



## **A FAIR LABOUR MARKET FOR EVERYONE**

**FNV vision document diversity: A fair labour market for everyone.**

**MAY 2021, SECOND EDITION**



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# INDEX

<b>PREFACE</b>	<b>4</b>
<b>A FAIR LABOUR MARKET FOR EVERYONE</b>	<b>5</b>
<b>INTERVIEWS</b>	<b>6</b>
<b>INTRODUCTION</b>	<b>8</b>
In society and on the work floor	8
<b>MISSION</b>	<b>9</b>
Everyone can participate	9
<b>VISION</b>	<b>10</b>
What do diversity and inclusion mean?	10
What the FNV wants	10
What the FNV does	10
What companies must do	10
Diversity is a fact	11
<b>CONCLUSION</b>	<b>12</b>
<b>EPILOGUE</b>	<b>13</b>

# PREFACE

## DIVERSITY AND INCLUSION ARE PART OF THE FNV

The FNV fights against discrimination and racism, oppression and exploitation. As a trade union, the FNV also sees this task as real trade union work. The political battlefield and the struggle at the work floor go hand in hand. The class struggle is far from over. In which population groups are played off against each other with the support of populist parties. And this while we fight against the oppression of capital. The fight for women's rights and the rights of people with a migrant background, for people with disabilities or with a work-limiting disability. For foreign employees and the LGBTI+ community. All people are different, but everyone wants to be treated equally.

The trade union has long been fighting for the position of working women. Because women still earn less than men. Even though they are as highly or more highly educated than men. Women are also more likely to experience sexual harassment and violence in the workplace. They often work in sectors with a lot of flexible work and high work pressure. Women are also more likely to be on welfare. And they still have the main responsibility when it comes to childcare. Many women do not work full-time and therefore childcare remains poorly organised. Women are also lagging behind in top job positions in business and politics.

Unfortunately, there are still many groups that, like women, are in a disadvantaged position. For example, in the labour market and differences in income. Or their unequal treatment compared to their white, heterosexual male colleagues without a work-limiting disability. Diversity and inclusion are key topics for the FNV. This is linked to three main objectives:

- creating real jobs with a living wage;
- striving for a humane society;
- strengthening the FNV.

In the spring of 2020, the Afro-American George Floyd was killed by violence. It was the trigger for global protests against racism and discrimination. A fight that trade unions support worldwide. As a trade union, we have an obligation to fight against discrimination, racism, differently abled, sexism, exclusion and deprivation. This fits in with our fight for a fair distribution of labour and capital, workers' rights and a humane society.

Kitty Jong,  
*vice president the FNV and portfolio holder Diversity*

# A FAIR LABOUR MARKET FOR EVERYONE

**'Diversity' and 'inclusion'. These are words commonly heard these days. Within the FNV, different parties have reflected on these terms and their meaning for the labour market and society. This has given them new and important insights.**

Diversity literally means 'differences'. Diversity refers to all differences between people. Inclusion literally means 'incorporation'. The extent to which someone feels welcome and included. In an inclusive labour market, all workers have approximately equal opportunities and there is a place for everyone. Do you want to know what other keywords in this document mean? Then take a look at the last page of this document before you start reading.

# INTERVIEWS

**ANYA  
WIERSMA**  
works in the  
welfare  
sector

## ***I often get strange comments***

*During a training on personal leadership, I mentioned that I work with homeless people. Then the trainer said: "I would like to be one of your clients. Then I could put my head in your lap and be pampered by you." I thought: "What is this man saying?" but I replied: It's COVID 19 time, you would be way too close." There were other people around, but nobody reacted.*

*I found his comment very inappropriate, but I only started thinking about it after the training was over. I had met this trainer before. At that time he also gave me a strange feeling. During those training sessions, he often told personal stories about his relationship with his partner.*

