |  |  |  |  |

## Agree with Privatisation of Public Services vs Language (MRBAB­KMSKB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q13\Lang→ | EN | FR | NL |
| NoAnswer |  |  |  |
| ? |  | 2 | 5 |
| NO |  | 18 | 31 |
| YES |  | 1 | 2 |

## Agree with Privatisation of the FSIs ? (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q14 | count(\*) |
| ? | 7 |
| NO | 50 |
| YES | 2 |



## Agree with Privatisation of FSIs vs Agree with Privatisation of Public Services (MRBAB­KMSKB)

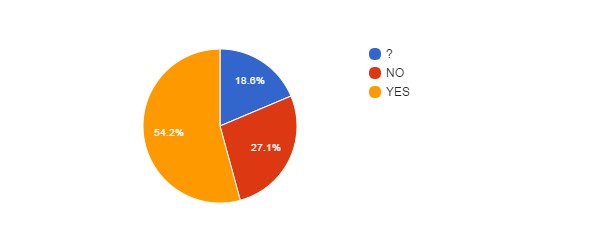
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q14\Q13→ | NoAnswer | ? | NO | YES |
| NoAnswer |  |  |  |  |
| ? |  | 7 |  |  |
| NO |  |  | 49 | 1 |
| YES |  |  |  | 2 |

## Agree with Privatisation of FSIs vs Career (MRBAB­KMSKB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q14\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? | 3 | 1 | 3 |
| NO | 5 | 9 | 36 |
| YES |  |  | 2 |

## FSIs need Major Reforms ? (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q15 | count(\*) |
| ? | 11 |
| NO | 16 |
| YES | 32 |



## FSIs need Major Reforms vs Career (MRBAB­KMSKB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q15\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? | 5 | 1 | 5 |
| NO | 1 |  | 15 |
| YES | 2 | 9 | 21 |

## FSIs need Major Reforms vs Position (MRBAB­KMSKB)

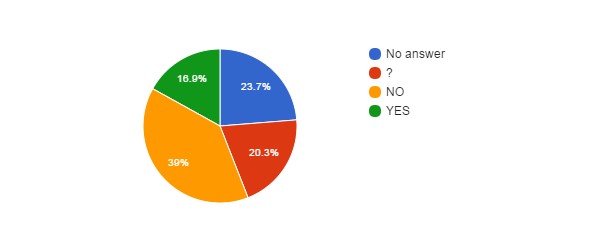
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q15\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 11 |  |  |  |
| NO | 9 |  |  | 7 |
| YES | 19 |  |  | 13 |

## FSIs need Major Reforms vs Age (MRBAB­KMSKB)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q15\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 3 | 1 | 5 | 2 |  |  |
| NO |  |  | 3 | 6 | 7 |  |  |
| YES | 1 | 4 | 9 | 10 | 7 | 1 |  |

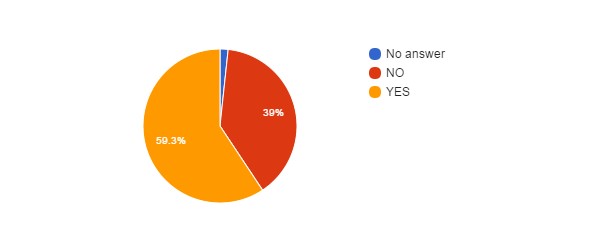
## FSIs Reforms need status change ? (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q16 | count(\*) |
| No answer | 14 |
| ? | 12 |
| NO | 23 |
| YES | 10 |



## Fear for your Job ? (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q17 | count(\*) |
| No answer | 1 |
| NO | 23 |
| YES | 35 |



## Fear for Job vs Position (MRBAB­KMSKB)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q17\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  |  |  |
| NO | 13 |  |  | 10 |
| YES | 25 |  |  | 10 |

## Fear for Job vs Age (MRBAB­KMSKB)

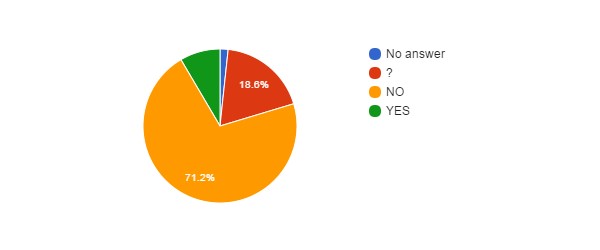
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q17\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  | 1 |  |  |
| NO | 1 | 4 | 6 | 7 | 4 | 1 |  |
| YES |  | 3 | 7 | 14 | 11 |  |  |

## Fear for Job vs Career (MRBAB­KMSKB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q17\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 1 |  |  |
| NO | 3 | 4 | 16 |
| YES | 4 | 6 | 25 |

## Reform will improve some employment conditions ? (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q18 | count(\*) |
| No answer | 1 |
| ? | 11 |
| NO | 42 |
| YES | 5 |



Reform will improve some employment conditions vs Position (MRBAB­KMSKB)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q18\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  |  |  |
| ? | 9 |  |  | 2 |
| NO | 25 |  |  | 17 |
| YES | 4 |  |  | 1 |

Reform will improve some employment conditions vs Age (MRBAB­KMSKB)

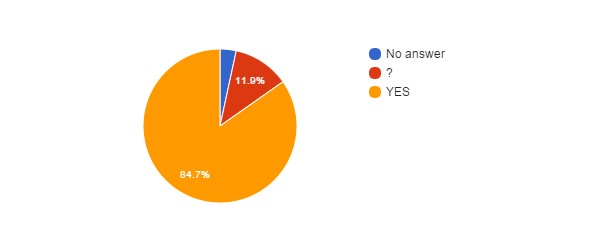
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q18\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  | 1 |  |  |
| ? | 1 | 2 | 2 | 4 | 2 |  |  |
| NO |  | 3 | 10 | 15 | 13 | 1 |  |
| YES |  | 2 | 1 | 2 |  |  |  |

Reform will improve some employment conditions vs Career (MRBAB­KMSKB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q18\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 1 |  |  |
| ? | 2 | 5 | 4 |
| NO | 4 | 3 | 35 |
| YES | 1 | 2 | 2 |

## Reform will deteriorate some employment conditions ? (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q20 | count(\*) |
| No answer | 2 |
| ? | 7 |
| YES | 50 |

Reform will deteriorate some employment conditions vs Position (MRBAB­KMSKB)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q20\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 2 |  |  |  |
| ? | 4 |  |  | 3 |
| NO |  |  |  |  |
| YES | 33 |  |  | 17 |

Reform will deteriorate some employment conditions vs Age (MRBAB­KMSKB)

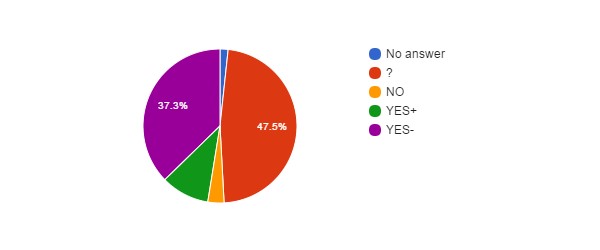
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q20\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  | 1 | 1 |  |  |
| ? | 1 | 1 | 1 | 1 | 3 |  |  |
| NO |  |  |  |  |  |  |  |
| YES |  | 6 | 12 | 19 | 12 | 1 |  |

Reform will deteriorate some employment conditions vs Career (MRBAB­KMSKB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q20\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 1 | 1 |  |
| ? |  | 3 | 4 |
| NO |  |  |  |
| YES | 7 | 6 | 37 |

## Impact of BELSPO's reform on the FSIs (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Q22 | count(\*) |
| No answer | 1 |
| ? | 28 |
| NO | 2 |
| YES+ | 6 |
| YES­ | 22 |



## Impact of BELSPO's reform on the FSIs vs Career (MRBAB­KMSKB)

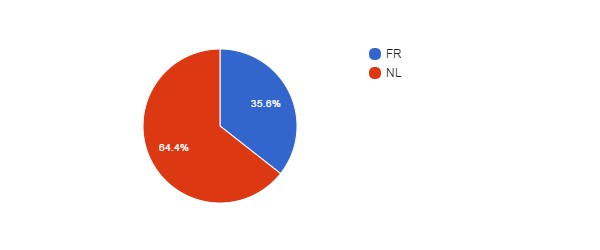
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q22\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 1 |  |  |
| ? | 4 | 5 | 19 |
| NO |  |  | 2 |
| YES+ | 1 | 3 | 2 |
| YES­ | 2 | 2 | 18 |

## Impact of BELSPO's reform on the FSIs vs Position (MRBAB­KMSKB)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q22\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  |  |  |
| ? | 24 |  |  | 4 |
| NO | 1 |  |  | 1 |
| YES+ | 1 |  |  | 5 |
| YES­ | 12 |  |  | 10 |

