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

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