*I often get strange comments. I am a lesbian. On a birthday, the brother in law of my former girlfriend said: You are lesbians. I like that. Can I sleep between you two?" Once, I was walking hand in hand on the street with a friend, when a man said in passing, "Two women, how horny, can I join in?" A male colleague once asked me: "When did you first know you were into women? I immediately asked him the same question. Fortunately, that's when the penny dropped*

**ANONYMOUS**

*"To get to the laboratory where I worked, I had to walk past a weighbridge every morning. Next to it was an office and there was always a group of men in it. When I walked past, they would fly out of their little office and call out to me and say: "Will you go out with me? Do you have a boyfriend?" I didn't like that. It was really uncomfortable. I never said anything back. I just assumed that it was just part of life in a company where a lot of men were working. And I didn't want to be a nag either. I dreaded walking past that weighbridge every day."*

**JOLANDA  
VAN GOOL**  
advisor to the  
board of the  
FNV Network  
Roze

## ***Afraid to walk down the street hand in hand***

*"Walking hand in hand down the street with my partner, I don't do that anymore. We once experienced a group of young people following us and shouting: dirty lesbians at us. They were quite aggressive. I would have liked to talk to those people, but I didn't feel safe. I wouldn't enter into a discussion at the risk of being slapped in the face.*

*Sometimes they address me as 'Sir'. It feels painful for me as a lesbian to be called 'Sir'. I never address anyone as 'Sir' or 'Madam'. On the phone, I often don't even hear it in someone's voice. If you are not sure, it is more convenient to remain gender neutral.*

*We are now introducing gender neutral registration for the FNV members. In addition to m/f, there is now also the choice 'other'. It's a sensitive subject. Some people find it irrelevant to ask about it anyway. Others have had to deal with a transition from male to female or vice versa. You have often suffered and done a lot of effort for that. They would very much like to be registered as a man or woman*

*When I talk about my work for the pink network, I often get the question: Is that necessary, almost everyone is very tolerant? Unfortunately, this is not the case. I notice that society is hardening. Groups that are radically opposed to each other and like to blame minority groups for their own discontent. I really hope that in future generations no one will have to be afraid to walk down the street hand in hand*



ANONYMOUS

**Some patients spit at me, call me names or hit me**

*I fled the war with my family. I was born in Burundi. When I was six years old, I came to the Netherlands. I have a dark skin and wear a headscarf.*

*In primary school, my classmates used to call me monkey or Black Pete and made fun of my surname. It made me sad and insecure about my appearance. Fortunately, the teachers were very kind. They punished those children. I currently study and work in the healthcare sector. I wanted to do my first internship at a care institution that wanted me to take off my headscarf. I didn't feel comfortable and so I looked for another internship.*

*Now I work in a nursing home. Sometimes I am warned by colleagues to stay away from certain patients. Because they don't like people with a different skin colour or Islamic people. I find that quite hard to hear.*

*Some patients spit at me, call me names or hit me and say that they don't want to be helped by me. I then try to talk to those people to solve the problem. If I can't, I call a colleague.*

*I've learned to live with it and now I think: 'If you don't want my help, you'll just have to wait longer'. I'm not going to force myself to help a patient who doesn't feel comfortable with me or with whom I don't feel comfortable either.*

*The work pressure is very high in the nursing home. There is little discussion about things that are not going well. I would appreciate it if a manager would talk to such a patient and explain that all people are different*

# INTRODUCTION

## DISCRIMINATION IS FAR FROM OVER

**Recent research by the Dutch Social and Cultural Planning Office (SCP) shows that more than a quarter of the Dutch population experiences discrimination. It involves age discrimination, sexism or racism. People with a migrant background from Turkey or Morocco are the most likely to experience discrimination.**

### Some figures:

- Unemployment among Dutch people of non-western origin is more than three times as high (16%) compared to unemployment among Dutch people (5%).
- 28% of youngsters with a non-western immigrant background between the age of 15 and 24 are unemployed. That is 18% more than the Dutch youngsters without a migrant background (10% unemployed).
- On average, women still earn 14% less than men. Women also work part-time three times as often as men, which means they are not economically independent.
- Whereas 32% of the heterosexual employees had a conflict at work, this is the case for 39% of the bisexual and 41% of the lesbian/homosexual employees. In addition, lesbian/homosexual employees also have more burn-out complaints and they are less satisfied with their work than heterosexual employees.
- Of employees, 18% have been discriminated against on the basis of gender, 53% on the basis of age and 27% on the basis of ethnicity.
- 76% of the Surinamese, Moroccan and Turkish participants in the research have been discriminated against at job interviews.
- 58% of employers indicated that the organisation had no objectives or policies regarding diversity.