## Language (MRBAB­KMSKB)

|  |  |
| --- | --- |
| Lang | count(\*) |
| FR | 21 |
| NL | 38 |



## Language vs Age (MRBAB­KMSKB)

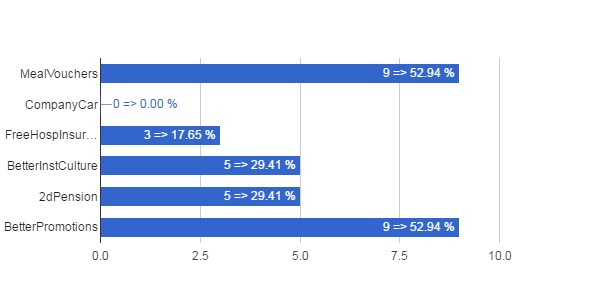
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Lang\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| EN |  |  |  |  |  |  |  |
| FR |  | 3 | 5 | 9 | 3 | 1 |  |
| NL | 1 | 4 | 8 | 12 | 13 |  |  |

## Language vs Position (MRBAB­KMSKB)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Lang\Q3→ | CON | MAN | OTH | STA |
| EN |  |  |  |  |
| FR | 13 |  |  | 8 |
| NL | 26 |  |  | 12 |

## Which improvements do you expect ? (MRBAB­KMSKB)

|  |  |
| --- | --- |
| #answers Q19 | 17 |
| MealVouchers | 9 |
| CompanyCar | 0 |
| FreeHospInsurance | 3 |
| BetterInstCulture | 5 |
| 2dPension | 5 |
| BetterPromotions | 9 |



## Which Improvements vs Career (MRBAB­KMSKB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q19\Q2→ | ? | Sci | Tech/Admin |
| MealVouchers | 2 | 1 | 6 |
| CompanyCar |  |  |  |
| FreeHospInsurance |  |  | 3 |
| BetterInstCulture |  | 3 | 2 |
| 2dPension | 1 |  | 4 |
| BetterPromotions | 1 | 2 | 6 |

## Which Improvements vs Position (MRBAB­KMSKB)

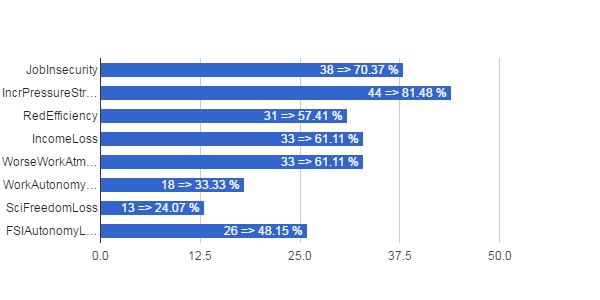
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q19\Q3→ | CON | MAN | OTH | STA |
| MealVouchers | 6 |  |  | 3 |
| CompanyCar |  |  |  |  |
| FreeHospInsurance | 2 |  |  | 1 |
| BetterInstCulture | 3 |  |  | 2 |
| 2dPension | 3 |  |  | 2 |
| BetterPromotions | 8 |  |  | 1 |

## Which Improvements vs Age (MRBAB­KMSKB)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q19\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| MealVouchers |  | 3 | 2 | 2 | 1 | 1 |  |
|  |  |  |  |  |  |  |  |
| CompanyCar |  |  |  |  |  |  |  |
| FreeHospInsurance |  | 1 | 1 |  |  | 1 |  |
| BetterInstCulture |  | 1 | 1 | 1 | 1 | 1 |  |
| 2dPension |  | 1 |  | 1 | 2 | 1 |  |
| BetterPromotions |  | 3 | 2 | 2 | 1 | 1 |  |

## Which deteriorations do you expect ? (MRBAB­KMSKB)

|  |  |
| --- | --- |
| #answers Q21 | 54 |
| JobInsecurity | 38 |
| IncrPressureStress | 44 |
| RedEfficiency | 31 |
| IncomeLoss | 33 |
| WorseWorkAtmos | 33 |
| WorkAutonomyLoss | 18 |
| SciFreedomLoss | 13 |
| FSIAutonomyLoss | 26 |



## Which Deteriorations vs Career (MRBAB­KMSKB)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q21\Q2→ | ? | Sci | Tech/Admin |
| JobInsecurity | 4 | 5 | 29 |
| IncrPressureStress | 7 | 6 | 31 |
| RedEfficiency | 4 | 6 | 21 |
| IncomeLoss | 2 | 5 | 26 |
| WorseWorkAtmos | 4 | 5 | 24 |
| WorkAutonomyLoss | 1 | 3 | 14 |
| SciFreedomLoss |  | 4 | 9 |
| FSIAutonomyLoss |  | 4 | 22 |

## Which Deteriorations vs Position (MRBAB­KMSKB)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q21\Q3→ | CON | MAN | OTH | STA |
| JobInsecurity | 24 |  |  | 14 |
| IncrPressureStress | 30 |  |  | 14 |
| RedEfficiency | 18 |  |  | 13 |
| IncomeLoss | 20 |  |  | 13 |
| WorseWorkAtmos | 21 |  |  | 12 |
| WorkAutonomyLoss | 11 |  |  | 7 |
| SciFreedomLoss | 8 |  |  | 5 |
| FSIAutonomyLoss | 12 |  |  | 14 |

## Which Deteriorations vs Age (MRBAB­KMSKB)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q21\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| JobInsecurity |  | 3 | 8 | 16 | 10 | 1 |  |
| IncrPressureStress |  | 4 | 11 | 17 | 11 | 1 |  |
| RedEfficiency |  | 2 | 7 | 14 | 7 | 1 |  |
| IncomeLoss |  | 4 | 6 | 14 | 9 |  |  |
| WorseWorkAtmos |  | 2 | 9 | 13 | 9 |  |  |
| WorkAutonomyLoss |  |  | 5 | 11 | 2 |  |  |
| SciFreedomLoss |  |  | 3 | 4 | 6 |  |  |
| FSIAutonomyLoss |  | 1 | 7 | 12 | 5 | 1 |  |

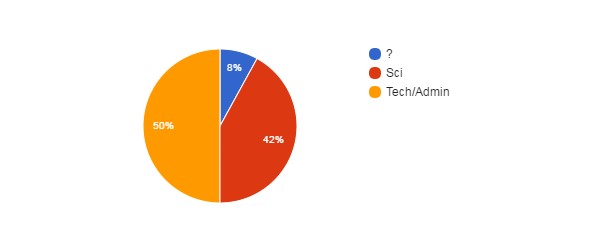
# IRM­KMI

## Total number of answers (IRM­KMI)

|  |  |
| --- | --- |
| Q1 | count(\*) |
| IRM­KMI | 100 |

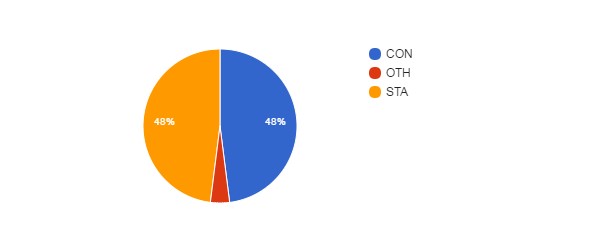
## Scientific or Administrative/Technical Career? (IRM­KMI)

|  |  |
| --- | --- |
| Q2 | count(\*) |
| ? | 8 |
| Sci | 42 |
| Tech/Admin | 50 |



## Position (IRM­KMI)

|  |  |
| --- | --- |
| Q3 | count(\*) |
| CON | 48 |
| OTH | 4 |
| STA | 48 |

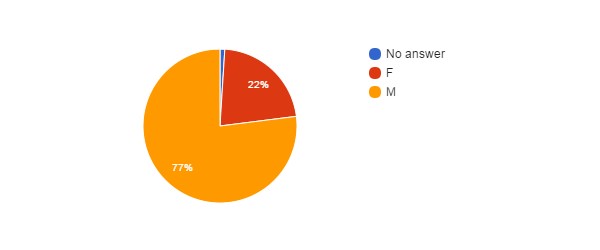


## Position vs Age (IRM­KMI)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q3\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| CON |  | 9 | 21 | 7 | 9 | 2 |  |
| MAN |  |  |  |  |  |  |  |
| OTH |  | 3 |  |  |  |  | 1 |
| STA | 1 | 6 | 13 | 15 | 11 | 2 |  |

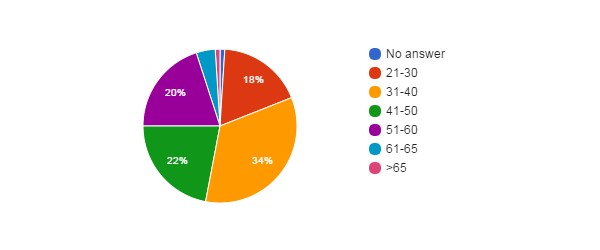
## Gender (IRM­KMI)

|  |  |
| --- | --- |
| Q4 | count(\*) |
| No answer | 1 |
| F | 22 |
| M | 77 |



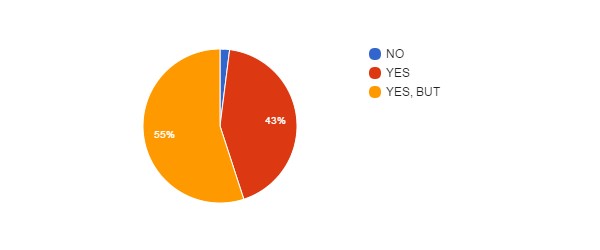
## Age (IRM­KMI)

|  |  |
| --- | --- |
| Q5 | count(\*) |
| No answer | 1 |
| 21­30 | 18 |
| 31­40 | 34 |
| 41­50 | 22 |
| 51­60 | 20 |
| 61­65 | 4 |
| >65 | 1 |



