

# Organising around: Members from diverse backgrounds









## Union of Education Norway

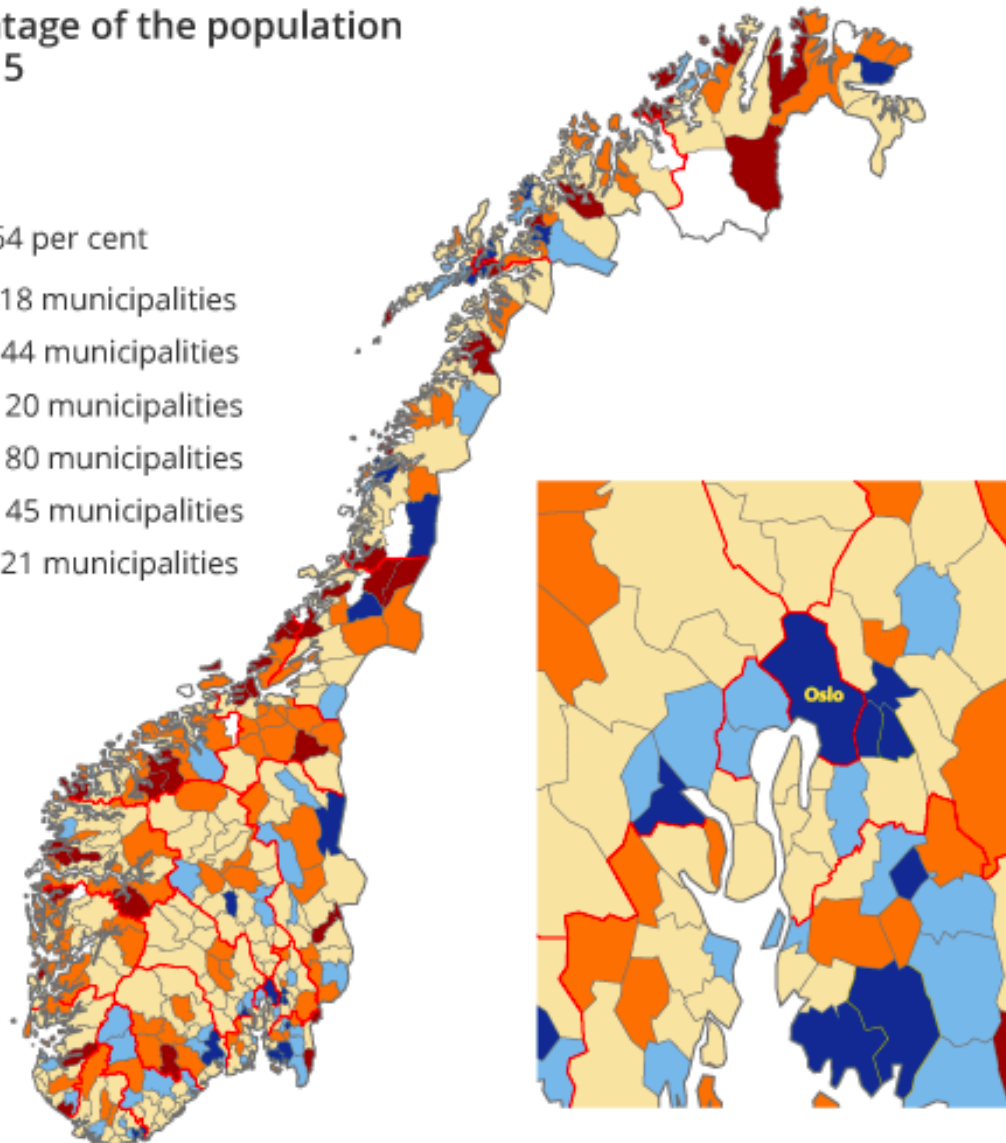


- Currently the second largest union in Norway
- The largest for teachers
- Approximately 180 000 members
- Organise professionals with teacher and academic qualifications within the entire Norwegian educational system, from early childhood through higher education.

## Refugees as a percentage of the population in municipalities. 2015

National average 3.64 per cent

	0	18 municipalities
	0.01 - 0.32	44 municipalities
	0.33 - 1.63	120 municipalities
	1.64 - 3.63	180 municipalities
	3.64 - 5.52	45 municipalities
	5.53 - 10.92	21 municipalities



Source: Statistics Norway.  
Map data: Norwegian Mapping Authority.

# Four areas of priority

## Social responsibility:

The right to high quality education for all

## Professional responsibility

«The fast track»: authorisation and recognition of foreign pedagogical education

## Solidarity:

Strengthen our efforts to include newly arrived migrant teachers, and teachers with diverse backgrounds

## Democracy:

Improving the representation of under-represented groups through recruiting union delegates with diverse backgrounds

# Reflections

- Clarify OUR obligation
- Constructive contributions
- Ensure a «culture of inclusion» in the organisation
  - Including newly arrived in the professional community
  - Approaching teachers with diverse backgrounds
  - Encouraging members of diverse backgrounds to stand for elections
- Policy on the educational system and union strategies are inter-related

# Objectives

- Systematize our efforts to better represent diversity
- Highlight that this is important work
- Information on policies related to diversity
  - In education
  - In the labour market
  - In UEN





# Measures and involvement

- Communication: a question of language, symbols and terminology
- Conducting a qualitative study
- Challenging selected regional and municipal bodies to assume extra responsibility

