



EXPLORING THE FNV

**Roles, responsibilities
and partnerships**



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PREFACE

The Netherlands Trade Union Confederation (FNV) has 1.1 million members, making it the largest trade union in the Netherlands. Its precursors date back to the beginning of the 20th century, and over the years the FNV has grown into a vibrant association of workers, people on benefits, pensioners and self-employed people across many sectors.

The FNV plays an important social and political role in the Netherlands, standing up for the people who work, who want to work, or have had long working lives. We also campaign for a just and egalitarian distribution of work, prosperity and power, and well-being for all. We stand for the sustainable management of the earth's resources, and for a socially just solution to the effects of global environmental policy on labour.

The FNV wants decent work and a good income for everyone. We support and facilitate members to develop their skills as much as possible, and to take their careers into their own hands, regardless of the type of contract under which they work. The diversity and pluralism in society is reflected in FNV. Strong sectors are our foundation.

This brochure describes what FNV does, and the role it plays at regional, national and international level through its membership and partner organisations outside the trade union.





FNV: LARGEST TRADE UNION IN THE NETHERLANDS

FNV STRUCTURE

Before 1 January 2015, the FNV was an umbrella organisation that only unions (legal entities) could join. But on 1 January 2015, Abvakabo FNV, FNV, FNV Bouw FNV Sports merged to form the FNV – a merger that transformed FNV into an association of sectors formerly represented by these newly merged unions. Individuals who work in these sectors can now become a member of the FNV directly. There are also some 14 unions who are members of the FNV, and that organise workers within their own sectors. The FNV as a whole represents the interests of workers, people, people on benefits and pensioners.

RENEWING OUR UNION

In 2014 the FNV went through a process of renewal that resulted in a new trade union. Our affiliates are both individual members and trade unions with their own affiliates.

Strong sectors are the basis of the renewed FNV: there are sectors that belong to the FNV directly, and sectors that are part of unions affiliated to the FNV.

The sectors directly under the FNV represent 900,000 members. The sectors covered by the unions affiliated to the FNV represent 200,000 members.

All sectors are represented in the FNV parliament – this includes the sectors that belong to the FNV directly, and sectors that are part of unions affiliated to the FNV.

SECTORS AND PARLIAMENT

The 108-member parliament is the FNV's highest body. All 26 sectors covered by the FNV (both directly and through affiliated unions) have one or more elected or appointed representative/s in the parliament. The more members there are in a sector, the more representatives they have in parliament.

Parliament determines the long-term direction of the FNV, decides on board proposals and controls the board. Within the FNV parliament there are various advisory committees that address specific topics. Decision-making takes place in the parliament, based on the advice of the advisory committees.

ADVISORY COMMITTEES

- Working conditions
- Terms of employment
- Communications and media
- Finances
- International affairs and solidarity
- Local/regional offices
- Pensions
- Social security
- Statutes and regulations
- Vision and strategy

THE BOARD

The FNV is governed by the general board, which consists of 18 people; seven of these form the executive committee together, with the president. The president of the FNV is elected by all FNV members in a referendum. The other members of the general board and the executive committee are elected by the parliament for a maximum of two terms in total. The executive committee implements policies defined and adopted by parliament.

At least once every four years a consultative congress is held. The congress sets the overall policy for the next four years and is convened by the general board.

FNV UNION STRUCTURE



TRADE UNION CONFEDERATION AND TRADE UNION

The FNV represents the interests of all workers, and particularly those of its members, organised in sectors, (for example in the services sector, in trade or in industry – see below), and networks (LGBT network ‘Pink FNV’, the women’s network ‘Women FNV’ and migrant network ‘Global Citizens FNV’). The term ‘workers’ also includes recipients of benefits, pensioners, and self-employed people. Everyone who works in the Netherlands, regardless of nationality, employer or type of employment, can become a member of the FNV or of affiliate FNV unions.

The FNV supports its members in the areas of collective bargaining and labour relations, such as the conclusion of collective agreements, and individual interests. Before the merger these tasks fell under the responsibility of the unions affiliated to the FNV.

