

The Norwegian Union of Municipal and General Employees

Oslo Oct 3rd 2014, Bjørn Pettersen bjorn.pettersen@fagforbundet.no



FAGFORBUNDET

*Norwegian Union of Municipal
and General Employees*

NUMGE established June 17, 2003

A merge of two trade unions:

The Norwegian Union of Municipal Employees
(established 1920)



The Norwegian Association of Health and Care
personnel (established 1965)



The new merged trade union was named:
Fagforbundet

Some facts

- 340.222 members (oct 2014)
- 80% of the members are women
- Affiliated to The Norwegian Confederation of Trade Unions (LO)
- 19 County organisations
- 528 local branches
- Approx. 17.000 union representatives



FAGFORBUNDET

*Norwegian Union of Municipal
and General Employees*

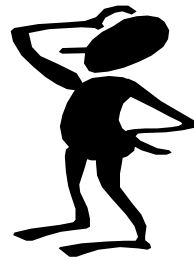
Organisational structure

- The 10 members of the Executive Committee are responsible for the day-to-day operations.
- The Executive Board meets once a month, and consists of the members of the Executive Committee and 12 other representatives.
- The National Congress is held every four years.
- Between the Congresses it is the National Board that is NUMGEs highest governing body. Meets four times a year.



FAGFORBUNDET

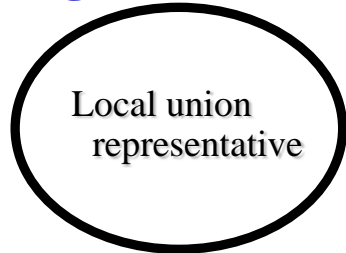
*Norwegian Union of Municipal
and General Employees*



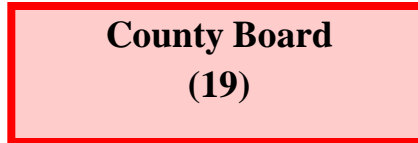
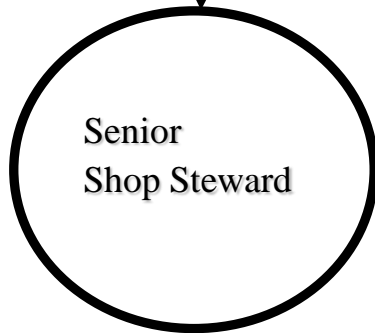
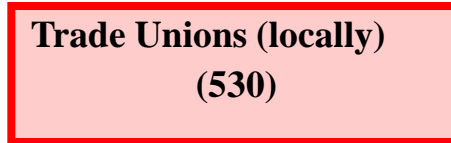
Member

Collective agreement

Vocational



Oranisation



FAGFORBUNDET

Norwegian Union of Municipal and General Employees

Vocational divisions: Health/Care, culture/church, technical/transportation, office/administration

More than 100 different occupational groups:

- Employees in municipal and county activities
- - in public and private healthcare institutions
- - in public transport
- Hairdressers
- Clerical employees
- Cleaners
- Employers in housing associations
- Public sector cultural workers



