

Item 6) NFU Work Plan 2021-2022

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- The NFU Union Council is asked to approve the Work Plan for 2021-2022

Introduction

The two-year work plan is the steering document in NFU. It points out the direction of what activities NFU should focus on in the coming two years to realize the policy goals. A presentation of the Work Plan will be held at the Union Council. The Work Plan 2021-2022 will then be discussed and put on the table for adoption. A change to the vision is being proposed, marked in *italic*. New goals have been added, marked with **NEW**:

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**- Shaping the Future
of the financial sector -**

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Introduction

The NFU Work Plan is a strategy on how NFU should operate in the two upcoming years to meet the short-term and long-term goals of the organization. It is based on the mission and the vision of NFU and divided into three pillars: agenda setting, union cooperation and communication.

Mission

NFU – Nordic Financial Unions builds cooperation among Nordic financial trade unions and promotes their interests in Europe.

- Through a high level of competence and dialogue, NFU contributes to a sustainable financial sector, fundamental for job creation and long-term economic development.
- NFU creates value for the affiliates by acting as a knowledge hub among trade unions in the Nordic financial sectors, strengthening their cooperation and expertise.

Vision

NFU strives to make the financial sectors prosper in a way that is sustainable for employees, companies, consumers, and societies.

- This is done through influencing regulation, framework conditions and business strategies that support job creation, economic growth, *gender equality and diversity*.

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1. Agenda Setting

Defining the agenda of policymakers and stakeholders in Europe is fundamental to influence and shape a financial sector that serves employees, companies, consumers, and societies. By providing the perspective of the Nordic financial employees, NFU must strive to be an influential stakeholder that can shape policies, both by forming the content, giving input, and being an active stakeholder. The tools to achieve this is through a high level of competence and dialogue.

NFU encourages a knowledge-based conversation in the financial sector. The voice of employees is crucial as they have a unique understanding of the sector. In a dynamic and continuously changing sector such as the financial sector, creating new knowledge that supports NFU's purpose in the Nordics and Europe must be a priority. The search for knowledge, the build-up of knowledge, and the spread of knowledge should, therefore, be fundamental to NFU's work. By building a high level of competence both within and outside of NFU the right conditions to influence and shape policymaking are created.

NFU should be a Nordic knowledge hub, adding value through expertise. This will be achieved by actively building and spreading knowledge among the member unions and other external stakeholders in regulation and financial sector policy issues. The research community is also an important stakeholder. By maintaining and developing the relations with the research community, NFU can encourage the scientific community to look at areas relevant to NFU. This ensures NFU to continuously reassess the arguments of the organization with the latest findings of the research community.

Engaging in dialogue is an important principle in the work of trade unions in the Nordics. Through dialogue, NFU participate in the democratic process of influencing policymakers to ensure that its voice is heard. NFU must strive to have a seat at the table with policymakers and regulators in Europe to influence the discussions about framework conditions for the Nordic and European financial sectors.

As the world has become more interconnected, there is an increased demand to find

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holistic approaches to policymaking and problem-solving. Knowledge, expertise, and information are shared between different sectors, involving a plurality of stakeholders in each decision. These changes have increased the importance of NFU's advocacy work as the financial sector is an important pillar of societal change. This also requires a nuanced approach to NFUs advocacy work where building networks and collaborating with a broader range of stakeholders is increasingly important. In addition, NFU must promote financial sector business strategies that encourages sustainable finance, equality, diversity, and invest in finance employees' competence and influence.

1.1 Building Expertise and Knowledge

- 1.1.1. Produce research reports to form the basis of influencing in NFU's key policy issues
- 1.1.2. Maintain and develop Nordic and European monitoring and analysis of key trends shaping the financial sectors and regulation and actively share it with the member unions
- 1.1.3. Further develop contacts and cooperation with the research community to seek out new knowledge in key NFU policy issues
- 1.1.4. Facilitate the arrangement of expert group and/or roundtable meetings to discuss issues relating to European regulatory or financial sector development

1.2. Promoting NFU Policies

- 1.2.1. Initiate and coordinate NFU reactions to relevant EU regulation proposals
- 1.2.2. Coordinate NFU input to UNI in regulatory and other union policy matters
- 1.2.3. Put forward NFU policies and reactions to relevant EU bodies: towards Commission, Parliament and Council and other relevant authorities, such as the Nordic Council of Ministers
- 1.2.4. Keep a special focus on following and influencing the European Supervisory Authorities
- 1.2.5. Actively seek to put NFU key policy priorities on the agenda of policymakers through promoting NFU resolutions, statements, and other means
- 1.2.6. Maintain and expand networks, dialogue and cooperation with NGOs and stakeholders in regulation and sector development issues on both European

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and global level (for example: FSB, Basel Committee, World Economic Forum, Finance Watch, BEUC, OECD, ILO employer associations, etc)

1.2.7. Be an active stakeholder in the discussion on the role of finance and financial institutions in society

1.2.8. **NEW:** Initiate and build contact with Nordic MEPs to discuss key NFU policies and interests.