Additionally the FNV performs tasks for the entire FNV membership, including affiliated unions, for example lobbying and advocacy at national level, general employment policies and advocacy at international level – tasks that were previously the responsibility of the former FNV confederation.

Because the new FNV both directly represents the interests of members and performs overarching representative tasks, FNV is both a trade union federation and a trade union.

MEMBERSHIP FEES

Membership of FNV costs € 25 for the first four months, then up to € 16 per month (depending on income). Students and pupils up to 21 years pay a lower rate.

STRONG SECTORS ARE THE FOUNDATION UPON WHICH THE FNV IS BUILT

Sectors directly represented by the FNV	Sectors represented by affiliated unions
Building, construction and social housing	Catering and recreation (FNV Catering)
Services	Creative sector (FNV Kiem)
Trade	Graphic and arts (FNV Kiem)
Industry (including agriculture)	Hotels and restaurants (FNV Horeca)
Metal	Youth (FNV Jong)
Government (local, regional, national)	Journalism (NVJ)
Public utilities	Maritime (Nautilus)
Retired members	Education (AOB)
Sports	Professional soccer (VVCS)
Beneficiaries	Athletes (NL Sporter)
Transport	Beauticians and hairdressers (FNV Mooi)
Health and social care	Security (police and military) (AFMP FNV, Marver FNV, NPB)
	Women (FNV Vrouw)
	Self-employed people (Zelfstandigen FNV)



HISTORY OF THE FNV

The FNV was founded at the start of the last century. Its forerunners included the originally socialist NVV (Nederland Verbond van Vakverenigingen/Dutch Confederation of Trade Unions) and the Katholiek Vakbureau, predecessor of the NKV (Nederlands Katholiek Vakverbond/Dutch Roman Catholic Confederation of Trade Unions) - two federations that were founded in 1905 and 1909 respectively. In the 1970s, together with the protestant CNV (Christelijk Nationaal Vakverbond/National Federation of Christian Trade unions), NVV and NKV acknowledged the need for cooperation. NVV and NKV decided to merge, while CNV opted to stay independent. On 1 January 1982, the FNV was formally established, representing 1,016,000 members.

Over the years various FNV unions merged, creating, for example, Abvakabo FNV and FNV Bondgenoten, at the time the two largest unions in the FNV. Also, new trade unions affiliated to the FNV, such as the NVJ (Nederlandse Vereniging van Journalisten/Dutch Journalists' Union), and new unions were created. Notable newcomer was FNV Zelfstandigen (FNV Self-employed), representing self-employed workers in services, 'green' (gardening, landscaping etc), trade, ICT, industry, transport and health care.

At the end of 2014 the FNV and FNV unions Abvakabo FNV, FNV Bondgenoten FNV Bouw FNV Sport merged into a large FNV union with 900,000 members, and some unions with together approximately 200,000 members remained affiliated to the FNV independently. The merger was the result of the realisation that a strong counterforce, at the national level but also at the basis in the sectors and companies, was needed against well-organised, calculating employers and a government only interested in budget cuts. Therefore, the FNV chose to organise people in powerful and recognizable sectors within one FNV.

Cooperation makes us a big, strong trade union movement, closer to members and stronger in the sectors. Together we are an active and democratic trade union movement that is ready for the future.

THE FNV STANDS FOR DECENT WORK

The FNV is active in the diverse arena of work and income. The core of our work is the collective and individual representation of the interests of workers, self-employed workers, people on benefits, and pensioners. The FNV stands for Decent Work; the right to work; the right to freely choose a profession; to just and decent employment conditions; and the right to protection against unemployment. Everyone is entitled to equal pay for equal work.

As an independent trade union, the FNV is a non-profit organisation. We are guided by the fundamental values of equality for all, freedom, justice and solidarity, based on the democratic principles and fundamental rights as enshrined in the Universal Declaration of Human Rights. The FNV is committed to an international democratic society characterised by well-being for all; a just division of labour, wealth and power; the spread of knowledge and a shared responsibility for the maintenance of peace. We stand for the sustainable management of the earth's resources, and for a socially just solution to the effects of global environmental policy on labour.

