

CHANCEN FÖRDERN ANERKENNUNG FORDERN

Dear Parents,

"Education does not start at the universities. It starts at the kindergarten". This was the headline of an interview with Dr Helga Nowotny (Vice President of the European Research Council) that was published last week. This one sentence says in a nutshell what significance kindergartens and crèches have – for your children, for you and thus for our society.

You know from your experience how committed educators, teachers of children with special needs, nurses and social workers do their jobs at the facilities. Studies confirm it, too. In recent years the educational and nursing work in the childcare facilities has attracted growing public interest. Scientific studies investigate the significance of learning in early childhood; politicians talk about the need for good conditions for starting life in our society.

The requirements have grown – yet, what has remained unaltered are the framework conditions of the work. This has led to a massive growth of the stress to which the employees are exposed. We want to make a new approach to tackling the issue by demanding a collective agreement for health protection at work.

What do the employees want?

Every employee should get a personal right to a risk analysis at her/his workplace. These analyses should take the mental stress into special consideration.

The employees should be involved when health protection measures are developed since they are the experts for their work.

ver.di is convinced that efficient and sustainable health promotion cannot be achieved without a true involvement of the employees.

This active participation in shaping the working conditions in the childcare facilities is key to improving the situation in these facilities (e.g. more time for preparation and reporting, more employees, time for meeting parents).

What do the municipal employers offer?

On 27th May 2009 the municipal employers and the unions met for the 4th round of negotiations for the social and educational services.

The proposal submitted by VKA (federation of municipal employers associations) is not even up to the existing legal regulations in the employment protection act. The offer does not contain a single right of the employees to health promotion. The union's requirement for an individual right to risk analyses is not taken into account. The employers' proposal only mentions the possibility to involve the employees. This keeps the regulation rather vague from the legal point of view. A true involvement is not possible on that basis.



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ver.di criticises that the paper presented by the employers

1. does not contain a single right of the employees to health promotion,
2. makes health awareness of the employees an issue but not their working conditions,
3. only intends to preserve the employees' state of health instead of fulfilling the legal demand to improve it,
4. considers health protection only from the point of view of productivity instead of considering the situation of the individual employee.

For the above reasons the offer presented by the municipal employers is only a „mock offer“. It has been submitted with the purpose to keep the employees, the public and the parents at bay. It will not help to establish efficient health promotion or to improve conditions in the childcare facilities.

Quality needs good conditions

Childcare facilities are important places for education, upbringing and care. They can only deliver these services in good quality if they have good conditions and motivated employees. The society accepts and appreciates the significance of education in early childhood and the work of the educational personnel. It is high time to express this also by respective investments into childcare facilities, their personnel and through them into your children.

How will we continue?

ver.di wants to achieve a sustainable and forward leading agreement on health promotion at work and will therefore immediately continue the negotiations - as soon as the municipal employers have presented an earnest offer.

We are not on strike against children or parents. We are on strike because we want to make the employers accept our justified demands.

For that reason we request you to support our demands. You can help by defending our demands and supporting our actions.

For more information click here:

www.chancen-foerdern.de



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