2. Union Cooperation

NFU is based on union collaboration across countries. NFU's policies rely on the exchange of knowledge, information, and cooperation between the member unions and that is what gives NFU legitimacy in its work.

It is crucial to continue strengthening the networks within NFU for a deeper and more proactive exchange of knowledge and strategy. Arranging conferences, seminars, and other networking activities can strengthen both NFU and the members unions. In an increasingly interconnected world, management structures have changed and become more transnational in its scope. Consequently, old union structures are disrupted which require further cross-national coordination. NFU must therefore act to create value from cross-Nordic coordination and dialogue for the member unions. This can be done through strengthening the cooperation and by contributing with specific knowledge and other means that could facilitate their work. This includes among other things, stimulating NFU affiliates to support transnational company-based union branches.

NFU will also aim to reinforce cooperation with union colleagues in other sectors and regions on relevant cross-sectoral issues. Through this cooperation and by drawing closer ties to other union organisations in the Nordic and European settings, NFU can gain stronger impact for its policies. At the same time, NFU can take part in shaping cross-sectoral union strategies on the long term to benefit finance sector employees as well as the wider services sector. The UNI system, the ETUC and the European Sectoral Social dialogues are key stakeholders and arenas in this regard. It is also important to regularly follow up on the work with key stakeholders and arenas to improve the outcomes of the

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efforts to strengthen the position of financial sector employees. Furthermore, NFU should work to attract new member organisations into NFU, not least considering the financial sector changes that put pressure on NFU and which call for broader Nordic collaboration.

2.1 Internal Cooperation

- 2.1.1 Arrange the biennial NFU Conference in 2021
- 2.1.2 Coordinate before the UNI Europa Finance conference in 2021
- 2.1.3 When relevant, arrange expert group and/or roundtable meetings to discuss Nordic financial sector issues and EU legislation of relevance for employees
- 2.1.4 Provide a platform for coordination of affiliates' work with sectoral policy issues and collective negotiations to strengthen union influence on framework conditions and improve bargaining outcomes
- 2.1.5 Facilitate cooperation between the member unions to support their transnational company-based union branches
- 2.1.6 **NEW:** Establish dialogue with the member unions about their work with reports and data gathering.

2.2 External Cooperation

- 2.2.1 Maintain and expand networks, dialogue, and cooperation with UNI Global Union, ETUC, NFS and other relevant trade union organisations and networks, actively seeking to influence the agenda
- 2.2.2 Proactively coordinate and influence the NFU participation in the Social Dialogues
- 2.2.3 **NEW:** Cooperate with UNI Europa in relevant project activities, such as the Fintech project.
- 2.2.4 **NEW:** Follow up on the outcome of the declarations and statements drafted and signed by the social partners in the stakeholder groups.

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3. Communication

NFU should strive to be recognized as a competent and influential dialogue partner at all levels, and the communication efforts should support this aim. The NFU policy positions, supported by ever better knowledge and evidence, must be communicated in a clear and target-oriented manner.

NFU should continuously improve the methods for-communication of plans and results with internal stakeholders, thus making the consequences of regulation and the importance of international trade union work and lobbying activities visible and understandable for the member unions.

For the external visibility, NFU should strive to improve its visibility, both in terms of how NFU is visible and towards what actors. The Commission, Parliament and Council need to be complemented with the European Supervisory Authorities and other bodies on the regulatory side, such as the Nordic Council of Ministers. Towards external stakeholders NFU should increase its visibility towards other organisations and stakeholders who share the focus on sustainable finance. NFU should also seek out cooperation with employers' organisations when relevant.

3.1 Communication

- 3.1.1 **NEW:** Systematically develop and work with increasing and improving the visibility, branding, and knowledge about NFU
- 3.1.2 Increase the knowledge of NFU's activities and results among member unions and external stakeholders, including through the NFU website and relevant social media channels
- 3.1.3 Continue to refine the communication to the member unions on NFU's policies, activities and results in financial regulation and sector issues via relevant channels.

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Conclusion

In addition to the goals listed above, NFU will carry out the necessary organizational activities related to NFU's internal governance and administration. These activities fall under the key processes Governance and Administration and are thus outside the scope of this plan, even though they require a certain share of the secretariat's resources.

Follow-up and evaluation of the goals in the Work Plan will be made on a continuous basis, with a summary after the two-year period has ended.