## Feel Concerned by the Reform ? (IRM­KMI)

|  |  |
| --- | --- |
| Q6 | count(\*) |
| NO | 2 |
| YES | 43 |
| YES, BUT | 55 |



## Concerned vs Career (IRM­KMI)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| NO |  | 1 | 1 |
| YES |  | 20 | 23 |
| YES, BUT | 8 | 21 | 26 |

## Concerned vs Position (IRM­KMI)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q6\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| NO | 1 |  | 1 |  |
| YES | 18 |  | 2 | 23 |
| YES, BUT | 29 |  | 1 | 25 |

## Concerned vs Gender (IRM­KMI)

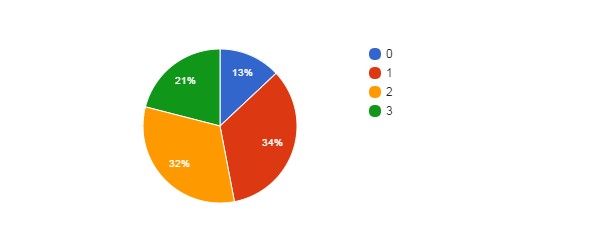
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q4→ | NoAnswer | F | M |
| NoAnswer |  |  |  |
| NO |  |  | 2 |
| YES |  | 6 | 37 |
| YES, BUT | 1 | 16 | 38 |

## Concerned vs Age (IRM­KMI)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q6\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| NO |  | 1 | 1 |  |  |  |  |
| YES |  | 7 | 14 | 11 | 7 | 3 | 1 |
| YES, BUT | 1 | 10 | 19 | 11 | 13 | 1 |  |

## How Informed ? (IRM­KMI)

|  |  |
| --- | --- |
| Q7 | count(\*) |
| 0 | 13 |
| 1 | 34 |
| 2 | 32 |
| 3 | 21 |



## How Informed vs Career (IRM­KMI)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q7\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| 0 | 1 | 3 | 9 |
| 1 | 2 | 16 | 16 |
| 2 | 2 | 15 | 15 |
| 3 | 3 | 8 | 10 |

## How Informed vs Position (IRM­KMI)

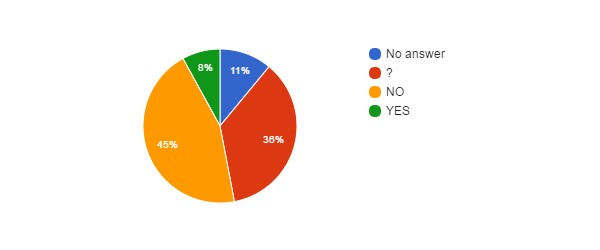
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q7\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| 0 | 4 |  | 1 | 8 |
| 1 | 12 |  | 2 | 20 |
| 2 | 20 |  | 1 | 11 |
| 3 | 12 |  |  | 9 |

## How Informed vs Age (IRM­KMI)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q7\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| 0 |  | 2 | 4 | 3 | 4 |  |  |
| 1 |  | 11 | 6 | 10 | 5 | 2 |  |
| 2 |  | 4 | 14 | 4 | 7 | 2 | 1 |
| 3 | 1 | 1 | 10 | 5 | 4 |  |  |

## Agree with Objectives ? (IRM­KMI)

|  |  |
| --- | --- |
| Q8 | count(\*) |
| No answer | 11 |
| ? | 36 |
| NO | 45 |
| YES | 8 |



## Agree with Objectives vs Career (IRM­KMI)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q8\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 3 | 8 |
| ? | 3 | 21 | 12 |
| NO | 5 | 14 | 26 |
| YES |  | 4 | 4 |

## Agree with Objectives vs Position (IRM­KMI)

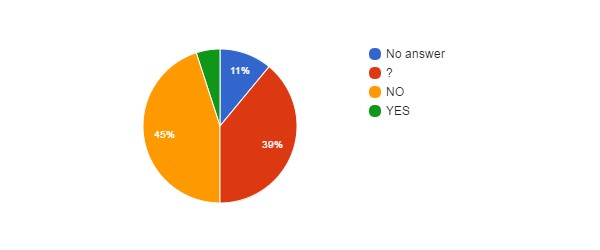
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q8\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 4 |  |  | 7 |
| ? | 22 |  | 3 | 11 |
| NO | 18 |  | 1 | 26 |
| YES | 4 |  |  | 4 |

## Agree with Objectives vs Age (IRM­KMI)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q8\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  | 1 | 3 | 3 | 4 |  |  |
| ? |  | 9 | 15 | 4 | 6 | 2 |  |
| NO | 1 | 5 | 13 | 14 | 9 | 2 | 1 |
| YES |  | 3 | 3 | 1 | 1 |  |  |

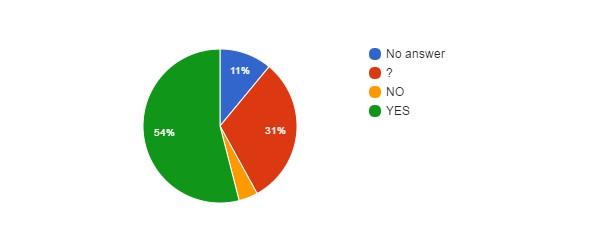
## Reform will Achieve Objectives ? (IRM­KMI)

|  |  |
| --- | --- |
| Q9 | count(\*) |
| No answer | 11 |
| ? | 39 |
| NO | 45 |
| YES | 5 |



## Hidden Agenda ? (IRM­KMI)

|  |  |
| --- | --- |
| Q10 | count(\*) |
| No answer | 11 |
| ? | 31 |
| NO | 4 |
| YES | 54 |

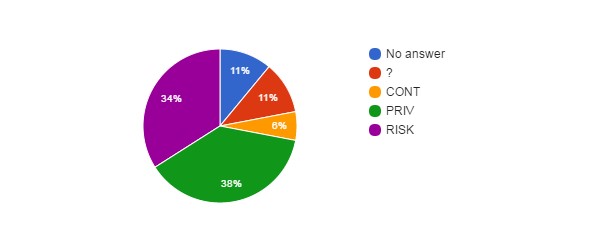


## Hidden Agenda vs Language (IRM­KMI)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q10\Lang→ | EN | FR | NL |
| NoAnswer |  | 5 | 6 |
| ? |  | 19 | 12 |
| NO |  | 2 | 2 |
| YES |  | 34 | 20 |

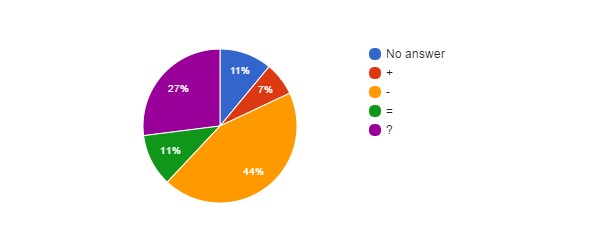
## Reform entails... (IRM­KMI)

|  |  |
| --- | --- |
| Q11 | count(\*) |
| No answer | 11 |
| ? | 11 |
| CONT | 6 |
| PRIV | 38 |
| RISK | 34 |



## How better will work the institution after the reform ? (IRM­KMI)

|  |  |
| --- | --- |
| Q12 | count(\*) |
| No answer | 11 |
| + | 7 |
| ­ | 44 |
| = | 11 |
| ? | 27 |

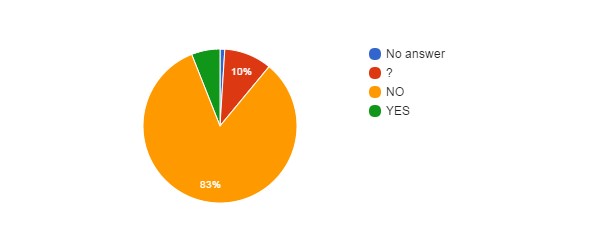


## How better will work the institution vs Career (IRM­KMI)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q12\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 3 | 8 |
| + |  | 4 | 3 |
| ­ | 5 | 15 | 24 |
| = |  | 5 | 6 |
| ? | 3 | 15 | 9 |

## Agree with Privatisation of Public Services ? (IRM­KMI)

|  |  |
| --- | --- |
| Q13 | count(\*) |
| No answer | 1 |
| ? | 10 |
| NO | 83 |
| YES | 6 |



