

# CNV stands by you!

The Netherlands should be fairer, more just. Together we make a difference and build a society where everyone is included. One that invites rather than excludes people. And where prosperity is shared equally.

As CNV Connectief, with over 100,000 members working in education, care and welfare, government or public services, we are contributing to a society where we could see our children safely growing up in.

## Avoiding a vicious circle

Staff shortages mean high workloads and staff falling ill or leaving. Meanwhile, partly due to the war in Ukraine, bills are running up while earnings do not rise at the same rate, if at all. This tends to become a vicious circle and this has to change. That is what we as CNV Connectief, are telling the Dutch government in our campaign.

## Getting the basics in order

Hence CNV Connectief's (collective labour agreement, cao) wage demand of 5 to 10% and its appeal to the government to be a good employer. Make sure these professions remain appealing to do by having the basics in order, with proper agreements on work, income, appreciation and development opportunities. It certainly helps that the wages in primary and secondary education have been harmonised this year.

## Innovate and organise differently

Education needs sufficient professionalisation and career opportunities as well as proper guidance for starters and lateral entrants. In addition, the knowledge and experience of older staff should be put to better use and it should be made possible for them to work until retirement age in a healthy and fit manner. Life-phase conscious personnel policy is needed to ensure sustainable employability, no matter what stage of life someone is in.

## Life events: transition and mourning

Naturally, CNV Connectief is (legally) committed to its members when it comes to life-changing events such as losing a job, getting a new job and pregnancy. We have recently added menopause and mourning to that list as a speciality.

Menopause affects every woman; some are more affected by it than others. But there is no doubt that the menopause leads to disruptions of many women's daily life, including work. CNV Connectief stands by these women. We made a handbook and give employees, employers as well as works and participation councils advice. According to a survey we conducted, working while going through menopause is tough for 60% of women. Many women do not even recognise the symptoms as menopause symptoms. They do not talk about it at work, call in sick or even suffer from a burn-out.

Every year, about 152,000 people experience loss, thus mourn. Meanwhile, life goes on. This happens, for example, to those working in one of the understaffed sectors of education, care or government, where the pressure and the roll-call on everyone is high. That is why we also focus on the employers when it comes to mourning; there is a lot they can do to make it easier to return to work. Returning to work is closely tied to how someone is received by their employers and colleagues.

## Identity

CNV Connectief stems from Protestant-Christian and Catholic legal predecessors. An Identity Committee advises and supports the union in the field of Christian-social identity. Through this establishment, the association has received the designation 'Catholic organisation' from the Dutch Bishops' Conference. As a result, the CNV Education sector (42,312 members) is represented in the Dutch Catholic Schools Council and other national and international Catholic (educational) organisations and committees, which work (partly) in Catholic education, as well as cooperating with these organisations and committees. The committee has members from diverse backgrounds: from Roman Catholic to Protestant Christian, Jewish and even Taoist. The themes for this year and next include diversity, Sunday peace, newcomers, sustainability and extremism.



CNV Education initiated a working visit to Eindhoven, inviting Dennis Wiersma, the brand-new minister for primary and secondary education. The programme included a visit to SintLucas, as an example of a school with a good transition from vmbo (prevocational secondary education) to mbo (senior secondary vocational education) and the importance of continuous curricular strands. This is something that appeals to the minister, because he started his school career at the mavo (lower general secondary education).



Experience experts/actresses Isa Hoes and Medina Schuurman, transition advisor Margriet Hijweege and CNV Education president Daniëlle Woestenberg are ready for one of CNV Connectief's well-attended webinars on menopause.



CNV Education members Edith van Groningen (CBS Prins Johan Friso in Berkel en Rodenrijs, centre), Lennart van der Meulen (RK Basisschool De Gouden Griffel in Berkel en Rodenrijs, left) and André Vurens (Visio Education in Grave, right) were nominated for the Teacher of the Year awards. Van der Meulen won in the secondary education category.



After years of campaigning, an agreement was reached late April between unions and employers on closing the wage gap between primary and secondary education. President of CNV Education, Daniëlle Woestenberg, signs the agreement. Far left, Education Minister Dennis Wiersma.

