



## The Icelandic Teachers' Union Policy on the Working Environment

### **Outward operations – The Teachers' Union goals are:**

- To promote a better working environment for its members.
- To make the working environment of its members become a part of the schools' operations and policy formulation.
- To increase job security and act against burnout, sickness and premature resignations.

#### Objectives:

- o The Teachers' Union aims at improving the working environment of teachers and school administrators in cooperation with authorities and contracting parties.
- o The Teachers' Union will endeavour to strengthen the cooperation with other unions in the public sector regarding the working environment, cooperate with foreign teachers unions on the issue as well as sharing information.
- o The Teachers' Union will do independent research on the working environment and do research in cooperation with contracting parties, the authorities, other unions and possibly educational institutions.

### **Internal operations – The Teachers' Union goals are:**

- To increase the awareness of its members about the importance of good working environment, to increase their influence in regard to their own working environment and their participation in policy making.
- To encourage school administrators, teachers and union representatives to work on improvements of the school's working environment in accordance to the law and regulations about health and safety in the workplace.
- To assist school administrators, teachers and union representatives with solving problems that may occur concerning the working environment.

#### Objectives:

- o To increase education about work environment issues, working conditions and wellbeing in the workplace and report how those factors influence health, job satisfaction and self-confidence. Information for school administrators, union representatives and other members will be disseminated through the Union's publishing, its newsletter, brochures and webpage, along with courses, meetings, conferences and/or symposiums.
- o A standing committee on working environment will act on behalf of all Union members in the same way as the Union's mutual funds, committees, councils and divisions do. The committee will answer to the Union's board and be its professional partner for working environmental issues as well as serving other Union institutions.
- o A Union staff member for the working environment issues will give school administrators, teachers and union representatives counselling and assistance.
- o The Union will formulate procedures concerning the working environment for union representatives.

### **Responsibility**

The responsibility of the implementation of the policy rests upon the elected representatives of the Teachers' Union, its employees and members.