## Agree with Privatisation of Public Services vs Age (IRM­KMI)

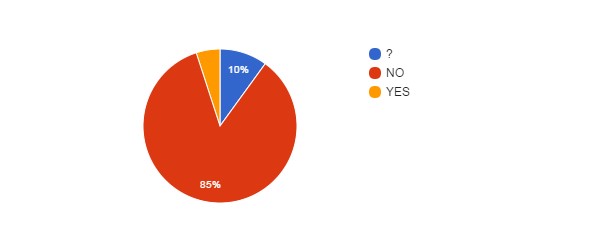
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q13\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  | 1 |  |  |
| ? | 1 | 1 | 5 | 1 | 2 |  |  |
| NO |  | 14 | 27 | 20 | 17 | 4 | 1 |
| YES |  | 3 | 2 | 1 |  |  |  |

## Agree with Privatisation of Public Services vs Language (IRM­KMI)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q13\Lang→ | EN | FR | NL |
| NoAnswer |  |  | 1 |
| ? |  | 5 | 5 |
| NO |  | 52 | 31 |
| YES |  | 3 | 3 |

## Agree with Privatisation of the FSIs ? (IRM­KMI)

|  |  |
| --- | --- |
| Q14 | count(\*) |
| ? | 10 |
| NO | 85 |
| YES | 5 |



## Agree with Privatisation of FSIs vs Agree with Privatisation of Public Services (IRM­KMI)

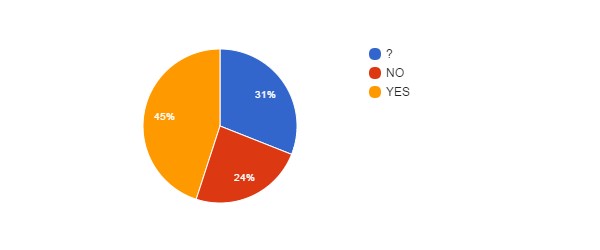
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q14\Q13→ | NoAnswer | ? | NO | YES |
| NoAnswer |  |  |  |  |
| ? |  | 6 | 3 | 1 |
| NO | 1 | 4 | 80 |  |
| YES |  |  |  | 5 |

## Agree with Privatisation of FSIs vs Career (IRM­KMI)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q14\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? | 2 | 3 | 5 |
| NO | 6 | 37 | 42 |
| YES |  | 2 | 3 |

## FSIs need Major Reforms ? (IRM­KMI)

|  |  |
| --- | --- |
| Q15 | count(\*) |
| ? | 31 |
| NO | 24 |
| YES | 45 |



## FSIs need Major Reforms vs Career (IRM­KMI)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q15\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? | 3 | 13 | 15 |
| NO | 3 | 7 | 14 |
| YES | 2 | 22 | 21 |

## FSIs need Major Reforms vs Position (IRM­KMI)

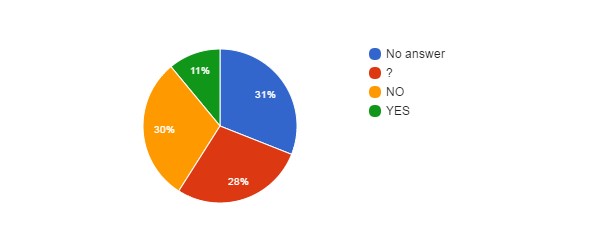
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q15\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 13 |  | 3 | 15 |
| NO | 9 |  | 1 | 14 |
| YES | 26 |  |  | 19 |

## FSIs need Major Reforms vs Age (IRM­KMI)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q15\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? | 1 | 9 | 7 | 7 | 7 |  |  |
| NO |  | 1 | 8 | 6 | 6 | 2 | 1 |
| YES |  | 8 | 19 | 9 | 7 | 2 |  |

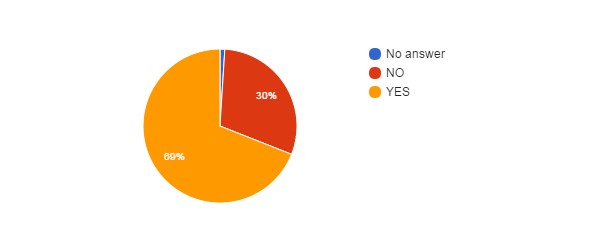
## FSIs Reforms need status change ? (IRM­KMI)

|  |  |
| --- | --- |
| Q16 | count(\*) |
| No answer | 31 |
| ? | 28 |
| NO | 30 |
| YES | 11 |



## Fear for your Job ? (IRM­KMI)

|  |  |
| --- | --- |
| Q17 | count(\*) |
| No answer | 1 |
| NO | 30 |
| YES | 69 |



## Fear for Job vs Position (IRM­KMI)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q17\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  |  |  |
| NO | 12 |  | 4 | 14 |
| YES | 35 |  |  | 34 |

## Fear for Job vs Age (IRM­KMI)

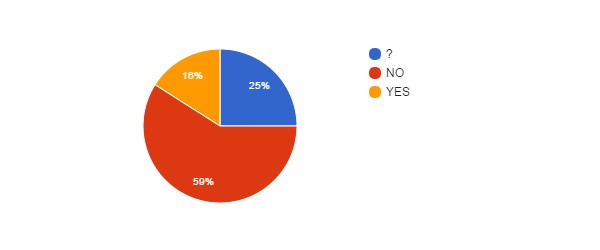
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q17\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  | 1 |  |  |
| NO |  | 6 | 16 | 1 | 5 | 1 | 1 |
| YES | 1 | 12 | 18 | 21 | 14 | 3 |  |

## Fear for Job vs Career (IRM­KMI)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q17\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 1 |  |
| NO | 1 | 15 | 14 |
| YES | 7 | 26 | 36 |

## Reform will improve some employment conditions ? (IRM­KMI)

|  |  |
| --- | --- |
| Q18 | count(\*) |
| ? | 25 |
| NO | 59 |
| YES | 16 |



Reform will improve some employment conditions vs Position (IRM­KMI)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q18\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 14 |  | 4 | 7 |
| NO | 26 |  |  | 33 |
| YES | 8 |  |  | 8 |

## Reform will improve some employment conditions vs Age (IRMKMI)

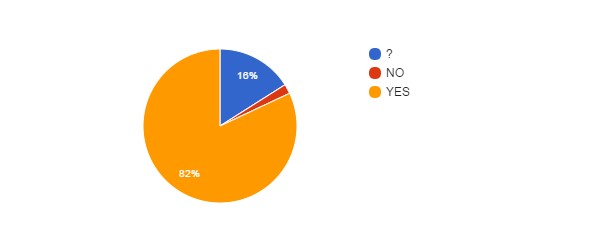
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q18\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? | 1 | 7 | 8 | 3 | 4 | 1 | 1 |
| NO |  | 6 | 21 | 14 | 16 | 2 |  |
| YES |  | 5 | 5 | 5 |  | 1 |  |

Reform will improve some employment conditions vs Career (IRM­KMI)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q18\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? | 4 | 14 | 7 |
| NO | 4 | 19 | 36 |
| YES |  | 9 | 7 |

## Reform will deteriorate some employment conditions ? (IRM­KMI)

|  |  |
| --- | --- |
| Q20 | count(\*) |
| ? | 16 |
| NO | 2 |
| YES | 82 |



## Reform will deteriorate some employment conditions vs Position (IRM­KMI)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q20\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 9 |  | 3 | 4 |
| NO | 1 |  |  | 1 |
| YES | 38 |  | 1 | 43 |

## Reform will deteriorate some employment conditions vs Age (IRM­KMI)

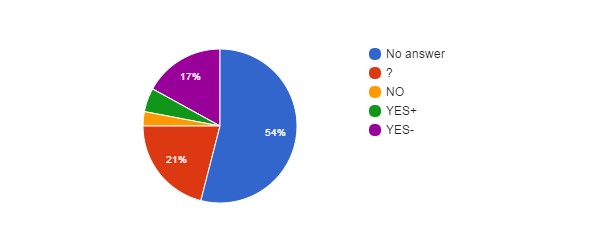
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q20\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? |  | 4 | 8 | 1 | 2 | 1 |  |
| NO |  | 1 |  |  | 1 |  |  |
| YES | 1 | 13 | 26 | 21 | 17 | 3 | 1 |

## Reform will deteriorate some employment conditions vs Career (IRM­KMI)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q20\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? | 1 | 9 | 6 |
| NO |  |  | 2 |
| YES | 7 | 33 | 42 |

## Impact of BELSPO's reform on the FSIs (IRM­KMI)

|  |  |
| --- | --- |
| Q22 | count(\*) |
| No answer | 54 |
| ? | 21 |
| NO | 3 |
| YES+ | 5 |
| YES­ | 17 |



## Impact of BELSPO's reform on the FSIs vs Career (IRM­KMI)

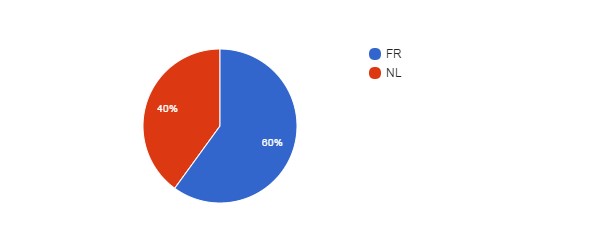
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q22\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 5 | 26 | 23 |
| ? | 3 | 9 | 9 |
| NO |  | 1 | 2 |
| YES+ |  | 2 | 3 |
| YES­ |  | 4 | 13 |