DECENT WORK

Decent Work is the main FNV priority. Everyone is entitled to a stable income, security, respect, growth and good care – but not everyone gets it. Therefore we take action and campaign in the Netherlands, but also in the European and international context. One example is our campaign 'Purchasing power and real jobs'. When you work, you should be able to live on the proceeds – including paying for a house, supporting a family, occasionally going on vacation and doing other fun things, and to build a buffer for when things are not going so well. In all sectors, more and more people work under precarious contracts such as zero-hour contracts. For many temporary workers and those with temporary contracts, it is not clear whether a day later or a month later they will still have a job. We call this precarious work.

Real jobs – jobs that offer stability, a decent income and respect on the part of the employer for their employees – are becoming increasingly scarce. We want to send a strong message to the Dutch government and employers: the displacement of real jobs must stop. In a variety of ways – through public actions, at collective bargaining negotiations and in the workplace – we call for equal pay for equal work; an end to working without wages and excessive flexibility; investment in jobs; a good pension for everyone and guaranteed jobs for disabled people.

One of the FNV priorities is to strengthen international trade union cooperation. European rules increasingly affect the position of workers and people on benefits in the Netherlands. The FNV wants to be a proactive force in the international field and contribute to socially just and sustainable globalisation based on the decent work goals as set by the ILO. We try to influence decision-making and collaborate with fellow unions in European and international federations. Collaboration between workers within international companies and networks is being strengthened. This international work is being rooted more firmly in the sectors in which we work, and is better connected to the relevant issues in the sector.



THE ROLE OF THE FNV IN THE NETHERLANDS

In the Netherlands, trade unions and employers – also called social partners – are nationally, regionally and locally represented in numerous consultative and advisory bodies. Two national bodies are the Social Economic Council (SER) and the Labour Foundation (STAR). But in addition, regional-level trade unions and employers' organisations work together. An example of this is the creation of jobs for disabled people in collaboration with employee insurance agency UWV and local municipalities. At all these levels we stand for decent work and a good income for everyone.

INFLUENCE AT NATIONAL, REGIONAL AND LOCAL LEVEL

SOCIAL DIALOGUE

Successful social dialogue is seen as a prerequisite for economic progress. It helps to resolve important economic and social problems and promotes good governance. In the Netherlands, social dialogue is natural but this does not mean that it always runs smoothly.

Social dialogue plays a crucial role in promoting decent work opportunities for women and men. Social dialogue in the Netherlands can involve three parties: the government, employee organisations and employers' organisations (tripartite), or only employee and employer organisations (bipartite). Consultations may be informal or institutionalised, but it is often a combination of both, and can take place at national, regional or company level.

The FNV is not tied to any political party or political movement, but does try to exert influence on political decision making. Good social legislation is of great importance for employees, self-employed people, and pensioners. We influence the decision-making process by presenting facts and arguments, or by campaigning when necessary.

POLDERMODEL

The Dutch economy is traditionally based on dialogue and consensus, also referred to as the 'polder model'. This is a widely accepted system of consultation that – even with some scratches here and there – has weathered the economic crises of recent years. It is a tradition of dialogue between parties with different and partly conflicting interests, and the willingness of the parties to reach agreement or at least find a solution with which everyone can live. 'Poldering' takes place at all levels in society. It is widely recognised that this polder model has made a significant contribution to economic prosperity in the Netherlands.

SOCIAL AND ECONOMIC COUNCIL (SER)

The Social and Economic Council (established in 1950) is the most important governmental advisory body in the field of socio-economic policy. The tripartite council consists of representatives of the trade union confederations (FNV, CNV and VCP), employer organisations (VNO-NCW, MKB-Nederland and LTO-Nederland) and independent experts appointed by the Crown (government).

The government can ask the SER to advise on important socio-economic issues, but the SER can also give advice on its own initiative. The government is not legally obliged to follow SER advice. Ignoring advice completely however would not be wise, as support for government policies would be at stake. FNV representatives in the SER come from different sectors and unions. The FNV president is deputy chair of the SER, as is the chair of the largest employers' organisation, VNO-NCW.