### IN SOCIETY AND ON THE WORK FLOOR

Racism, sexism, homophobia, violence against transgenders, anti-Islamism, anti-Semitism, class discrimination, differently abled and age discrimination. The FNV members also experience the hardening of society and the different forms of discrimination regularly in the workplace, in the association and in the FNV work organisation.

Before the Covid19 crisis, the world and the labour market looked very different. There were large shortages in the labour market and the economy was doing well. There was much more attention for diversity and inclusion. Companies were actively recruiting jobseekers.

Because of the Covid19 crisis, there is a chance of a major economic crisis with major consequences for jobs and income. For some companies, diversity policy is no longer so important.

Research into the implications of the Covid19 crisis in the labour market, conducted by the Netherlands Bureau for Economic Policy Analysis (CPB), shows the following:

- The crisis hits hardest those groups that already have a weak position in the labour market.
- Women have lost more hours worked than men. The unequal distribution of care responsibilities is increasing rather than decreasing.
- The protection of migrant workers is very poor. Domestic workers, many of whom are not entitled to a residence permit, have been in trouble, got in trouble because their work in the Netherlands has not properly been arranged.
- People with a migrant background run a higher risk of dying from Covid19.
- People with a migrant background are hit extra hard in times of crisis. They are more likely to be employed by companies that are more susceptible to the effects of a crisis and they are more likely to have temporary contracts. In the event of an economic downturn, they are usually the first to lose their jobs;
- Discrimination plays a greater role in difficult times: employers are less likely to hire people with a migrant background when there is a greater supply of workers.



# MISSION

## FREEDOM, JUSTICE AND SOLIDARITY

Below are two sections of the FNV's mission, the function that the FNV represents.

The objectives and activities of the FNV are guided by the fundamental values of equality of all people, of freedom, justice and solidarity. These are the so-called core values of the FNV. They are based on democratic principles and of the fundamental rights, as laid down in the Universal Declaration of Human Rights. The FNV Association recognises the importance of religion and belief as a source of inspiration for trade union activities. The FNV Association is based on (international) solidarity among workers. The FNV Association strives for an international, democratic society characterised by welfare for all, a fair distribution of labour, prosperity and power, dissemination of knowledge and the shared responsibility for peacekeeping. The FNV Association embraces solidarity with developing countries and accepts - with due observance of the national objectives it has formulated - the obligations that derive from this. The FNV Association supports a social and democratic Europe.

### EVERYONE CAN PARTICIPATE

This shows why the largest trade union in the Netherlands campaigns for a labour market there is room for diversity and inclusion. A labour market that is open to everyone. One in which everyone can participate with the best possible employment conditions, job content, employment relationships and working conditions. In other words, the inclusive labour market and society for all.

# VISION

## FAIR AND INCLUSIVE LABOUR MARKET

### WHAT DO DIVERSITY AND INCLUSION MEAN?

The terms 'diversity' and 'inclusion' are often used interchangeably. In short, 'diversity' encompasses all differences among people. This includes visible and unseen differences. For example: young, old, born in the Netherlands or not, male, female, sexual preference or living in a city or village. Diversity in society is a fact. You are who you are as you get older, or because you were born somewhere and live somewhere, for example. But diversity is not yet commonplace in the labour market. Some groups in society have more difficulty in finding a good job or to get promoted. The word 'inclusion' means that everyone can participate, feels welcome, is heard and can have a say in decisions that affect them. In an including policy, no one is excluded. An example to clarify diversity and inclusion: with diversity, everyone comes to the party. With inclusion, everyone dances along.