## Impact of BELSPO's reform on the FSIs vs Position (IRM­KMI)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q22\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 23 |  | 2 | 29 |
| ? | 13 |  | 1 | 7 |
| NO | 3 |  |  |  |
| YES+ | 2 |  |  | 3 |
| YES­ | 7 |  | 1 | 9 |

## Language (IRM­KMI)

|  |  |
| --- | --- |
| Lang | count(\*) |
| FR | 60 |
| NL | 40 |



## Language vs Age (IRM­KMI)

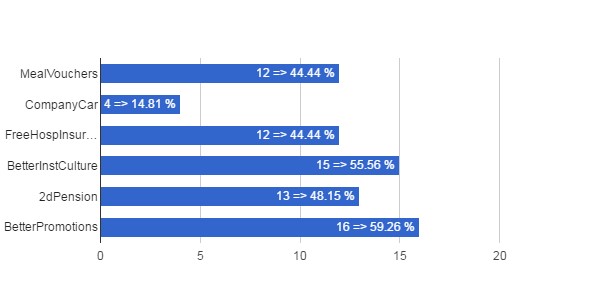
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Lang\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| EN |  |  |  |  |  |  |  |
| FR | 1 | 11 | 15 | 18 | 11 | 4 |  |
| NL |  | 7 | 19 | 4 | 9 |  | 1 |

## Language vs Position (IRM­KMI)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Lang\Q3→ | CON | MAN | OTH | STA |
| EN |  |  |  |  |
| FR | 29 |  | 1 | 30 |
| NL | 19 |  | 3 | 18 |

## Which improvements do you expect ? (IRM­KMI)

|  |  |
| --- | --- |
| #answers Q19 | 27 |
| MealVouchers | 12 |
| CompanyCar | 4 |
| FreeHospInsurance | 12 |
| BetterInstCulture | 15 |
| 2dPension | 13 |
| BetterPromotions | 16 |



## Which Improvements vs Career (IRM­KMI)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q19\Q2→ | ? | Sci | Tech/Admin |
| MealVouchers |  | 6 | 6 |
| CompanyCar |  | 1 | 3 |
| FreeHospInsurance | 1 | 5 | 6 |
| BetterInstCulture |  | 9 | 6 |
| 2dPension | 1 | 5 | 7 |
| BetterPromotions | 1 | 9 | 6 |

## Which Improvements vs Position (IRM­KMI)

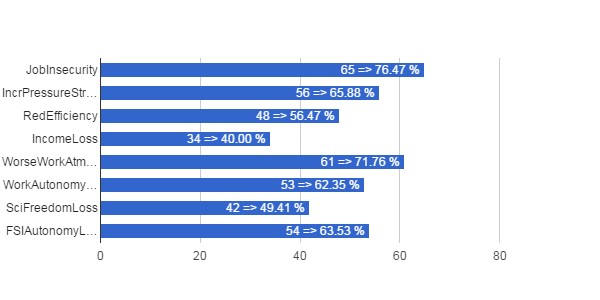
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q19\Q3→ | CON | MAN | OTH | STA |
| MealVouchers | 6 |  |  | 6 |
| CompanyCar | 1 |  |  | 3 |
| FreeHospInsurance | 7 |  |  | 5 |
| BetterInstCulture | 7 |  | 2 | 6 |
| 2dPension | 7 |  |  | 6 |
| BetterPromotions | 11 |  | 1 | 4 |

## Which Improvements vs Age (IRM­KMI)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q19\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| MealVouchers |  | 2 | 3 | 5 | 1 | 1 |  |
|  |  |  |  |  |  |  |  |
| CompanyCar |  | 2 |  | 2 |  |  |  |
| FreeHospInsurance |  | 1 | 3 | 5 | 2 | 1 |  |
| BetterInstCulture |  | 7 | 3 | 4 |  | 1 |  |
| 2dPension |  | 2 | 3 | 4 | 2 | 2 |  |
| BetterPromotions |  | 5 | 5 | 4 | 1 | 1 |  |

## Which deteriorations do you expect ? (IRM­KMI)

|  |  |
| --- | --- |
| #answers Q21 | 85 |
| JobInsecurity | 65 |
| IncrPressureStress | 56 |
| RedEfficiency | 48 |
| IncomeLoss | 34 |
| WorseWorkAtmos | 61 |
| WorkAutonomyLoss | 53 |
| SciFreedomLoss | 42 |
| FSIAutonomyLoss | 54 |



## Which Deteriorations vs Career (IRM­KMI)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q21\Q2→ | ? | Sci | Tech/Admin |
| JobInsecurity | 6 | 25 | 34 |
| IncrPressureStress | 6 | 16 | 34 |
| RedEfficiency | 6 | 12 | 30 |
| IncomeLoss | 2 | 9 | 23 |
| WorseWorkAtmos | 5 | 22 | 34 |
| WorkAutonomyLoss | 4 | 21 | 28 |
| SciFreedomLoss |  | 30 | 12 |
| FSIAutonomyLoss | 4 | 25 | 25 |

## Which Deteriorations vs Position (IRM­KMI)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q21\Q3→ | CON | MAN | OTH | STA |
| JobInsecurity | 31 |  | 1 | 33 |
| IncrPressureStress | 23 |  |  | 33 |
| RedEfficiency | 19 |  |  | 29 |
| IncomeLoss | 11 |  |  | 23 |
| WorseWorkAtmos | 26 |  |  | 35 |
| WorkAutonomyLoss | 22 |  | 1 | 30 |
| SciFreedomLoss | 21 |  | 2 | 19 |
| FSIAutonomyLoss | 24 |  | 2 | 28 |

## Which Deteriorations vs Age (IRM­KMI)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q21\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| JobInsecurity |  | 8 | 18 | 19 | 17 | 3 |  |
| IncrPressureStress | 1 | 10 | 14 | 19 | 10 | 2 |  |
| RedEfficiency | 1 | 6 | 11 | 17 | 10 | 3 |  |
| IncomeLoss |  | 5 | 8 | 13 | 7 | 1 |  |
| WorseWorkAtmos | 1 | 9 | 16 | 19 | 14 | 2 |  |
| WorkAutonomyLoss |  | 9 | 17 | 14 | 11 | 1 | 1 |
| SciFreedomLoss |  | 8 | 14 | 12 | 6 | 1 | 1 |
| FSIAutonomyLoss | 1 | 6 | 15 | 18 | 11 | 2 | 1 |

# BELSPO

## Total number of answers (BELSPO)

|  |  |
| --- | --- |
| Q1 | count(\*) |
| BELSPO | 4 |

# KIK­IRPA

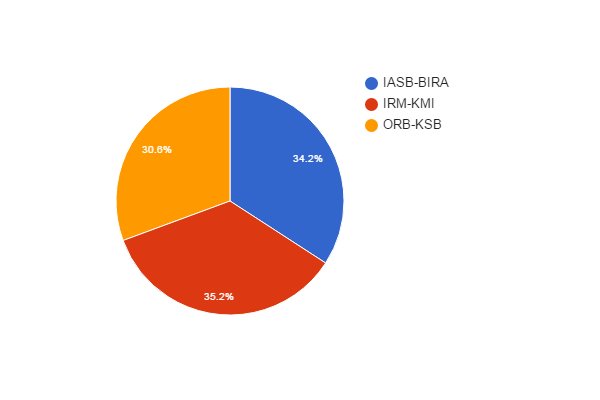
## Total number of answers (KIK­IRPA)

|  |  |
| --- | --- |
| Q1 | count(\*) |
| KIK­IRPA | 1 |

# SpacePole

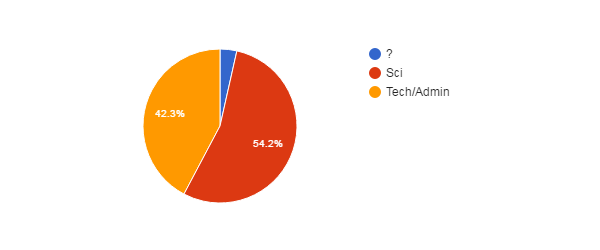
## Total number of answers: 284 (SpacePole)

|  |  |
| --- | --- |
| Q1 | count(\*) |
| IASB­BIRA | 97 |
| IRM­KMI | 100 |
| ORB­KSB | 87 |



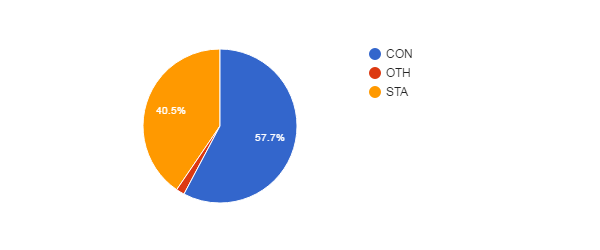
## Scientific or Administrative/Technical Career? (SpacePole)

|  |  |
| --- | --- |
| Q2 | count(\*) |
| ? | 10 |
| Sci | 154 |
| Tech/Admin | 120 |