We are working to improve

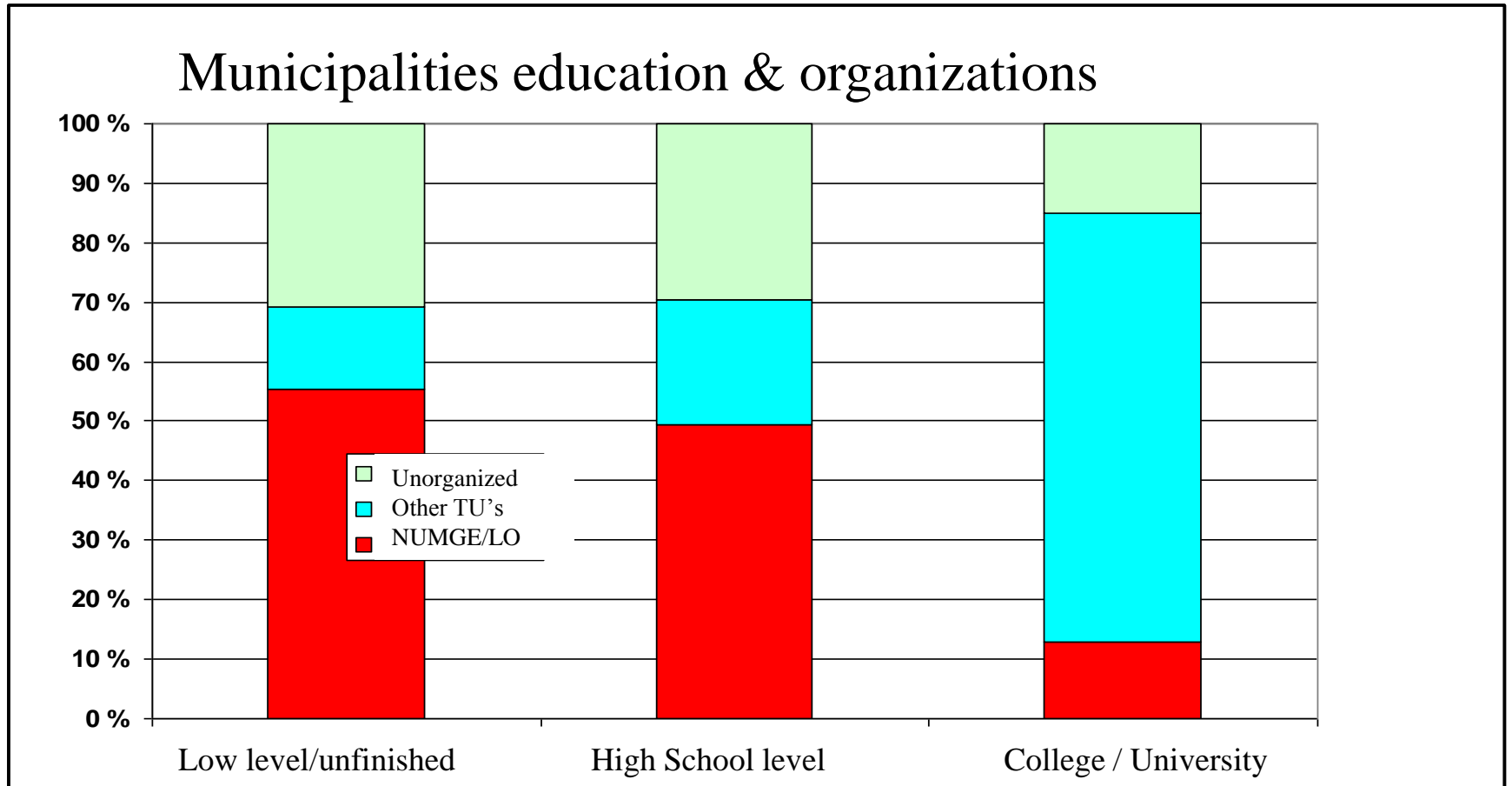
- Wages and good working conditions for all
- A strong, dynamic and flexible public sector
- Universal welfare schemes
- An inclusive Society
- Full employment
- Sustainable environment
- International solidarity
- Equal rights (race, religion, gender)
- No Social dumping