LABOUR FOUNDATION (STAR)

The Stichting van de Arbeid (STAR, Labour Foundation) is the most important consultative body of the three largest trade union confederations (FNV, CNV en VCP), and the central employers' organisations. The STAR has equal representation, which means that seats on the board are equally divided between employer and employee organisations. Positions are prepared in committees, such as the social security committee and pensions committee.

The STAR makes recommendations to the collective bargaining negotiators in the sectors and advises in particular on issues that directly affect employers and employees, such as employment, working conditions and professional training. The social partners in the Labour Foundation also regularly consult with government on outlines of socio-economic policy.

Sometimes these consultations can lead to a Central Agreement with the government. Such an agreement can contain guidelines for collective agreements that are concluded by trade unions and employers, but may also include proposals for (revision of) law. Examples are the Wassenaar Agreement (1982) and the Social Agreement (2013).

The **Wassenaar Agreement** was concluded on 24 November 1982 between employers' and employees' organisations represented in the Stichting van de Arbeid. Employees and employers agreed to a moderation in wages in exchange for reduced working hours. The government further promised to no longer intervene in wage negotiations between employers and employees (free space for wage negotiations).

In the **Social Agreement of 2013** trade unions, employers' organisations and the government agreed to a series of measures to stimulate the economy and employment. It was decided to address the excessive 'flexibilisation' of labour, bogus employment constructions and the evasion of collective agreements. It was also agreed to assist people with disabilities in finding a job and to actively address unemployment (so that people can go from one job to another, without a period of unemployment in between). Finally, the position of people in temporary employment was strengthened and dismissal law modernised





THE FNV CONCLUDES MORE THAN 800 COLLECTIVE BARGAINING AGREEMENTS

Only trade unions and employers' organisations may conclude collective bargaining agreements (CBAs) in the Netherlands. These may be collective agreements for a single company or for an entire industry. The FNV concludes more than 800 collective agreements for a total of 5.1 million employees. Each collective agreement is negotiated separately, but there is coordination on major issues, for example concerning wages and working hours. The outcomes of the bargaining processes vary from case to case. Often the same topics are covered, but the results may differ by sector.

Possible reasons for the differences are that in one sector workers may be better organised than in another, or that some companies are more profitable and have more money to spend. In addition, a collective agreement is often tailor made to better reflect what employees in a particular sector want. The agreements in the CBA are often more favourable than what is required by law (and must not conflict with the law). For example, in a CBA, agreed wages are often higher than the legal minimum wage, or more holidays are stipulated than the minimum required by law. And other issues may be included in a collective agreement – for example the improvement of working conditions and child-care arrangements.

An industry-wide collective agreement can be declared generally binding by the Ministry of Social Affairs and Employment. This means all companies in that sector are obliged to apply the collective agreement, even if the company is not a member of the employers' organisation concerned. Company-level collective agreements cannot be declared generally binding. At present, there are about 115 collective agreements that are declared generally binding, covering about 6.1 million workers.

If no collective or private arrangements apply, employees can make individual arrangements with their employer about employment conditions. This is subject to the general rules of labour law – among others, the Minimum Wage Act, the Working Hours Act, the Working Conditions Act, the Work and Care Act and the Civil Code.



THE FNV AT INTERNATIONAL LEVEL

Globalisation of the economy and increasing economic and financial integration of the EU make international and European cooperation a prerequisite for improving the position of workers domestically and worldwide. The FNV is acutely aware of this, and for this reason the FNV and FNV unions are, for example: members of and affiliated to European and international partnerships and trade union organisations expert advisors to the ILO; available to assist and support unions in other countries through our solidarity programme.

For over 50 years the Netherlands has been part of the European Union. Protecting and fighting for the interests of its members, the FNV represents its members in the workplace, at sectoral and at national level, in cross-border situations (border labour), as well as at European level.

EUROPEAN TRADE UNION CONFEDERATION (ETUC)

The FNV is affiliated to the European Trade Union Confederation. The ETUC was established in 1973 and represents about 45 million European workers from 85 confederations in 36 countries. There are also ten European Trade Union Federations affiliated to the ETUC. The FNV is therefore both a direct member of the ETUC as well as indirectly through the FNV sectors.