## Position (SpacePole)

|  |  |
| --- | --- |
| Q3 | count(\*) |
| CON | 164 |
| OTH | 5 |
| STA | 115 |

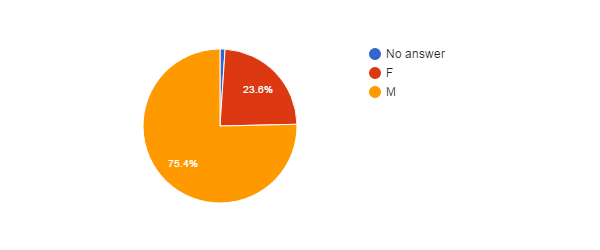


## Position vs Age (SpacePole)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q3\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| CON | 1 | 19 | 81 | 41 | 15 | 6 | 1 |
| MAN |  |  |  |  |  |  |  |
| OTH |  | 4 |  |  |  |  | 1 |
| STA | 3 | 8 | 25 | 38 | 33 | 6 | 2 |

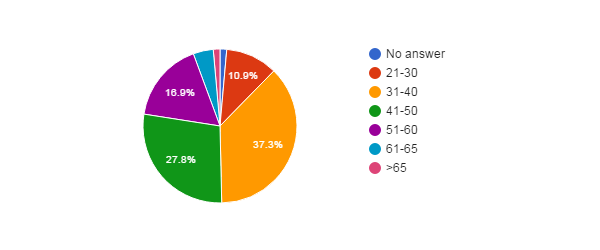
## Gender (SpacePole)

|  |  |
| --- | --- |
| Q4 | count(\*) |
| No answer | 3 |
| F | 67 |
| M | 214 |



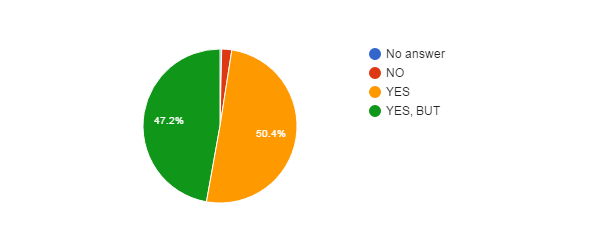
## Age (SpacePole)

|  |  |
| --- | --- |
| Q5 | count(\*) |
| No answer | 4 |
| 21­30 | 31 |
| 31­40 | 106 |
| 41­50 | 79 |
| 51­60 | 48 |
| 61­65 | 12 |
| >65 | 4 |



## Feel Concerned by the Reform ? (SpacePole)

|  |  |
| --- | --- |
| Q6 | count(\*) |
| No answer | 1 |
| NO | 6 |
| YES | 143 |
| YES, BUT | 134 |



## Concerned vs Career (SpacePole)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  | 1 |
| NO |  | 4 | 2 |
| YES |  | 91 | 52 |
| YES, BUT | 10 | 59 | 65 |

## Concerned vs Position (SpacePole)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q6\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  |  |  |
| NO | 3 |  | 1 | 2 |
| YES | 79 |  | 3 | 61 |
| YES, BUT | 81 |  | 1 | 52 |

## Concerned vs Gender (SpacePole)

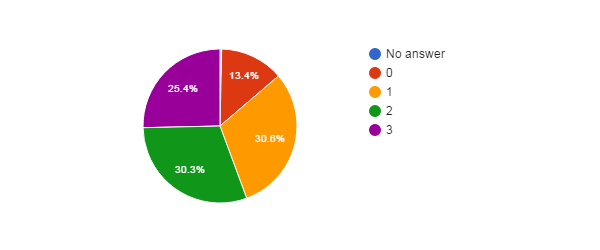
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q6\Q4→ | NoAnswer | F | M |
| NoAnswer |  | 1 |  |
| NO |  | 1 | 5 |
| YES | 1 | 29 | 113 |
| YES, BUT | 2 | 36 | 96 |

## Concerned vs Age (SpacePole)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q6\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  | 1 |  |  |  |  |  |
| NO |  | 1 | 3 | 1 |  |  | 1 |
| YES |  | 11 | 52 | 40 | 27 | 10 | 3 |
| YES, BUT | 4 | 18 | 51 | 38 | 21 | 2 |  |

## How Informed ? (SpacePole)

|  |  |
| --- | --- |
| Q7 | count(\*) |
| No answer | 1 |
| 0 | 38 |
| 1 | 87 |
| 2 | 86 |
| 3 | 72 |



## How Informed vs Career (SpacePole)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q7\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  | 1 |
| 0 | 1 | 19 | 18 |
| 1 | 3 | 44 | 40 |
| 2 | 2 | 46 | 38 |
| 3 | 4 | 45 | 23 |

## How Informed vs Position (SpacePole)

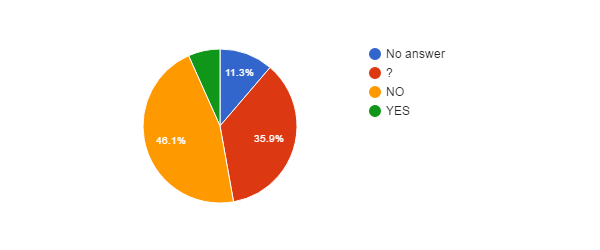
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q7\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  |  |  |
| 0 | 23 |  | 1 | 14 |
| 1 | 46 |  | 2 | 39 |
| 2 | 50 |  | 2 | 34 |
| 3 | 44 |  |  | 28 |

## How Informed vs Age (SpacePole)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q7\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  | 1 |  |  |  |  |
| 0 | 2 | 6 | 11 | 11 | 8 |  |  |
| 1 | 1 | 15 | 24 | 28 | 12 | 5 | 2 |
| 2 |  | 7 | 35 | 21 | 16 | 5 | 2 |
| 3 | 1 | 3 | 35 | 19 | 12 | 2 |  |

## Agree with Objectives ? (SpacePole)

|  |  |
| --- | --- |
| Q8 | count(\*) |
| No answer | 32 |
| ? | 102 |
| NO | 131 |
| YES | 19 |



## Agree with Objectives vs Career (SpacePole)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q8\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 16 | 16 |
| ? | 3 | 63 | 36 |
| NO | 7 | 65 | 59 |
| YES |  | 10 | 9 |

## Agree with Objectives vs Position (SpacePole)

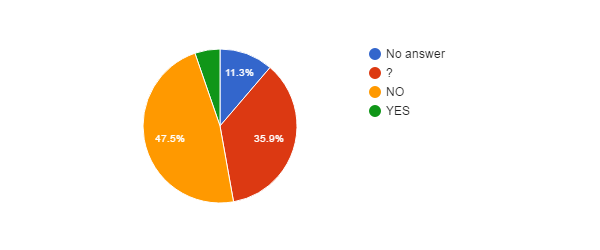
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q8\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 22 |  |  | 10 |
| ? | 66 |  | 3 | 33 |
| NO | 65 |  | 1 | 65 |
| YES | 11 |  | 1 | 7 |

## Agree with Objectives vs Age (SpacePole)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q8\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  | 4 | 11 | 10 | 7 |  |  |
| ? | 3 | 12 | 47 | 22 | 12 | 4 | 2 |
| NO | 1 | 10 | 41 | 43 | 26 | 8 | 2 |
| YES |  | 5 | 7 | 4 | 3 |  |  |

## Reform will Achieve Objectives ? (SpacePole)

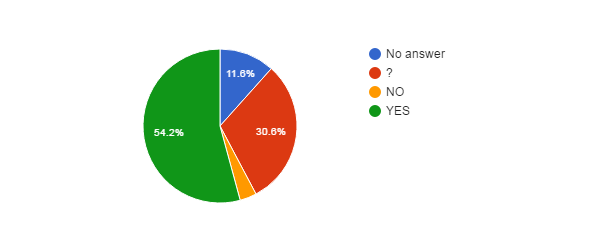
|  |  |
| --- | --- |
| Q9 | count(\*) |
| No answer | 32 |
| ? | 102 |
| NO | 135 |
| YES | 15 |

Hidden Agenda ? (SpacePole)

|  |  |
| --- | --- |
| Q10 | count(\*) |
| No answer | 33 |
| ? | 87 |
| NO | 10 |
| YES | 154 |

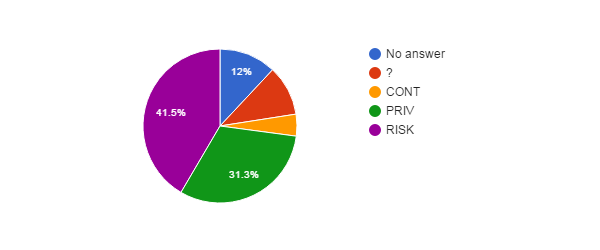
## Hidden Agenda vs Language (SpacePole)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q10\Lang→ | EN | FR | NL |
| NoAnswer | 5 | 16 | 12 |
| ? | 9 | 43 | 35 |
| NO | 2 | 4 | 4 |
| YES | 5 | 104 | 45 |



