



VOL

**Early Childhood Education
Teachers' Union of Finland**



VARHAISKASVATUKSEN OPETTAJIEN LIITTO
EARLY CHILDHOOD EDUCATION TEACHERS UNION IN FINLAND

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CONTENTS

A BRIEF HISTORY	4
MISSION	4
VISION	5
VALUES	5
ADMINISTRATION AND DECISION-MAKING	6
MEMBERS AND MEMBER ASSOCIATIONS	7
KEY MEMBERSHIP BENEFITS	7
PROTECTION OF MEMBERS' INTERESTS	10
MEMBERSHIP CRITERIA	11



A BRIEF HISTORY

The Early Childhood Education Teachers' Union of Finland (ECE Teachers' Union, formerly the Kindergarten Teachers Union of Finland) was founded in 1919 to unite the members of its member associations in looking after their financial, social, vocational, educational and legal interests. The union has no affiliation to any political party.

MISSION

The ECE Teachers' Union is a professional organisation of early childhood education. We promote the recognition of early childhood education teachers and early childhood education, and also support children's rights.

VISION

Early childhood education and early childhood education teachers have strong status in society. The ECE Teachers' Union and early childhood education teachers are pedagogical experts in early childhood education.

VALUES

Strong professional identity

The ECE Teachers' Union is a strong specialist in early childhood education, and early childhood education teachers are the best pedagogical experts. Through its activities, the ECE Teachers' Union supports and strengthens the professional identity of its members, while at the same time ensuring that the conditions of employment are in order.

Equality

The ECE Teachers' Union treats its members equally in all of its activities. Every early childhood education teacher commits to honor and promote equality at work and in public.

Courage

The ECE Teachers' Union and its members act as strong and prominent leaders in society. All our members have the courage to assume the role of early childhood education specialist.

Innovativeness

The ECE Teachers' Union engages with its members to find solutions to the challenges of early childhood education and to encourage creativity. The union takes future needs into account by modifying the contents and methods used in early childhood education.

ADMINISTRATION AND DECISION-MAKING

The highest decision-making authority in the ECE Teachers' Union is the Council. The Board enforces the Council's decisions, and the working groups prepare the Board's agenda. The term of office is four years.




MEMBERS AND MEMBER ASSOCIATIONS

The union has some 14,000 members who work as kindergarten teachers, special education kindergarten teachers and pre-school teachers, as well as in supervisory and expert tasks in municipalities and the private sector.

Membership in the union mainly takes place through local associations. Some 50% of the union's members are members of Finland's 18 early childhood education teachers associations. Approximately 50% are members of some 220 Trade Union of Education in Finland (OAJ) local associations, whose members work in both early childhood education and basic education tasks. The members are also members of regional OAJ associations through their local associations.

KEY MEMBERSHIP BENEFITS

- ✓ Shop steward services and legal advice in employment relationship and wage/salary matters
- ✓ Membership-based insurance benefits:
 - off-working-hours accident insurance
 - travel and luggage insurance
 - liability and legal expenses insurance
- ✓ Magazines: Lastentarha and Opettaja
- ✓ Training and recreational events
- ✓ Holiday and recreational benefits
- ✓ Discount on a yearly ticket to Finland's state-run art museums.
- ✓ Pocket calendar

A black and white photograph of a large crowd of people, primarily women, seated in bleachers. They are all smiling and looking towards the right side of the frame. The crowd is dense, filling the entire background and foreground. The lighting is bright, and the overall mood is positive and engaged.

"The Nationwide Early Childhood Education Teachers Days"
is a training and fair event that takes place
every two years. During this event, early childhood
education teachers and early childhood education
experts gain access to the latest research data
on early childhood education and gain strength
for their work by spending time
with colleagues and friends.

PROTECTION OF MEMBERS' INTERESTS

As an OAJ member association, the ECE Teachers' Union is also a member of both Akava and the Negotiation Organisation for Public Sector Professionals (JUKO). JUKO is responsible for drawing up the collective agreements of ECE Teachers' Union members who work in the public sector, and for ensuring compliance with the agreements through JUKO's local shop steward system.

AKAVA

A trade union confederation for those with a university, professional or other high level education
36 member unions, 609,000 members

JUKO

Negotiation Organisation for Public Sector Professionals
Negotiates collective agreements
11 member associations, 200,000 members,
3,900 shop stewards

The Trade Union of Education in Finland OAJ

A labour market organisation that protects the interests of those employed in the field of teaching and education 117,000 members

The Early Childhood Education Teachers' Union of Finland VOL

Professional organisation of early childhood education,
OAJ's nationwide association
14,000 members

MEMBERSHIP CRITERIA

- Individuals who hold teaching, expert or supervisory positions in early childhood and preschool education are eligible to become members
 - as a general rule, membership requires being qualified to work in the above-mentioned positions, which means members must hold a bachelor's or master's degree in (early childhood) education or a degree from a university of applied sciences (sosionomi AMK) that qualifies the person to be a early childhood education teacher
- Students who are studying for a qualification and are working temporarily in tasks calling for the qualification in question can also join
- Individuals who cannot be accepted as an official member of the union's member associations can apply for a pedagogical membership
- Members who retire can join the ECE Teachers' Union as a retired member

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