The ETUC, which is based in Brussels, mainly concentrates on European Union policy, and exerts influence on the European Parliament and European Commission. The ETUC also negotiates with employers at European level via the European Social Dialogue. The role of the European Union (EU) has gradually increased in the areas of greatest importance to workers. With that in mind, Europe's trade unions decided to unite and speak with a single voice, with the aim of influencing EU decision-making to achieve a socially equitable Europe. The ETUC also works closely with European Works Councils and has a research institute (the European Trade Union Institute) that gathers and synthesises information for the benefit of the trade union movement.

As part of the consultation and strategising process within the ETUC, the FNV maintains contact with national officers of sister organisations and exchanges information. Also, the FNV has seat in the ETUC Steering Committee and ETUC Executive Committee (board).

The ETUC aims to make Social Europe a key priority in European policy. The ETUC is working for a Europe with a strong social dimension, which focuses on workers' interests and well-being. It promotes the European social model that enabled Europe to become a prosperous, competitive region.

Website: www.etuc.org

Website: www.etui.org

EUROPEAN SOCIAL DIALOGUE

The European social dialogue covers the discussions, consultations, negotiations and joint measures taken by European social partners. The European social dialogue can take place at cross-sectoral and sectoral level. The FNV coordinates the participation of national experts in this social dialogue; the ETUFs coordinate the sectoral social dialogue.

Unlike in the Netherlands, European social partners are required to be consulted by the European Commission on socio-economic issues, not only prior to the adoption of new EU initiatives, but also before proposals are put forward.

When the social partners are in agreement, they can choose to implement the agreement either nationally (in the Netherlands this often means via a recommendation by the Stichting van de Arbeid) or offer the recommendation the European Commission which then must turn the agreement into law. For example, through the European social dialogue, agreements were made on parental leave, part-time work, fixed-term contracts, teleworking and work-related stress.

At sectoral level, social dialogue also takes place – for example in the textile sector, football, temporary work sector and energy sector. Often the European Trade Union Federations take part.

EUROPEAN TRADE UNION FEDERATIONS (ETUFS)

European Trade Union Federations (ETUFs) are the European sectoral unions. They work closely with the ETUC in influencing the policy and legislation of the European Union and play a major role in sectoral social dialogue. ETUFs coordinate the work of European trade unions on topics and within European Works Councils, and can mobilise workers at European level. The ETUFs also provide a platform for employees working in Europe within the same multinational company, and conclude European Framework Agreements. FNV trade union activists and officials from the FNV sectors help shape the policies of the ETUFs as FNV delegates on the boards and in networks of the ETUFs.

THE ETUFS ARE:

- IndustriALL Europe – www.industrial-europe.eu
- Uni Europa – www.uniglobalunion.org/regions/uni-europa/news
- European Transport Workers' Federation (ETF) – www.etf-europe.org
- European Federation of Building and Woodworkers (EFBWW) – www.efbww.org
- European Federation of Public Service Unions (EPSU) – www.epsu.org
- European Federation of Trade Unions in the Food, Agriculture and Tourism sectors (EFFAT) – www.effat.org
- European Arts and Entertainment Alliance (EAEA) – www.iaea-globalunion.org/eaea
- European Confederation of Police (Eurocop) – www.eurocop.org
- European Federation of Journalists (EFJ) – europeanjournalists.org
- European Trade Union Committee for Education (ETUCE) – www.csee-etuce.org

EUROPEAN ECONOMIC AND SOCIAL COMMITTEE (EESC)

The European Economic and Social Committee is a consultative body of the European Union and is similar to the Dutch SER, as described above. But unlike the SER, the Committee has no independent representatives appointed by the government. The different social groups united in the Committee (workers, employers, farmers, consumers, etc.) provide expert recommendations on European legislation. These recommendations are submitted to the Council of Ministers and the European Parliament. It is mandatory for the European Economic and Social Committee to be consulted by the European Commission on regulatory proposals and economic and social proposals. The committee may also make recommendations on its own initiative. The positions of members representing employees are prepared separately in the employee group in which the ETUC plays an important role. The FNV has three seats in the employee group.