## Reform entails... (SpacePole)

|  |  |
| --- | --- |
| Q11 | count(\*) |
| No answer | 34 |
| ? | 30 |
| CONT | 13 |
| PRIV | 89 |
| RISK | 118 |

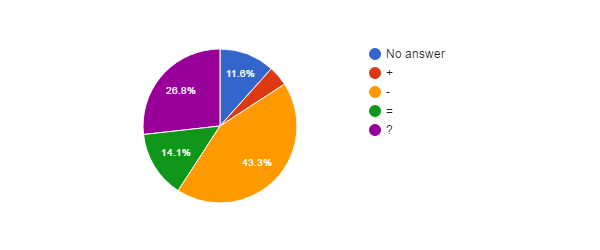


## How better will work the institution after the reform ? (SpacePole)

|  |  |
| --- | --- |
| Q12 | count(\*) |
| No answer | 33 |
| + | 12 |
| ­ | 123 |
| = | 40 |
| ? | 76 |

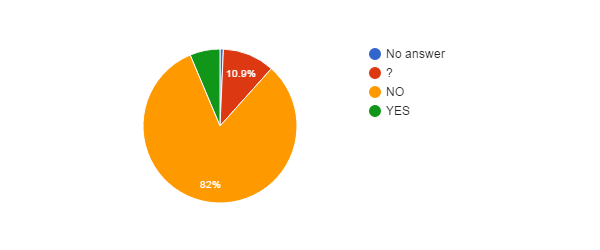
## How better will work the institution vs Career (SpacePole)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q12\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 16 | 17 |
| + |  | 6 | 6 |
| ­ | 6 | 65 | 52 |
| = | 1 | 25 | 14 |
| ? | 3 | 42 | 31 |



## Agree with Privatisation of Public Services ? (SpacePole)

|  |  |
| --- | --- |
| Q13 | count(\*) |
| No answer | 2 |
| ? | 31 |
| NO | 233 |
| YES | 18 |



## Agree with Privatisation of Public Services vs Age (SpacePole)

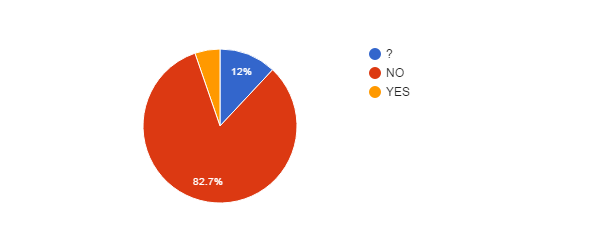
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q13\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  | 1 |  | 1 |  |  |
| ? | 1 | 4 | 14 | 6 | 6 |  |  |
| NO | 2 | 21 | 85 | 69 | 41 | 12 | 3 |
| YES | 1 | 6 | 6 | 4 |  |  | 1 |

## Agree with Privatisation of Public Services vs Language (SpacePole)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q13\Lang→ | EN | FR | NL |
| NoAnswer |  |  | 2 |
| ? | 2 | 12 | 17 |
| NO | 15 | 147 | 71 |
| YES | 4 | 8 | 6 |

## Agree with Privatisation of the FSIs ? (SpacePole)

|  |  |
| --- | --- |
| Q14 | count(\*) |
| ? | 34 |
| NO | 235 |
| YES | 15 |



Agree with Privatisation of FSIs vs Agree with Privatisation of Public Services (SpacePole)

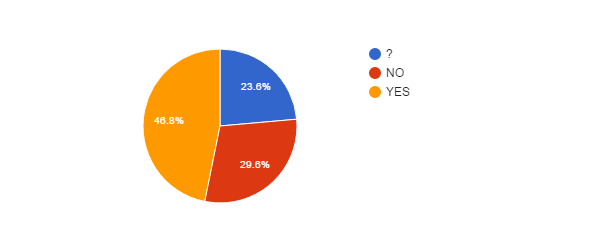
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q14\Q13→ | NoAnswer | ? | NO | YES |
| NoAnswer |  |  |  |  |
| ? |  | 22 | 10 | 2 |
| NO | 2 | 9 | 222 | 2 |
| YES |  |  | 1 | 14 |

## Agree with Privatisation of FSIs vs Career (SpacePole)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q14\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? | 2 | 18 | 14 |
| NO | 8 | 128 | 99 |
| YES |  | 8 | 7 |

## FSIs need Major Reforms ? (SpacePole)

|  |  |
| --- | --- |
| Q15 | count(\*) |
| ? | 67 |
| NO | 84 |
| YES | 133 |



## FSIs need Major Reforms vs Career (SpacePole)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q15\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? | 3 | 40 | 24 |
| NO | 4 | 43 | 37 |
| YES | 3 | 71 | 59 |

## FSIs need Major Reforms vs Position (SpacePole)

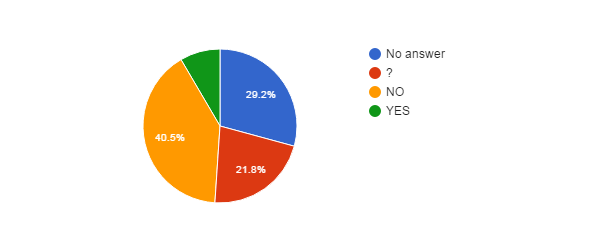
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q15\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 41 |  | 3 | 23 |
| NO | 39 |  | 1 | 44 |
| YES | 84 |  | 1 | 48 |

## FSIs need Major Reforms vs Age (SpacePole)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q15\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? | 1 | 11 | 24 | 18 | 11 | 1 | 1 |
| NO | 2 | 5 | 30 | 24 | 18 | 4 | 1 |
| YES | 1 | 15 | 52 | 37 | 19 | 7 | 2 |

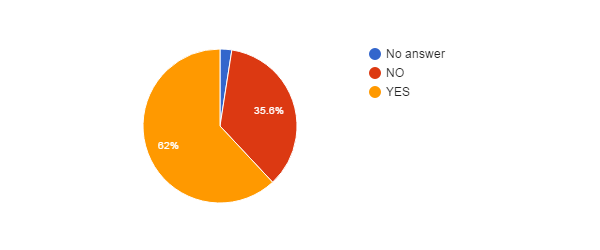
## FSIs Reforms need status change ? (SpacePole)

|  |  |
| --- | --- |
| Q16 | count(\*) |
| No answer | 83 |
| ? | 62 |
| NO | 115 |
| YES | 24 |



## Fear for your Job ? (SpacePole)

|  |  |
| --- | --- |
| Q17 | count(\*) |
| No answer | 7 |
| NO | 101 |
| YES | 176 |



## Fear for Job vs Position (SpacePole)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q17\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 6 |  |  | 1 |
| NO | 54 |  | 5 | 42 |
| YES | 104 |  |  | 72 |

## Fear for Job vs Age (SpacePole)

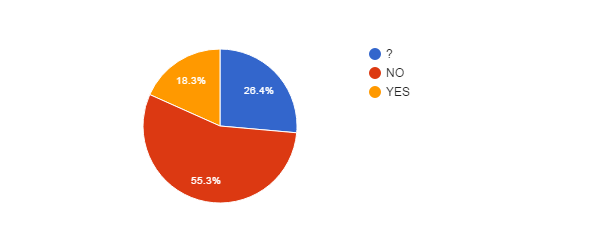
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q17\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  | 4 | 1 | 2 |  |  |
| NO | 1 | 12 | 45 | 20 | 17 | 3 | 3 |
| YES | 3 | 19 | 57 | 58 | 29 | 9 | 1 |

## Fear for Job vs Career (SpacePole)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q17\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  | 6 | 1 |
| NO | 1 | 56 | 44 |
| YES | 9 | 92 | 75 |

## Reform will improve some employment conditions ? (SpacePole)

|  |  |
| --- | --- |
| Q18 | count(\*) |
| ? | 75 |
| NO | 157 |
| YES | 52 |



## Reform will improve some employment conditions vs Position (SpacePole)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q18\Q3→ | CON | MAN | OTH | STA |
| NoAnswer |  |  |  |  |
| ? | 53 |  | 4 | 18 |
| NO | 75 |  |  | 82 |
| YES | 36 |  | 1 | 15 |

## Reform will improve some employment conditions vs Age (SpacePole)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q18\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  |  |  |  |  |  |  |
| ? | 2 | 10 | 31 | 19 | 8 | 3 | 2 |
| NO | 2 | 12 | 53 | 45 | 36 | 8 | 1 |
| YES |  | 9 | 22 | 15 | 4 | 1 | 1 |

## Reform will improve some employment conditions vs Career (SpacePole)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q18\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  |  |
| ? | 4 | 49 | 22 |
| NO | 6 | 72 | 79 |
| YES |  | 33 | 19 |

## Reform will deteriorate some employment conditions ? (SpacePole)

|  |  |
| --- | --- |
| Q20 | count(\*) |
| No answer | 1 |
| ? | 48 |
| NO | 7 |
| YES | 228 |

## 

## Reform will deteriorate some employment conditions vs Position (SpacePole)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q20\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 1 |  |  |  |
| ? | 34 |  | 3 | 11 |
| NO | 5 |  |  | 2 |
| YES | 124 |  | 2 | 102 |