FAGFORBUNDET

*Norwegian Union of Municipal
and General Employees*

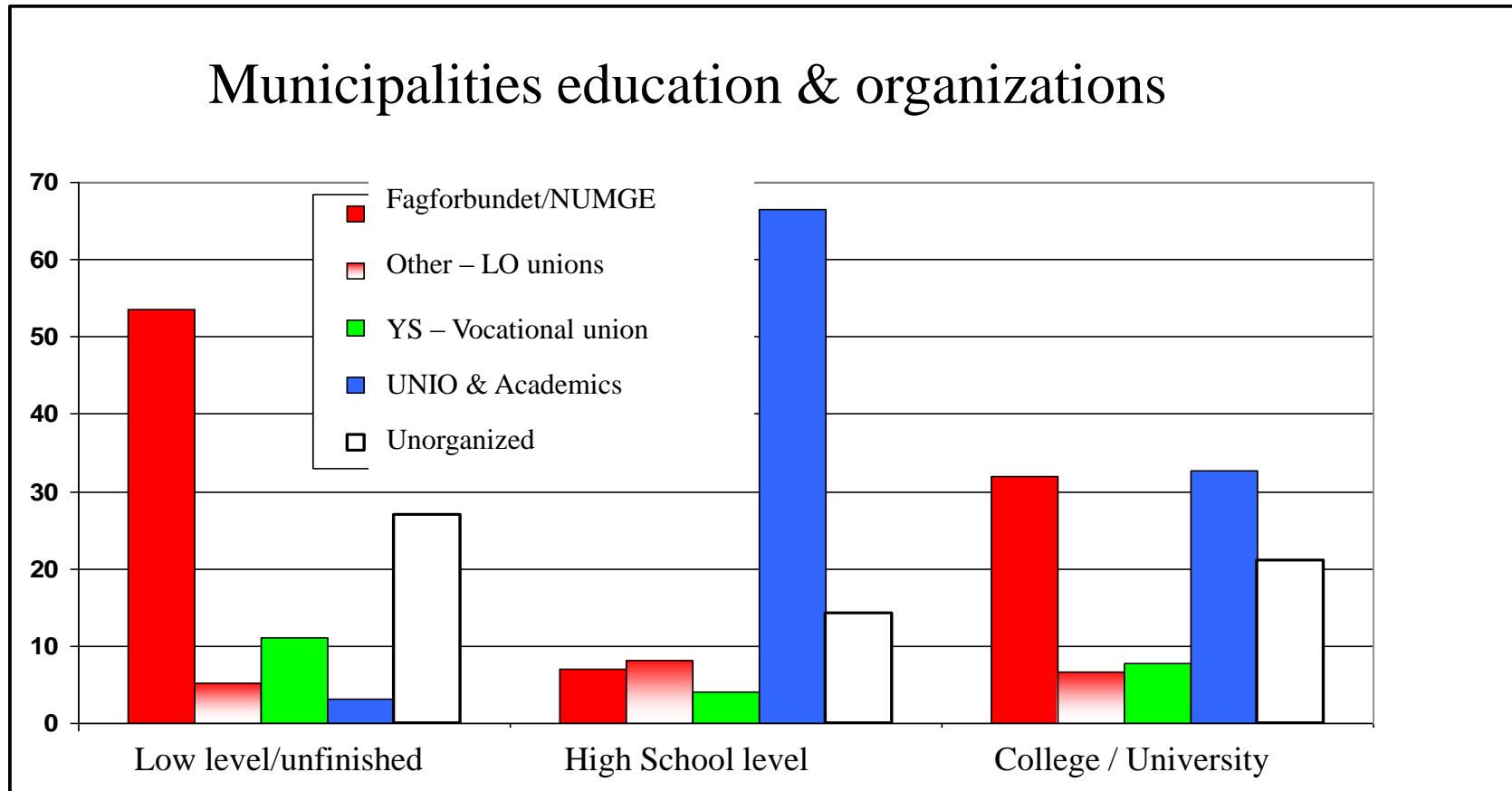
Members by level of education



FAGFORBUNDET

Norwegian Union of Municipal
and General Employees

Organizational power, locally



FAGFORBUNDET

and General Employees

Some challenges for Fagforbundet

- Occupation and profession; more important when choosing union
- Higher educational level in the population
- Three other national trade unions (competitors):
 - YS-K - Vocational Unions (our main competitor in the municipalities)
 - UNIO (teachers, nurses, police, physiotherapists etc),
 - The Federation of Norwegian Professional Associations (“The Academics”)
- Reorganization?



FAGFORBUNDET

*Norwegian Union of Municipal
and General Employees*