Website: www.eesc.europa.eu

THE INTERNATIONAL TRADE UNION CONFEDERATION (ITUC)

The International Trade Union Confederation was established in 2006 through a merger between the International Confederation of Free Trade Unions (ICFTU, 1949) and the World Confederation of Labour (WCL, 1920). The ITUC is headquartered in Brussels and represents 176 million members worldwide, spread over 162 countries and territories. Members of the ITUC include 328 national trade unions, including the FNV. The FNV unions are each also connected to their own global sector unions (see below).

The ITUC promotes and protects the rights and interests of workers through international cooperation between trade unions, performing global campaigns and advocacy within the major global institutions, for example the G20, World Bank and IMF. Working areas of the ITUC are: economy, society and the workplace, equality and non-discrimination, and international solidarity. Major ITUC campaigns are: the World Day for Decent Work (October 7); the domestic workers campaign; and the Qatar 2022 – Re-run the Vote campaign.

Website: www.ituc-csi.org

GLOBAL UNION FEDERATIONS (GUFs)

Trade Unions that are organised at sector level cooperate at an international level through Global Union Federations. GUFs aim at optimal cooperation between trade unions within their sectors, particularly with regard to multinational companies that are dominant in that particular sector. For example they sign Global Framework Agreements with these companies or carry out public campaigns to tackle the social policies of multinationals. The strengthening of trade unions through training and organising in their sectors is another policy priority of GUFs. Furthermore, experiences are exchanged and projects developed to support trade unions in developing countries and Central and Eastern Europe, also in cooperation with Mondiaal FNV, and FNV sectors and FNV unions. FNV sector delegates are represented on the boards of GUFs and help shape GUF's policies.

THE GLOBAL UNION FEDERATIONS ARE:

- Building and Wood Workers International (BWI) – www.bwint.org
- Education International (EI) – www.ei-ie.org
- IndustriALL (IndustriALL) – www.industriall-union.org
- International Federation of Journalists (IFJ) – www.ifj.org
- International Transport Workers' Federation (ITF) – www.itfglobal.org/en/global
- International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) – www.iuf.org
- Public Services International (PSI) – www.world-psi.org
- Union Network International (UNI) – www.uniglobalunion.org
- International Arts and Entertainment Alliance (IAEA) – www.iaea-globalunion.org

Global Union Federations also cooperate internationally through the Council of Global Unions.

COUNCIL OF GLOBAL UNIONS (CGU)

The Council of Global Unions was founded in 2007 to achieve closer cooperation between the Global Union Federations and to act more effectively at international level on issues such as organising and collective bargaining. All GUFs, but also the ITUC and TUAC (see below) are members of the CGU. The CGU acts on behalf of its members, for example at the World Bank, International Monetary Fund and the G20.

Website: www.global-unions.org



THE INTERNATIONAL LABOUR ORGANIZATION (ILO)

The ILO is a specialised United Nations organisation that deals with labour standards, employment issues and social policy. It is the only tripartite UN organisation and is governed together with representatives of employees and employers. The ILO aims at the improvement of the socio-economic welfare of working people by formulating a system of international labour standards laid down in Conventions and Recommendations. They cover subjects such as fundamental employee and trade union rights, employment policy, education and training, working conditions, social security etc.

The ILO annually organises a conference in Geneva, at which the FNV representatives are member of the Dutch delegation. The FNV is currently also represented on the ILO Governing Body. Within the UN, the ILO occupies a unique position in which employers' organisations and trade unions are participating at an equal footing as governments and can take positions independently from governments.

Website: www.ilo.org

TRADE UNION ADVISORY COMMITTEE (TUAC)

The Trade Union Advisory Committee is an international trade union organisation with consultative status at the Organisation of Economic Cooperation and Development (OECD). The origin of TUAC is closely connected to the Marshall Plan, at which time it was established as an advisory committee of the unions in 1948. TUAC represents the views of the trade union movement in the industrialised countries at different platforms, such as the G8, G20 and OECD meetings, and with governments of the Member States. Through TUAC, the trade union movement provides a social counterweight to global market thinking. More than 58 trade union confederations in the 30 OECD countries are members of TUAC, including the FNV.