## Reform will deteriorate some employment conditions vs Age (SpacePole)

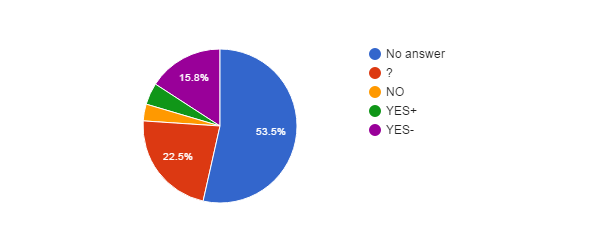
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q20\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| NoAnswer |  | 1 |  |  |  |  |  |
| ? | 1 | 8 | 23 | 10 | 3 | 2 | 1 |
| NO |  | 1 | 3 | 1 | 2 |  |  |
| YES | 3 | 21 | 80 | 68 | 43 | 10 | 3 |

## Reform will deteriorate some employment conditions vs Career (SpacePole)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q20\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer |  |  | 1 |
| ? | 1 | 30 | 17 |
| NO |  | 3 | 4 |
| YES | 9 | 121 | 98 |

## Impact of BELSPO's reform on the FSIs (SpacePole)

|  |  |
| --- | --- |
| Q22 | count(\*) |
| No answer | 152 |
| ? | 64 |
| NO | 10 |
| YES+ | 13 |
| YES­ | 45 |



## Impact of BELSPO's reform on the FSIs vs Career (SpacePole)

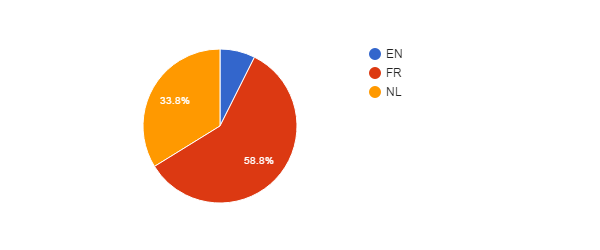
|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q22\Q2→ | ? | Sci | Tech/Admin |
| NoAnswer | 6 | 92 | 54 |
| ? | 3 | 33 | 28 |
| NO |  | 6 | 4 |
| YES+ |  | 5 | 8 |
| YES­ | 1 | 18 | 26 |

## Impact of BELSPO's reform on the FSIs vs Position (SpacePole)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q22\Q3→ | CON | MAN | OTH | STA |
| NoAnswer | 83 |  | 2 | 67 |
| ? | 42 |  | 2 | 20 |
| NO | 7 |  |  | 3 |
| YES+ | 9 |  |  | 4 |
| YES­ | 23 |  | 1 | 21 |

## Language (SpacePole)

|  |  |
| --- | --- |
| Lang | count(\*) |
| EN | 21 |
| FR | 167 |
| NL | 96 |



## Language vs Age (SpacePole)

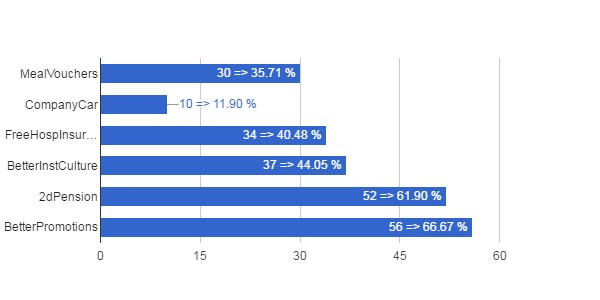
|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Lang\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| EN |  | 1 | 7 | 12 |  |  | 1 |
| FR | 1 | 16 | 58 | 50 | 29 | 11 | 2 |
| NL | 3 | 14 | 41 | 17 | 19 | 1 | 1 |

## Language vs Position (SpacePole)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Lang\Q3→ | CON | MAN | OTH | STA |
| EN | 19 |  |  | 2 |
| FR | 92 |  | 2 | 73 |
| NL | 53 |  | 3 | 40 |

## Which improvements do you expect ? (SpacePole)

|  |  |
| --- | --- |
| #answers Q19 | 84 |
| MealVouchers | 30 |
| CompanyCar | 10 |
| FreeHospInsurance | 34 |
| BetterInstCulture | 37 |
| 2dPension | 52 |
| BetterPromotions | 56 |



## Which Improvements vs Career (SpacePole)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q19\Q2→ | ? | Sci | Tech/Admin |
| MealVouchers |  | 16 | 14 |
| CompanyCar |  | 4 | 6 |
| FreeHospInsurance | 1 | 17 | 16 |
| BetterInstCulture |  | 21 | 16 |
| 2dPension | 1 | 30 | 21 |
| BetterPromotions | 1 | 37 | 18 |

## Which Improvements vs Position (SpacePole)

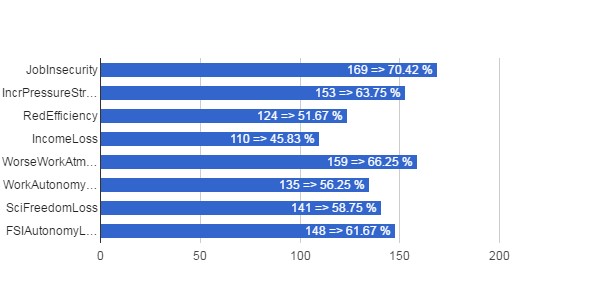
|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q19\Q3→ | CON | MAN | OTH | STA |
| MealVouchers | 18 |  | 1 | 11 |
| CompanyCar | 4 |  | 1 | 5 |
| FreeHospInsurance | 24 |  |  | 10 |
| BetterInstCulture | 23 |  | 2 | 12 |
| 2dPension | 37 |  | 1 | 14 |
| BetterPromotions | 41 |  | 2 | 13 |

## Which Improvements vs Age (SpacePole)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q19\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| MealVouchers | 2 | 6 | 12 | 6 | 2 | 1 | 1 |
|  |  |  |  |  |  |  |  |
| CompanyCar |  | 3 | 3 | 4 |  |  |  |
| FreeHospInsurance | 2 | 3 | 14 | 11 | 2 | 1 | 1 |
| BetterInstCulture | 1 | 8 | 18 | 8 |  | 1 | 1 |
| 2dPension | 2 | 5 | 25 | 13 | 4 | 2 | 1 |
| BetterPromotions | 1 | 8 | 27 | 15 | 3 | 1 | 1 |

## Which deteriorations do you expect ? (SpacePole)

|  |  |
| --- | --- |
| #answers Q21 | 240 |
| JobInsecurity | 169 |
| IncrPressureStress | 153 |
| RedEfficiency | 124 |
| IncomeLoss | 110 |
| WorseWorkAtmos | 159 |
| WorkAutonomyLoss | 135 |
| SciFreedomLoss | 141 |
| FSIAutonomyLoss | 148 |



## Which Deteriorations vs Career (SpacePole)

|  |  |  |  |
| --- | --- | --- | --- |
| ↓Q21\Q2→ | ? | Sci | Tech/Admin |
| JobInsecurity | 8 | 88 | 73 |
| IncrPressureStress | 8 | 71 | 74 |
| RedEfficiency | 7 | 59 | 58 |
| IncomeLoss | 4 | 52 | 54 |
| WorseWorkAtmos | 7 | 80 | 72 |
| WorkAutonomyLoss | 6 | 70 | 59 |
| SciFreedomLoss | 1 | 104 | 36 |
| FSIAutonomyLoss | 6 | 82 | 60 |

## Which Deteriorations vs Position (SpacePole)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ↓Q21\Q3→ | CON | MAN | OTH | STA |
| JobInsecurity | 90 |  | 1 | 78 |
| IncrPressureStress | 81 |  |  | 72 |
| RedEfficiency | 63 |  |  | 61 |
| IncomeLoss | 56 |  |  | 54 |
| WorseWorkAtmos | 83 |  | 1 | 75 |
| WorkAutonomyLoss | 68 |  | 1 | 66 |
| SciFreedomLoss | 77 |  | 3 | 61 |
| FSIAutonomyLoss | 72 |  | 2 | 74 |

## Which Deteriorations vs Age (SpacePole)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ↓Q21\Q5→ | NoAnswer | 21­30 | 31­40 | 41­50 | 51­60 | 61­65 | >65 |
| JobInsecurity | 3 | 13 | 51 | 54 | 37 | 9 | 2 |
| IncrPressureStress | 4 | 17 | 49 | 53 | 24 | 6 |  |
| RedEfficiency | 4 | 9 | 37 | 44 | 23 | 6 | 1 |
| IncomeLoss | 2 | 10 | 33 | 34 | 26 | 4 | 1 |
| WorseWorkAtmos | 4 | 16 | 44 | 56 | 32 | 5 | 2 |
| WorkAutonomyLoss |  | 12 | 44 | 41 | 31 | 4 | 3 |
| SciFreedomLoss | 3 | 14 | 47 | 45 | 25 | 5 | 2 |
| FSIAutonomyLoss | 3 | 11 | 47 | 51 | 28 | 6 | 2 |