

# Results of the Associated Consultants Survey

Finally, the results of the survey conducted last October among our Associated Consultants are ready!

Finally, the results of the survey conducted last October among our Associated Consultants are ready! We are excited by the participation and we want to share some of the results with you.

It was rewarding to learn that **100% of those that responded to the survey would work for AAE once again in the future and that also 100% consider personal treatment and technical level at AAE as either very good or excellent.**

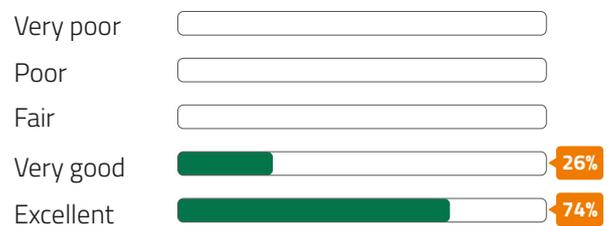
Another encouraging result is that approximately **25% consider team work as one of the incentives to work with AAE again.** We are pleased by this result because it is sometimes challenging to engage teams with members located in several countries and timezones.

The results on technical strength are not surprising considering how much effort we dedicate in AAE to build strong teams with a solid technical background.

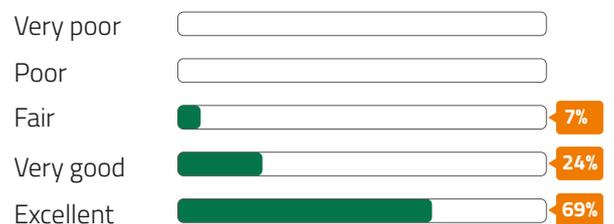
However, the objective of the survey was not to self congratulate ourselves, but to try to improve the way we work and to solidify the links with our associated consultants. We have identified a few challenges.

**Although 89% consider that the inclusion of gender aspects in our non gender specific projects is either excellent or very good, there is an 11% that consider it regular or fair.**

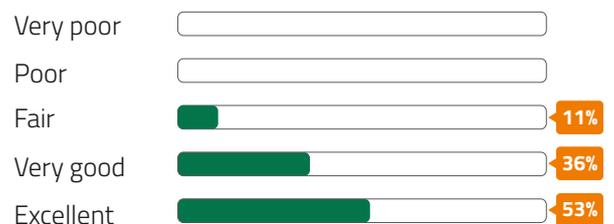
## How do you rate AAE with regards to personal treatment?



## How do you rate AAE's technical strength?



## How do you rate AAE's consideration of gender aspects?



For this reason we have asked @clara malcolm, who leads the gender and environment work area, to support the process of inclusion and mainstreaming of gender all projects, not just those gender specific projects we are working on. Get to know Clara a bit more [here](#).

# Results of the Associated Consultants Survey

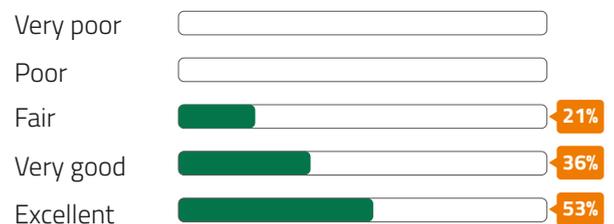
Los resultados de la encuesta realizada en octubre entre consultores asociados de AAE ya están disponibles!

Another area in which we have identified room for improvement is in administration. The increase in the number of projects in 2021 and 2022 might have placed some extra burdens on the existing administrative capacities. **Although 80% responded that the administrative support was either excellent or very good, 21% responded it was fair.**



It is for that reason that in 2022 we hired Luciana Haller to head the financial, human resources and administration department. You can check Luciana's profile [here](#).

## How do you rate AAE's administrative support?



We will soon proceed to hire a communication specialist who will have as part of his/her responsibilities to support the communication with our associated consultants, particularly to internalize some of the very interesting comments and inspiring suggestions received through the interview to improve the links with and between our associated consultants. We include a selection of these comments below:



*"La visibilidad entre trabajadores y expertos, tal vez algunos seminarios en línea donde se puedan generar conexiones para futuros proyectos a desarrollar."*



*"Perhaps once or twice a year thematic issue meetings"*



*"Quizá puedan crear una comunicación no muy frecuente, pero continua (1 vez al mes), entre AAE y los expertos asociados..."*



*"Perhaps a semi-annual online meeting of associate consultants to go over what has been done in the last few months. Consultants can hear about various contracts and work other consultants have collaborated on which might strengthen relationships and foster future collaboration between associates."*

We thank you all for helping us identify challenges, feel good about what we are doing right and suggest a way forward in our relationship with you.

We look forward to starting piloting some of these suggestions!

**You will hear more from us in the next few months**

[aae.com.uy](http://aae.com.uy)