### WHAT THE FNV WANTS

The FNV is committed to a society and labour market without discrimination in any shape or form. For a fair and inclusive labour market. Every citizen, every worker in the Netherlands is unique, has his or her own talents and deserves equal opportunities in the labour market. If there are disadvantages in education and in the labour market, the FNV is committed to eliminating them.

The FNV Association wants an inclusive labour market in the future with fair and inclusive jobs for everyone who works or would like to work. A labour market in which everyone feels welcome and, above all, at home. A labour market in which everyone can work safely and where everyone leaves with the same quality of well-being. A labour market in which everyone can fully develop and use their talents from their own diversity.

Do all workers have equal access to the labour market? The general principle is that jobs must offer security and provide a promising future for everyone and that the quality must be good. Jobs with decent employment conditions, meaningful job content (no meaningless jobs), mature, including modern employment relationships and safe and healthy working conditions. The situation of the labour market, society and citizens is constantly changing. Therefore, diversity and inclusion never end and that's why the FNV redefines its vision on this important issue over and over again.

### WHAT THE FNV DOES

The FNV is committed to a sustainable, equal and solidary society, free of discrimination and racism. Just one example. The FNV is currently fighting for, inter alia, an increase in the Statutory Minimum Wage, the 14-euro campaign. The FNV is also fighting for an end to labour market flexibilization. This is only possible if the FNV takes inclusion and diversity in society into account. Because it is particularly women, people with a migrant background and people with a work-limiting impairment who work in poor flexible jobs and who live around the poverty line. This also applies to young people. The FNV has developed a separate strategy for and by youngsters.

### WHAT COMPANIES MUST DO

The FNV supports three conditions for a successful policy for diversity in companies:

#### 1. Commitment from the top.

The organisation's top management considers diversity policy to be important. It is also expressed and agreed at the highest levels within the organisation;

#### 2. Establishing a diversity policy in the organisation.

Diversity plays a permanent role in the policy of companies and organisations. Diversity applies to everyone and does not depend on a few people in the company who believe that this issue important;

### 3. Knowledge and understanding on one's own organisational culture.

Managers must have lots of information about the written and unwritten rules within the company. They also need to know how these rules are experienced by (different) employees. As far as the FNV is concerned, the time putting sticking plasters on deep wounds is completely over! The FNV fights for inclusive employment conditions, content, relationships and working conditions. The ultimate goal is to make the Dutch inclusive labour market possible.

#### **DIVERSITY IS A FACT**

Diversity is a fact of life in the Netherlands today. Of the 17.3 million Dutch people:

- just over 50% are women;
- 24.2% belong to the group of Dutch citizens with a migration background, 13% of whom have a non-western immigrant background;
- just over 10% belong to the LGBTI+ community;
- 9.8% of Dutch people have a disability.

In thirty years' time, society will be a lot more diverse. It has been calculated that the share of people with a migration background will grow to 30 or 40% of the population. In the large cities, more than half of the population will consist of people with a migrant background.

This is an opportunity for the FNV. The FNV does not yet see these numbers of people with a migration background among its own members. And certainly not in the management groups and in representative bodies. A few examples are the FNV Managing Board, the Members of the Parliament, sector Councils and boards and work organisation. The FNV also sees that these percentages are insufficiently reflected in the number of employees, in the management layers and at the top of the business world. The same applies to government, politics and in Works Councils.

# CONCLUSION

## JOBS FOR EVERY CITIZEN

There is a lot of work to be done to attract all the groups that need the FNV so badly. In doing so, it is important that the FNV takes a good look at 'intersectionality'. This means that people (sometimes) experience oppression or discrimination at several levels. For example, women with a migrant background experience racism as well as sexism. Therefore, it is good to look at how different forms of discrimination affect and sometimes reinforce each other.

