



## Cooperation FO Rogaland/PUSWP-Bethlehem – Memorandum of understanding and agreement of cooperation 2023 - 2027

PUSWP-Bethlehem and FO Rogaland share the view that strong professional unions is an important element in the work for promoting the interests of social workers, developing the social work profession and providing good services to people in need.

PUSWP-Bethlehem and FO Rogaland share the understanding that social work is an international profession and that exchange of experiences between social workers across national and cultural borders is a valuable tool in professional as well as union development.

On the basis of this, FO Rogaland and PUSWP-Bethlehem commit themselves to strive for

- Exchange of experiences between social workers in Norway and Palestine
- Create friendship between social workers in Norway and Palestine on the grass-root level
- Strengthen the respective unions capacity for acting in the interest of the members
- Strengthen the understanding of the situation in Palestine among FO members, and motivate FO-members for solidarity work.

PUSWP-Bethlehem and FO Rogaland share the understanding that international work is just a small part of the respective union's activities, and that limited resources and limited administrative capacity will be available for common activities. Thus, any common activities should be decided after open discussion and prioritizations in a way that is transparent to the members of both unions.

On the basis of these points, PUSWP-Bethlehem and FO Rogaland commits themselves to the following activities of cooperation for the period 2023 – 2027:

### **an exchange program between social workers in Bethlehem and Rogaland**

The program is based on the positive evaluations of the exchange program of the previous period, with some adjustments agreed by both unions. The framework of the exchange will be:

- Three Palestinian social workers going from Bethlehem to Stavanger once a year for a stay of 10-15 days visiting social institutions and sharing professional experiences.
- Three Norwegian social workers going from Rogaland to Bethlehem once a year for a stay of 10-15 days visiting social institutions and sharing professional experiences.
- The participants in the exchange program may be accompanied by members of the board of the respective union branches after discussion and joint decision regarding each year's activities.
- The unions should recruit the participants among their members, and those participating should be professionals working within the field of social work in their communities.
- Care should be given to gender balance
- The participants must be able to communicate in English and have the social skills needed to work in another country/culture.







- After suggesting the participants, the sending partner should present a short CV of each participant to the receiving partner for approval.
- The receiving partner should strive to find adequate workplaces to make the exchange period as fruitful as possible.
- The participants are expected to present topics from their work in the home country in a relevant forum (work-shop, lecture, presentation at union meeting or workplace etc) during their stay.
- After returning to their home country, the participants are expected to present their experiences in a relevant forum (work-shop, lecture, presentation at union meeting or workplace etc)
- After the exchange period, the partners should share short evaluations of the stay, based on the experiences of the participants

This exchange program will be financed by FO.

#### Activities that benefit union members

In addition to the exchange program, FO can be able to support specific limited activities planned by the PUSWP-Bethlehem to build the union and benefit the members. This could be training activities, organizational activities etc. These activities should not involve covering of running costs, and should not be of duration of more than one year. The partners will discuss and decide on such activities yearly.

A short report on the activities supported, as well as a specified account of the money used, should be sent FO as soon as possible after the activities are done.

#### Grant for the activities

The total yearly grant from FO to the exchange program and the activities is dependent on the yearly amount decided for such programs by the governing bodies of FO. FO Rogaland will inform PUSWP Bethlehem of any changes as early as possible.

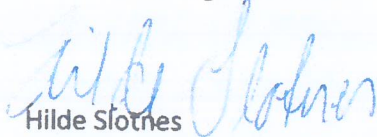
#### Cooperation after 2027

In due time before the end of the cooperation period 2023 – 2027 the PUSWP-Bethlehem and FO Rogaland will evaluate the cooperation and discuss continuance, further development or termination of the cooperation.

#### Disclaimer

Questions that may come up regarding the cooperation that are not covered in this agreement should be solved by dialogue between PUSWP-B and FO Rogaland.  
If one of the partners in the cooperation does not fulfil its responsibilities, the agreement can be terminated before 2027, by six -6- months' notice.

Stavanger/Bethlehem, the 21<sup>st</sup> of March 2023

  
Hilde Slotnes  
Chair  
FO Rogaland

Hamada Rabee  
Chairperson  
PUSWP Bethlehem Branch