Website: www.tuac.org

MONDIAAL FNV

Mondiaal FNV is a foundation within the FNV that works to improve labour rights and working conditions in developing countries, and countries in economic transition. Through Mondiaal FNV, the FNV supports trade unions and related organisations in these countries. The issues Mondiaal FNV focuses on are: decent work; trade union rights; the position of women; and the elimination of child labour.

Mondiaal FNV provides direct financial project support, funded by solidarity funds from FNV sectors and FNV unions, and by subsidies from the Ministry of Foreign Affairs and gives expert advice. Also, Mondiaal FNV gives a voice to trade union colleagues in developing countries by educating, organising campaigns and lobbying in the Netherlands. Mondiaal FNV is working closely with the different sectors within the FNV and the Global Union Federations and with other Dutch and international organisations working on the same issues.

FNV activists and officials are very actively involved in this international work: for example they cooperate with colleagues working in other countries in multinationals or in chains of production such as for flowers and cocoa. They also provide training to colleagues abroad, for example on health and safety in the ship-breaking industry in India.

Website: www.mondiaalfnv.nl

CONTACT DETAILS OF THE FNV

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TRADE UNIONS AFFILIATED TO THE FNV

Algemene Onderwijsbond (AOB) represents the interests of members working in education.

Postal address: Postbus 2875, 3500 GW Utrecht
Telephone: +31 900 463 62 62
Website: www.aob.nl

FNV Horecabond represents the interests of members working in hospitality, catering and recreation.

Postal address: Postbus 1435, 1300 BK Almere
Telephone: +31 36 535 85 95
Website: www.fnvhoreca.nl

FNV Jong represents young people.

Postal address: Postbus 8456, 1005 XL Amsterdam
Telephone: +31 20 581 6377
Website: www.fnvjong.nl

FNV KIEM represents the interests of members who work in the arts, information industry, entertainment and (multi-) media.

Postal address: Postbus 9354, 1006 AJ Amsterdam
Telephone: +31 900 368 54 36
Website: www.fnvkiem.nl

FNV Mooi represents the interests of hairdressers, beauticians, pedicures, nail technicians and wellness staff, including freelancers.

Postal address: Nachtegaalstraat 37, 3581 AC Utrecht
Telephone: +31 30 231 42 21
Website: www.fnvmooi.nl

Nautilus International represents the interests of seafarers, at sea and on-shore, and protects maritime and inland navigation professionals.

Postal address: Postbus 8575, 3009 AN Rotterdam
Telephone: +31 10 477 11 88
Website: www.nautilusint.org

Algemene Federatie van Militair Personeel (AFMP FNV) represents the interests of military personnel in the army, air force and navy.

Postal address: Postbus 157, 3440 AD Woerden
Telephone: +31 348 707 432
Website: www.afmp.nl

Marver FNV represents the interests of employees of the Royal Netherlands Marechaussee.

Postal address: Postbus 157, 3440 AD Woerden
Telephone: +31 348 487 054
Website: www.marechausseevereniging.nl

Nederlandse Politiebond represents nearly 24,000 members who stand strong together for better policing.

Postal address: Postbus 68, 3440 AB Woerden
Telephone: +31 348 707 433
Website: www.politiebond.nl

Nederlandse Vereniging van Journalisten represents the interests of employees and self-employed in (photo) journalism.

Postal address: Postbus 75997, 1070 AZ Amsterdam
Telephone: +31 20 303 97 00
Website: www.nvj.nl

NL Sporter is the union for all athletes, except professional footballers (see VVCS).

Postal address: Wattbaan 31-49,
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Telephone: +31 30 751 38 36
Website: www.nlsporter.nl

FNV Vrouw is committed to improving the position of women.

Postal address: Postbus 8576, 1005 AN Amsterdam
Telephone: +31 20 581 63 98
Website: www.fnvvrouw.nl

Vereniging van Contractspelers represents professional football players.

Postal address: Scorpius 161, 2132 LR Hoofddorp
Telephone: +31 23 554 69 30
Website: www.vvcs.nl

FNV Zelfstandigen represents the interests of self-employed workers.

Postal address: Postbus 85400, 3508 AK Utrecht
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