*"As I have said many times, and believe with all my heart, the coalition that can have the greatest impact in the struggle for human dignity [...] is that of the Negro and the forces of labour, because their fortunes are so closely intertwined."*

This was said by Martin Luther King. A fighter for equal rights for black people as well as trade unionist. He saw the civil rights movement in the 1960s and the trade union as natural allies.

The racist enemy of the civil rights movement was the same as the enemy of the workers.

The world around us changing rapidly. Think of globalisation, digitalisation, racism, climate change and the decline of the Dutch social system. The FNV wants a more social country (The Netherlands) with good jobs and fair incomes, taking all the changes into account. To do this well, the FNV needs to take more account of the future. For this, the FNV needs a broader, activist and above all diverse and inclusive organisation.

The FNV wants to remain connected to the Dutch population. It is therefore important that the FNV remains recognisable to as many people as possible. So that people with a migrant background, people with a work disability, women and LGBTI+ feel at home in the FNV. And that they feel that the FNV stands up for their interests. Diversity and inclusion are not just a side issue for the FNV: it is the real work of the union. There is still a lot of work to be done to achieve an inclusive labour market. In the fight for fair and inclusive employment for every citizen who works or wants to work. The commitment of the FNV is essential for this.

# EPILOGUE

The FNV will set to work in the coming years with this vision and invites its members, executives, LP and Board and the work organisation to join forces and work towards a fair labour market for all. Together with the business community, the government and politics.

## GLOSSARY

**Anti-Semitism:** is a certain image of Jews that can be expressed as hatred against the Jews. These verbal and physical expressions are directed against Jews and/or their property, against institutions of the Jewish community and against Jewish religious facilities.

**Differently abled:** a term used for the discrimination and marginalisation of people with disabilities based on their physical and/or mental condition.

**Discrimination:** Literally, discrimination means making distinctions among people because of certain characteristics. Discrimination occurs when power structures stand behind the distinction or when the distinction has negative consequences for the person discriminated against.

**Diversity:** It literally means 'difference'. Diversity refers to all aspects in which people differ from each other.

**Gender:** a term that refers to the cultural, behavioural and identity aspects of men and women. The term gender distinguishes men and women by attributing traits to both sexes.

**Homophobia:** the term homophobia means the fear of homosexual people. We prefer to speak of homophobia, because that word covers the meaning better. Homophobia often means the hatred or aversion to homosexuality.

**Inclusion:** It literally means 'incorporation'. The extent to which someone feels welcome and included.

**Inclusive labour market:** a labour market where all workers have more or less equal opportunities and there is a place for everyone.

**Institutional racism:** is the systematic exclusion, marginalisation and discrimination of population groups by formal or informal rules by institutions.

**Intersectionality:** a complex and cumulative approach in which the effects of multiple forms of discrimination (such as racism, sexism and class discrimination) combine, overlap or intersect, especially in the experiences of marginalised individuals or groups.

**Islamophobia:** the fear or hatred of people who adhere to the Islamic faith. It is more a case of hatred or aversion than fear.

**Class discrimination:** also known as 'classism'. Discrimination based on the social class from which one originates. Class discrimination is also about the limitations on ascending mobility: the possibility for people to move up to a higher level of education and income group.

**LGBTI+:** stands for Lesbian, Gay, Bisexual, Transgender, Intersex and other forms of sexual diversity. Intersex people are born with both male and female characteristics.

**Microaggression:** recurring, small-scale form of violence from the dominant culture towards minorities. Examples of these are remarks such as "You speak good Dutch" to people born in the Netherlands. Micro-aggression people feel that they do not belong.

**Non-binary:** a non-binary person does not feel at home in the 'binary' categories male or female. Non-binary is an umbrella term for different forms of gender identities.

**Racism:** treating a group in an inferior way for racial reasons.

**Sexism:** making negative distinctions between men and women based on their gender.



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**Edition** FNV

**Text** Diversity consultants FNV Jessica van Ruitenburg and Desiree van Lent, vice president Kitty Jong

**Design** Studio FNV

**Order** 210424 | M21041015

Utrecht, May 2021, second edition, © FNV 2021

